

# It's 2012 . . .



## Time to Participate in "Fair Pay for Northern California Nonprofits: the 2012 Compensation and Benefits Survey" -- the best survey of its kind in the country!

Here's how your agency can benefit from the 2012 survey:

- \* Current, local compensation data on 167 jobs often found at nonprofit organizations
- \* 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 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 also helps your agency find out how the local nonprofit community is coping with the recession. Here are some questions the survey can help nonprofit managers answer:

- \* How do the salaries paid at our organization compare with those paid at similar, local organizations?
- \* Are organizations still freezing salary levels, or are more planning to increase salaries during the next year?
- \* How common are bonuses or incentive pay for jobs like ours?
- \* Are organizations shifting benefits costs to employees?
- \* How do pay levels for male and female Executive Directors compare?

### Special Offer:

To find out how your agency can participate in the survey free-of-charge, prepay at the lowest price to receive the survey in early May and, if you don't already have it, acquire the 2011 survey at 50% off its regular price, click on [www.nonprofitcomp.com](http://www.nonprofitcomp.com), email us at [survey@nonprofitcomp.com](mailto:survey@nonprofitcomp.com) or call us at (510) 645-1005.

### Survey Region Area

Nonprofits in the following 48 California counties are invited to participate in the 2012 Survey.

Alameda	Madera	San Mateo
Alpine	Marin	Santa Clara
Amador	Mariposa	Santa Cruz
Butte	Mendocino	Shasta
Calaveras	Merced	Sierra
Colusa	Modoc	Siskiyou
Contra Costa	Mono	Solano
Del Norte	Monterey	Sonoma
El Dorado	Napa	Stanislaus
Fresno	Nevada	Sutter
Glenn	Placer	Tehama
Humboldt	Plumas	Trinity
Inyo	Sacramento	Tulare
Kings	San Benito	Tuolumne
Lake	San Francisco	Yolo
Lassen	San Joaquin	Yuba

### Northern California Regional Partners

A special thanks to our 2012 Regional Partners who help us market the survey to their constituents.

Alameda Council of Community Mental Health Agencies  
California Association of Nonprofits, Los Angeles  
Center for Volunteer & Nonprofit Leadership of Marin, San Rafael  
Community Collaborative of Tahoe Truckee, Truckee  
Community Foundation for Monterey County, Monterey  
Community Foundation of Santa Cruz County  
CompassPoint Nonprofit Services, San Francisco  
Foundation Center, San Francisco  
Great Valley Center, Modesto  
Human Care Alliance, Santa Cruz  
Human Services Alliance of Contra Costa, Pleasant Hill  
Kings United Way, Armona  
Napa Valley Coalition of Nonprofit Agencies, Napa  
Nonprofit Alliance of Monterey County, Pacific Grove  
Nonprofit Resource Center, Sacramento

Northern California Community Loan Fund, San Francisco  
Placer Community Foundation, Auburn  
San Francisco Human Services Network  
Shasta Regional Community Foundation, Redding  
Sierra Health Foundation, Sacramento  
Sierra NonProfit Services, Sonora  
Silicon Valley Council of Nonprofits, San Jose  
The Community Foundation of Mendocino County  
THRIVE – The Alliance of Nonprofits for San Mateo County, San Carlos  
United Way of Merced County, Merced  
United Way of Santa Cruz County, Capitola  
United Way of the Wine Country, Santa Rosa  
United Way of Tulare County, Tulare  
United Ways of California  
Volunteer Center of Sonoma County, Santa Rosa

. . . And if that's not enough incentive for you, consider this:

Since 2001 the IRS has encouraged charities to go through a set of steps to ensure that executive compensation is set appropriately. On the revised form 990, the IRS has standardized reporting to make comparing salaries easier and is requiring charities to provide information about the process they use to set the salaries of employees who receive \$150,000 or more in total compensation.

The survey will help you navigate through this new process and will be a primary tool to help your board of directors document the rationale they use to set the salaries they pay their executives.

The survey exists only because of you Northern California nonprofits who take the time to participate in it year after year. In a large part, it's really your survey.

Now it's your organization's turn to make this the biggest and best survey ever.

## DEADLINE TO PARTICIPATE MARCH 5, 2012.

**PARTICIPATE IN THE SURVEY AT [WWW.NONPROFITCOMP.COM](http://WWW.NONPROFITCOMP.COM)**

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

[www.nonprofitcomp.com](http://www.nonprofitcomp.com)  
Phone: (510) 645-1005  
Email: [survey@nonprofitcomp.com](mailto:survey@nonprofitcomp.com)



NONPROFIT  
COMPENSATION  
ASSOCIATES

Sponsored by Hood & Strong LLP, CPA's  
a leader in providing professional services to the not-for-profit community