

Fair Pay for Northern California Nonprofits: The 2025 Compensation & Benefits Survey



Participation Deadline: Friday, February 14, 2025
Report Publication: Friday, April 14, 2025

Low unemployment, high costs, uncertainty about shifting governmental policies and evolving workplace practices present challenges for nonprofit employers who manage their organizations' compensation and benefits policies. Here's how your organization will benefit from the 2025 survey report:

- 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, DEI practices and more
- Impacts of the current economic environment on operations and policies



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 is steeply discounted for participants and depends on your organization's financial size.

Organization's annual operating expenses	Survey Participant ordering by 2/14/25	Survey Participant ordering after 2/14/25	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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