

Attract and Retain the "Best and the Brightest" Employees in 2018: Participate in "Fair Pay for Northern California Nonprofits: The 2018 Compensation and Benefits Survey"

600 nonprofit organizations, reporting on over 33,000 employees, participated in the 2017 survey, making it the largest and most robust in the survey's 39-year history, and the 5th year in a row the survey broke its own participant record.



72% of the 2017 survey's participants see hiring challenges in the year ahead, and they foresee increased competition from their colleagues and businesses to attract and retain the "best and brightest" employees. They'll need the wealth of information produced by the 2018 survey to compete effectively on this ever-changing playing field.

This annual survey is published by Oakland-based Nonprofit Compensation Associates.

Survey Region Area



Includes 48
Northern
California
Counties!

Here's how your agency will benefit from the best survey of its kind:

- Current, local compensation data on more than 200 jobs found in nonprofit organizations throughout Northern California, including the Sacramento and the San Francisco Bay areas and the Central Valley
- Base pay levels and bonus/incentive pay for each job with details by annual operating budget, location within Northern California, number of employees and primary field of service
- Employee benefits in detail: paid time off, insurance, retirement
- Salary increases over the past year and expected during next year
- Policies with respect to on-call work, overtime, shift differentials, pay for bilingual skills, introductory periods, performance reviews and more

If you don't already have a copy of the 2017 survey report, you can take advantage of our annual 2 for 1 offer. You can purchase the 2017 report at 50% off, if at the same time you prepay for the 2018 survey at the discounted participant rate.

**Participation Deadline:
March 2, 2018**

**Survey Report Publication Date:
April 13, 2018**

**To participate in the 2018 survey
(and acquire the 2017 survey report, if you don't already have it),
visit www.nonprofitcomp.com or email us at survey@nonprofitcomp.com.**

We extend our appreciation to our sponsors, whose support helps keep survey fees low for our participating organizations.



Nonprofit Compensation Associates, Inc.
P.O. Box 10737
Oakland, California 94610

www.nonprofitcomp.com
(510) 645-1005
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