

**Compensation Data Not-For-Profit  
2011 Job Titles**

<b>Job Number</b>	<b>Job Title</b>	<b>Job Family</b>
190000	Architect	Construction
190500	Bricklayer - Apprentice	Construction
190510	Bricklayer - Journey person	Construction
190600	Carpenter - Apprentice	Construction
190610	Carpenter - Journey person	Construction
190800	Concrete Finisher	Construction
192000	Construction Manager	Construction
191500	Construction Superintendent	Construction
191510	Construction Superintendent - Assistant	Construction
191000	Construction Supervisor	Construction
191600	Crane Operator	Construction
191900	Electrician - Apprentice	Construction
191910	Electrician - Journey person	Construction
192300	Equipment Operator - Heavy	Construction
192310	Equipment Operator - Light	Construction
192400	Estimating Manager	Construction
192500	Estimator	Construction
192510	Estimator - Senior	Construction
193000	General Construction Worker	Construction
194490	Pipefitter - Apprentice	Construction
194500	Pipefitter - Journey person	Construction
195000	Project Engineer - Construction	Construction
196000	Project Manager - Construction	Construction
196500	Property and Land Acquisition Officer	Construction
197000	Survey Chief	Construction
197300	Surveyor	Construction
030050	Aerospace Engineer	Engineering/Scientific/Technical
030100	Applications Engineer	Engineering/Scientific/Technical
030150	Applications Engineer - Lead	Engineering/Scientific/Technical
030200	Applications Engineer - Senior	Engineering/Scientific/Technical
030250	Applications Engineering Manager	Engineering/Scientific/Technical
030400	Biologist	Engineering/Scientific/Technical
031000	CAD Designer	Engineering/Scientific/Technical
031200	CAD Designer - Senior	Engineering/Scientific/Technical
030500	CAD Draftsperson	Engineering/Scientific/Technical
031300	CAD Supervisor	Engineering/Scientific/Technical
031500	Chemical Engineer	Engineering/Scientific/Technical
031700	Chemical Engineer - Lead	Engineering/Scientific/Technical
031600	Chemical Engineer - Senior	Engineering/Scientific/Technical
031750	Chemical Engineering Manager	Engineering/Scientific/Technical
031800	Chemist	Engineering/Scientific/Technical
031900	Civil Engineer	Engineering/Scientific/Technical
031910	Civil Engineer - Lead	Engineering/Scientific/Technical
032000	Civil Engineer - Senior	Engineering/Scientific/Technical
032010	Civil Engineering Manager	Engineering/Scientific/Technical
032100	Design Engineer	Engineering/Scientific/Technical
032250	Design Engineer - Lead	Engineering/Scientific/Technical
032200	Design Engineer - Senior	Engineering/Scientific/Technical
032300	Design Manager	Engineering/Scientific/Technical
032400	Electrical Engineer	Engineering/Scientific/Technical
032600	Electrical Engineer - Lead	Engineering/Scientific/Technical
032500	Electrical Engineer - Senior	Engineering/Scientific/Technical
032800	Electrical Engineering Manager	Engineering/Scientific/Technical
033000	Electronic Technician	Engineering/Scientific/Technical

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<b>Job Number</b>	<b>Job Title</b>	<b>Job Family</b>
033200	Electronic Technician - Senior	Engineering/Scientific/Technical
033500	Engineering Director	Engineering/Scientific/Technical
033600	Engineering Manager	Engineering/Scientific/Technical
033800	Engineering Technician	Engineering/Scientific/Technical
034500	Environmental Engineer	Engineering/Scientific/Technical
035000	Environmental Specialist	Engineering/Scientific/Technical
035005	Geologist	Engineering/Scientific/Technical
036000	Industrial Engineer	Engineering/Scientific/Technical
036300	Industrial Engineer - Lead	Engineering/Scientific/Technical
036200	Industrial Engineer - Senior	Engineering/Scientific/Technical
036250	Industrial Engineering Manager	Engineering/Scientific/Technical
037000	Laboratory Technician	Engineering/Scientific/Technical
037200	Laboratory Technician - Senior	Engineering/Scientific/Technical
