

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



Survey Launch: Monday, December 6, 2021
Participation Deadline: Friday, February 18, 2022
Report Publication: Friday, April 15, 2022

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 of 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
- 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 all 48 Northern California counties, 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
email 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 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.



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