

Fair Pay for Southern California Nonprofits: The 2022 Compensation & Benefits Survey



Participation Deadline: February 18, 2022
Report Publication: April 30, 2022

As our communities continue to recover from the pandemic, nonprofit managers navigate uncertain economic conditions related to pay rates, employee retention, benefits and employment policies. Here's how your organization will benefit from the 2022 survey report:

- Current, local compensation data on more than 150 jobs found in nonprofit organizations throughout Southern California
- Base pay levels and bonus/incentive pay for each job with details by annual operating budget, regional location within Southern 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
- Impacts of the COVID-19 pandemic on operations and policies
- New questions about DEI practices, including DEI Director job



The survey serves all kinds of nonprofits in the ten Southern California counties of **Imperial, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara and Ventura**. 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:
social.nonprofitcomp.com
survey@nonprofitcomp.com
 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 2/18/22 | Survey Participant ordering after 2/18/22 | Non-participant |
|--|--|---|-----------------|
| Under \$1,000,000 | \$90 | \$100 | \$270 |
| \$1,000,000 - \$5,000,000 | \$140 | \$155 | \$420 |
| More than \$5,000,000 | \$190 | \$210 | \$570 |

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

social.nonprofitcomp.com
survey@nonprofitcomp.com
 (510) 645-1005