

# Fair Pay for Northern California Nonprofits: The 2019 Compensation & Benefits Survey



**Participation Deadline:** ~~Friday, February 8~~ **extended through Friday, March 1**  
**Report Publication:** **Friday, April 12**

Here's how your organization 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 metropolitan areas Sacramento and the San Francisco Bay Area
- 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 the next year
- Policies with respect to on-call work, overtime, shift differentials, pay for bilingual skills, introductory periods, performance reviews and more



The survey serves all kinds of nonprofits in all 48 Northern California counties, from Del Norte County in the far northwest to Inyo County in the far southeast. And we make special efforts to serve both larger and smaller nonprofit organizations, as well as those from both urban/suburban and rural counties.

**For more information:**

visit [www.nonprofitcomp.com](http://www.nonprofitcomp.com)  
 email [survey@nonprofitcomp.com](mailto:survey@nonprofitcomp.com)  
 call 510-645-1005

The cost of the survey report depends on your organization's financial size and is steeply discounted for participants.

Organization's annual operating expenses	Survey Participant ordering by 3/1/19	Survey Participant ordering after 3/1/19	Non-participant
Under \$500,000	\$60	\$65	\$180
\$500,000 - \$1,000,000	\$90	\$100	\$270
\$1,000,000 - \$2,000,000	\$120	\$130	\$360
\$2,000,000 - \$5,000,000	\$150	\$165	\$450
Over \$5,000,000	\$180	\$195	\$540

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



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