037500	Manufacturing Engineer	Engineering/Scientific/Technical
037550	Manufacturing Engineer - Lead	Engineering/Scientific/Technical
037600	Manufacturing Engineer - Senior	Engineering/Scientific/Technical
037650	Manufacturing Engineering Manager	Engineering/Scientific/Technical
037800	Mechanical Engineer	Engineering/Scientific/Technical
038100	Mechanical Engineer - Lead	Engineering/Scientific/Technical
038000	Mechanical Engineer - Senior	Engineering/Scientific/Technical
038200	Mechanical Engineering Manager	Engineering/Scientific/Technical
038600	Process Engineer	Engineering/Scientific/Technical
038650	Project Controls Specialist	Engineering/Scientific/Technical
038500	Project Engineer	Engineering/Scientific/Technical
039000	Research Associate	Engineering/Scientific/Technical
039200	Research and Development Manager	Engineering/Scientific/Technical
038800	Quality Control Engineer	Engineering/Scientific/Technical
039600	Scientist	Engineering/Scientific/Technical
039700	Structural Engineer	Engineering/Scientific/Technical
039800	Systems Engineer	Engineering/Scientific/Technical
039810	Systems Engineer - Lead	Engineering/Scientific/Technical
039820	Systems Engineer - Senior	Engineering/Scientific/Technical
039830	Systems Engineering Manager	Engineering/Scientific/Technical
039900	Water/Waste Water Environmental Engineer	Engineering/Scientific/Technical
223900	Associate Director	Executive Management
000500	Chief Executive Officer	Executive Management
000600	Chief Financial Officer	Executive Management
000700	Chief Information Officer	Executive Management
001000	Chief Operating Officer	Executive Management
224000	Executive Director	Executive Management
224200	Executive Director - Foundation	Executive Management
002000	President	Executive Management
003000	Top Compliance Officer	Executive Management
004000	Top Corporate Audit Officer	Executive Management
004500	Top Corporate Legal Executive	Executive Management
004650	Top Development Executive	Executive Management
008010	Top Division Operations Executive	Executive Management
005000	Top Engineering Executive	Executive Management
006000	Top Human Resources Executive	Executive Management
007500	Top Marketing Executive	Executive Management
008050	Top Public Policy Development Executive	Executive Management
008100	Top Risk Officer	Executive Management
008300	Top Sales Executive	Executive Management
009000	Treasurer	Executive Management

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<b>Job Number</b>	<b>Job Title</b>	<b>Job Family</b>
009500	Vice President	Executive Management
009550	Vice President - Executive	Executive Management
009525	Vice President - Senior	Executive Management
040500	Custodian	Facilities Maintenance
040600	Diesel Mechanic	Facilities Maintenance
192110	Design & Construction Director	Facilities Maintenance
040920	Facilities Director	Facilities Maintenance
040925	Facilities Manager	Facilities Maintenance
040900	Facilities Planner	Facilities Maintenance
040930	Facilities Supervisor	Facilities Maintenance
041010	Floor Finisher	Facilities Maintenance
041300	Groundskeeper	Facilities Maintenance
215200	Housekeeper	Facilities Maintenance
041500	HVAC Mechanic	Facilities Maintenance
041710	Laborer	Facilities Maintenance
042000	Maintenance Electrician	Facilities Maintenance
042200	Maintenance Electrician - Senior	Facilities Maintenance
043500	Maintenance Installer/Repairer	Facilities Maintenance
045500	Maintenance Manager	Facilities Maintenance
044000	Maintenance Mechanic	Facilities Maintenance
044500	Maintenance Mechanic - Senior	Facilities Maintenance
044800	Maintenance Mechanic Supervisor	Facilities Maintenance
045000	Maintenance Supervisor	Facilities Maintenance
045300	Maintenance Supervisor - Senior	Facilities Maintenance
043000	Maintenance Worker	Facilities Maintenance
046000	Painter	Facilities Maintenance
