

Attract and Retain the “Best and the Brightest” Employees in 2019 and Beyond: Participate in “Fair Pay for Northern California Nonprofits: The 2019 Compensation and Benefits Survey”

The 2018 survey report was published on April 13th by Oakland-based Nonprofit Compensation Associates (NCA).



With 610 participating nonprofits, reporting on over 32,000 employees, the 2018 survey is the largest and most robust in its 40-year history. 2018 is also the sixth year in a row the survey broke its participant record!

77% of the 2018 survey's participants (up from 72% in 2017) 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 2019 survey to compete effectively on this ever-changing playing field.

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 metropolitan areas of Sacramento and the San Francisco Bay
- 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

The survey serves nonprofit organizations in all 48 Northern California counties, a vast geographic area from Del Norte County in the far northwest to Inyo County in the far southeast. And NCA makes special efforts to serve both larger and smaller nonprofit organizations, as well as those from both urban/suburban and rural counties. To see how we do it, visit:

www.nonprofitcomp.com/message.html

If you don't already have a copy of the 2018 survey report, you can take advantage of our annual 2-for-1 offer. You can purchase the 2018 report at 50% off, if at the same time you prepay for the 2019 survey at the discounted participant rate.

To participate in the 2019 survey (and acquire the 2018 survey report, if you don't already have it), visit www.nonprofitcomp.com or email us at survey@nonprofitcomp.com.

**Participation Deadline: February 8, 2019
Report Publication: April 12, 2019**

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



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