

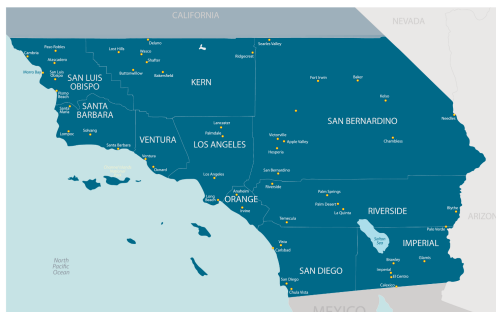
# Fair Pay for Southern California Nonprofits: The 2024 Compensation & Benefits Survey



**Participation Deadline:** March 8, 2024 (extended deadline)  
**Report Publication:** April 30, 2024

A tight labor market, high costs, and pandemic-related impacts to the workplace present challenges for nonprofit employers who manage their organizations' compensation and benefits policies. Here's how your organization will benefit from the 2024 survey report:

- Current, local compensation data on more than 180 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, DEI practices and more
- Impacts of the current economic environment on operations and policies



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:**  
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 510-645-1005

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

Organization's annual operating expenses	Survey Participant ordering by 3/8/24	Survey Participant ordering after 3/8/24	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.*



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