046500	Plant Engineering Manager	Facilities Maintenance
047000	Plumber	Facilities Maintenance
204500	Power Plant Operator	Facilities Maintenance
010100	Accountant	Finance
010500	Accountant - Senior	Finance
011000	Accounting Clerk	Finance
011500	Accounting Clerk - Senior	Finance
012100	Accounting Director	Finance
012000	Accounting Manager - General	Finance
011700	Accounting Supervisor	Finance
012200	Accounts Payable/Receivable Clerk	Finance
012800	Accounts Payable/Receivable Manager	Finance
012600	Accounts Payable/Receivable Supervisor	Finance
014600	Auditing Director	Finance
014500	Auditing Manager	Finance
013500	Auditor	Finance
014300	Auditor - Lead	Finance
014000	Auditor - Senior	Finance
014700	Budget Analyst	Finance
014800	Budget Manager	Finance
142400	Collections Manager	Finance
142200	Collector	Finance
142300	Collector - Senior	Finance
015300	Controller	Finance
015250	Controller - Assistant	Finance
015500	Cost Accountant	Finance
015700	Cost Accounting Manager	Finance
143000	Credit Analyst	Finance

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<b>Job Number</b>	<b>Job Title</b>	<b>Job Family</b>
143100	Credit Analyst - Senior	Finance
143150	Credit Analyst Supervisor	Finance
015900	Finance Director	Finance
016100	Financial Analysis Director	Finance
016000	Financial Analyst	Finance
016200	Financial Analyst - Senior	Finance
016500	Financial Planning Manager	Finance
017500	Payroll Clerk	Finance
017700	Payroll Clerk - Senior	Finance
017800	Payroll Coordinator	Finance
018100	Payroll Manager	Finance
018000	Payroll Supervisor	Finance
167810	Risk Management Director	Finance
167820	Risk Management Specialist	Finance
167860	Risk Manager	Finance
018500	Tax Accountant	Finance
018700	Tax Manager	Finance
212200	Cook	Food Service
152000	Food Service Director	Food Service
152010	Food Service Manager	Food Service
152100	Food Service Supervisor	Food Service
213000	Food Service Worker	Food Service
020100	Administrative Assistant	General Office
020200	Administrative Assistant - Senior	General Office
020500	Clerk	General Office
020700	Clerk - Senior	General Office
021000	Clerk Typist	General Office
021300	Executive Assistant	General Office
021500	Executive Secretary	General Office
024000	Mail Clerk	General Office
024500	Mail Services Supervisor	General Office
025000	Office Manager	General Office
025200	Office Manager - Senior	General Office
172000	Operations Director	General Office
025400	Operations Manager	General Office
038550	Project Manager	General Office
026000	Receptionist	General Office
026500	Secretary	General Office
050100	Benefits Clerk	Human Resources
050300	Benefits Coordinator	Human Resources
050500	Benefits Manager	Human Resources
051500	Compensation & Benefits Manager	Human Resources
051000	Compensation Analyst	Human Resources
051100	Compensation Analyst - Senior	Human Resources
051200	Compensation Director	Human Resources
052000	Compensation Manager	Human Resources
052300	EEO Compliance Officer	Human Resources
052500	Employee Relations Manager	Human Resources
053000	Employment Manager	Human Resources
053300	HRIS Technical Specialist	Human Resources
053500	Human Resources Assistant	Human Resources
053600	Human Resources Assistant - Senior	Human Resources
054800	Human Resources Director	Human Resources
054000	Human Resources Generalist	Human Resources

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<b>Job Number</b>	<b>Job Title</b>	<b>Job Family</b>
054500	Human Resources Manager	Human Resources
054900	Labor Relations Director	Human Resources
055000	Labor Relations Manager	Human Resources
055050	Organizational Development Director	Human Resources
055500	Recruiter	Human Resources
055800	Safety Administrator	Human Resources
056500	Safety Director	Human Resources
056600	Safety Manager	Human Resources
057500	Security Director	Human Resources
056990	Security Officer - Armed	Human Resources
057000	Security Officer - Unarmed (Security Guard)	Human Resources
057300	Security Supervisor	Human Resources
057700	Staffing Coordinator	Human Resources
058000	Trainer	Human Resources
057900	Training Coordinator	Human Resources
058100	Training Director	Human Resources
058500	Training Manager	Human Resources
058400	Training Supervisor	Human Resources
059010	Workers Compensation Coordinator	Human Resources
070100	Applications Programmer	Information Systems
070300	Applications Programmer - Lead	Information Systems
070200	Applications Programmer - Senior	Information Systems
070400	Client/Server Operations Specialist	Information Systems
070900	Computer Operations Manager	Information Systems
070500	Computer Operations Specialist	Information Systems
070700	Computer Operations Specialist - Senior	Information Systems
070800	Computer Operations Supervisor	Information Systems
071400	Computer Repair Technician	Information Systems
071700	Data Architect	Information Systems
071800	Data Entry Clerk	Information Systems
071900	Data Entry Clerk - Senior	Information Systems
072000	Database Administrator	Information Systems
072100	Database Administrator Supervisor	Information Systems
072200	Database Analyst	Information Systems
072300	Desktop/Computer Support Coordinator	Information Systems
072400	Desktop/Computer Support Specialist	Information Systems
072800	Electronic Data Interchange (EDI) Analyst/Developer	Information Systems
073100	Help Desk Coordinator	Information Systems
073300	Help Desk Supervisor	Information Systems
073800	Information Security Administrator	Information Systems
073900	Information Security Director	Information Systems
074000	Information Systems Director	Information Systems
074100	Information Systems Manager	Information Systems
074200	Information Systems Supervisor	Information Systems
075500	Network Administrator	Information Systems
075700	Network Manager	Information Systems
075800	Network Services Director	Information Systems
076500	Programmer/Analyst	Information Systems
076800	Programmer/Analyst - Lead	Information Systems
076700	Programmer/Analyst - Senior	Information Systems
076000	Project Manager - IT	Information Systems
077000	Software Engineer	Information Systems
077100	Software Quality Assurance Tester	Information Systems
077200	Software Technician	Information Systems

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<b>Job Number</b>	<b>Job Title</b>	<b>Job Family</b>
078000	Systems & Programming Manager	Information Systems
077400	Systems Administrator	Information Systems
077500	Systems Analyst	Information Systems
077800	Systems Analyst - Lead	Information Systems
077700	Systems Analyst - Senior	Information Systems
078500	Telecommunications Analyst	Information Systems
078700	Telecommunications Manager	Information Systems
078800	Telecommunications Supervisor	Information Systems
078900	Telecommunications Technician	Information Systems
079000	Web Administrator	Information Systems
079500	Web Developer	Information Systems
060100	Attorney - Staff	Legal
060500	Attorney - Staff - Senior	Legal
151150	Compliance Coordinator	Legal
061000	Compliance Director	Legal
061500	Contracts Administrator	Legal
061600	Contracts Specialist	Legal
062000	Legal Secretary	Legal
063000	Paralegal	Legal
063500	Paralegal - Senior	Legal
080100	Advertising & Public Relations Manager	Marketing/Communications
081000	Advertising Manager	Marketing/Communications
080500	Advertising Specialist	Marketing/Communications
081500	Art Director	Marketing/Communications
220800	Communications Director	Marketing/Communications
081800	Communications Manager	Marketing/Communications
082000	Communications Specialist	Marketing/Communications
082200	Copy Editor	Marketing/Communications
082300	Copy Writer	Marketing/Communications
082350	Creative Services Director	Marketing/Communications
082400	Desktop Publisher	Marketing/Communications
082500	Graphic Designer/Artist	Marketing/Communications
083800	Marketing Coordinator	Marketing/Communications
084500	Marketing Director	Marketing/Communications
084300	Marketing Manager	Marketing/Communications
084000	Marketing Specialist	Marketing/Communications
085000	Media Producer	Marketing/Communications
086500	Press Operator - Duplicating	Marketing/Communications
086800	Press Operator - Offset	Marketing/Communications
086900	Press Roll Tender	Marketing/Communications
087000	Print Shop Supervisor	Marketing/Communications
087500	Product Manager	Marketing/Communications
087900	Public Relations Manager	Marketing/Communications
088000	Public Relations Specialist	Marketing/Communications
088500	Technical Writer	Marketing/Communications
100100	Buyer	Materials Management
100300	Buyer - Senior	Materials Management
101500	Courier/Driver	Materials Management
101000	Dispatcher	Materials Management
181100	Driver - Over-The-Road/Heavy	Materials Management
181200	Driver - Route Delivery	Materials Management
181300	Driver - Within 100 Miles	Materials Management
101600	Fleet Coordinator	Materials Management
101700	Fleet Manager	Materials Management

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<b>Job Number</b>	<b>Job Title</b>	<b>Job Family</b>
102000	Inventory & Production Control Manager	Materials Management
102200	Inventory Clerk	Materials Management
102500	Inventory Control Analyst	Materials Management
103000	Logistics Analyst	Materials Management
177900	Quality Generalist Manager	Materials Management
104000	Materials Management Director	Materials Management
104010	Materials Management Manager	Materials Management
104500	Purchasing Clerk	Materials Management
105000	Purchasing Manager	Materials Management
105500	Scheduling Manager	Materials Management
107000	Traffic Manager	Materials Management
220050	Academic Advisor	Not-For-Profit
220080	Admissions Director	Not-For-Profit
220100	Admissions Evaluator	Not-For-Profit
220150	Advocacy Director	Not-For-Profit
220200	Agency/Department Head - Gov't Entity	Not-For-Profit
220250	Animal Control Officer	Not-For-Profit
220270	Arborist	Not-For-Profit
220300	Archivist	Not-For-Profit
220340	Building Inspector	Not-For-Profit
220360	Bursar	Not-For-Profit
220400	Case Manager	Not-For-Profit
220410	Case Manager - Assistant	Not-For-Profit
150810	Chemical Dependency Counselor	Not-For-Profit
220600	Childcare Worker	Not-For-Profit
220700	City Recorder	Not-For-Profit
220850	Code Enforcement Officer	Not-For-Profit
151130	Community Outreach Advocate	Not-For-Profit
082030	Community Relations Director	Not-For-Profit
220900	Corrections Officer	Not-For-Profit
221000	Counselor	Not-For-Profit
221100	Court Clerk	Not-For-Profit
221500	Curator	Not-For-Profit
222000	Development Assistant	Not-For-Profit
222500	Development Director	Not-For-Profit
223000	Development Officer	Not-For-Profit
223400	Economic Development Manager	Not-For-Profit
223500	Education Manager	Not-For-Profit
223700	Educator	Not-For-Profit
223730	Emergency Communications Supervisor	Not-For-Profit
223770	Emergency Management Coordinator	Not-For-Profit
223780	Emergency Management Director	Not-For-Profit
223800	Emergency/911 Dispatcher	Not-For-Profit
151900	EMT (Emergency Medical Technician)	Not-For-Profit
224400	Financial Aid Director	Not-For-Profit
224500	Financial Aid Representative	Not-For-Profit
224700	Fire Battalion Chief	Not-For-Profit
224710	Fire Chief	Not-For-Profit
224720	Fire Chief - Deputy	Not-For-Profit
224730	Fire Marshal	Not-For-Profit
224740	Firefighter	Not-For-Profit
224750	Firefighter - Lieutenant	Not-For-Profit
224800	Forensic Technician	Not-For-Profit
224900	Fundraising Coordinator	Not-For-Profit

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<b>Job Number</b>	<b>Job Title</b>	<b>Job Family</b>
224910	Fundraising Manager	Not-For-Profit
225005	Grant Proposal Manager	Not-For-Profit
225010	Grant Writer	Not-For-Profit
225200	Housing Counselor	Not-For-Profit
225500	Juvenile Counselor	Not-For-Profit
152790	Laboratory Director	Not-For-Profit
152800	Laboratory Manager	Not-For-Profit
152810	Laboratory Supervisor	Not-For-Profit
225600	Lecturer	Not-For-Profit
225700	Legislative Analyst	Not-For-Profit
225800	Librarian	Not-For-Profit
225810	Library Aide	Not-For-Profit
225820	Library Circulation Supervisor	Not-For-Profit
225830	Library Director	Not-For-Profit
152660	Living Skills Advisor	Not-For-Profit
226000	Major Gifts Director	Not-For-Profit
156400	Paramedic	Not-For-Profit
226700	Park Maintenance Supervisor	Not-For-Profit
226710	Park Maintenance Worker	Not-For-Profit
226800	Parks & Recreation Director	Not-For-Profit
226900	Planned Giving Director	Not-For-Profit
227000	Planner	Not-For-Profit
227100	Planning Manager	Not-For-Profit
227300	Police Captain	Not-For-Profit
227310	Police Chief	Not-For-Profit
227320	Police Detective	Not-For-Profit
227330	Police Lieutenant	Not-For-Profit
227340	Police Officer	Not-For-Profit
227350	Police Sergeant	Not-For-Profit
227380	Principal Investigator	Not-For-Profit
227400	Prison Warden	Not-For-Profit
227420	Probation Officer	Not-For-Profit
227450	Program Assistant	Not-For-Profit
227460	Program Coordinator	Not-For-Profit
227500	Program Director	Not-For-Profit
227510	Program Manager	Not-For-Profit
228000	Prosecutor - Deputy	Not-For-Profit
228100	Public Health - Clinic Assistant	Not-For-Profit
228200	Public Health Nurse (RN)	Not-For-Profit
228300	Public Health Program Manager	Not-For-Profit
228500	Registrar	Not-For-Profit
228600	Research Associate	Not-For-Profit
228630	Research Institute Director	Not-For-Profit
228650	Research Scientist	Not-For-Profit
039230	Research Technician	Not-For-Profit
228670	Research Technologist	Not-For-Profit
204780	Sanitation Supervisor	Not-For-Profit
204785	Sanitation Worker	Not-For-Profit
228700	Sheriff	Not-For-Profit
228710	Sheriff - Deputy	Not-For-Profit
153600	Social Worker - BSW	Not-For-Profit
153700	Social Worker - MSW	Not-For-Profit
228800	Special Events Coordinator	Not-For-Profit
228810	Special Events Director	Not-For-Profit

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<b>Job Number</b>	<b>Job Title</b>	<b>Job Family</b>
229050	Volunteer Coordinator	Not-For-Profit
228990	Volunteer Director	Not-For-Profit
229100	Volunteer Manager	Not-For-Profit
110210	Cashier	Retail
130500	Cashier - Lead	Retail
131000	Department Manager	Retail
132000	Display Manager	Retail
134000	Loss Prevention Manager	Retail
134500	Loss Prevention Specialist	Retail
135500	Merchandise Manager	Retail
135000	Merchandiser	Retail
136000	Sales Associate	Retail
137000	Shift Supervisor	Retail
138000	Stock Clerk	Retail
138500	Stock Manager	Retail
139000	Store Manager	Retail
139500	Store Manager - Assistant	Retail
110300	Call Center Manager	Sales/Service
112600	Customer Service Director	Sales/Service
112500	Customer Service Manager	Sales/Service
110500	Customer Service Representative	Sales/Service
111000	Customer Service Representative - Senior	Sales/Service
111500	Customer Service Representative - Technical	Sales/Service
112000	Customer Service Supervisor	Sales/Service
113000	Field Service Engineer	Sales/Service
113500	Field Service Technician	Sales/Service
113700	Inside Sales Manager	Sales/Service
113750	Internet Sales Manager	Sales/Service
113800	Order Entry Clerk	Sales/Service
114000	Sales Assistant	Sales/Service
114050	Sales Director	Sales/Service
114100	Sales Engineer	Sales/Service
114300	Sales Manager - District (MGRL/SPVSR)	Sales/Service
114500	Sales Manager - National (MGRL/SPVSR)	Sales/Service
115000	Sales Manager - Regional (MGRL/SPVSR)	Sales/Service
115500	Sales Representative - Inside	Sales/Service
115800	Sales Representative - Inside - Senior	Sales/Service
116000	Sales Representative - Outside	Sales/Service
116200	Sales Representative - Outside - Senior	Sales/Service
117000	Telemarketing Representative	Sales/Service
117300	Warranty Coordinator	Sales/Service