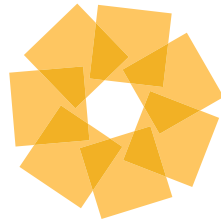


Nonprofit Association of Oregon's

2023 Oregon Nonprofit Compensation and Benefits Report



THE NONPROFIT
ASSOCIATION OF
OREGON

Connect. Improve. Advance.

— Executive Summary —



Introduction

Charitable nonprofits are a critical part of the health and resilience of Oregon’s communities. Nonprofits are significant contributors to the leadership, economy, social and cultural health, and well-being of our state. Those who work in the nonprofit sector often do so because of the passion they feel for a specific cause, community, or institution. We believe that people that do so much to serve society should not only be rewarded by good feelings but also need to be appropriately compensated for the vital work they do in making a positive difference in our communities.

The last three years have been incredibly difficult for so many of us – we are continuing to live through the impacts of the COVID-19 pandemic, we are recovering from massive wildfires and continued devastating fire seasons to come, increased tensions around social justice and racism, a growing housing crisis, inflation, pipeline issues, and perhaps most germane to this report, a crisis in nonprofit staff retention and hiring. To put those challenges into the context of how it impacted the most precious resource nonprofits have – our staff, NAO conducted the 2023 Nonprofit Compensation and Benefits Survey. The information we collected is meant to provide nonprofits with valuable compensation and benefits data to inform important decisions for their organizations and employees. The survey upon which the report is built was conducted in March 2023.

NAO’s 2023 Oregon Compensation and Benefits Report analyzes information shared by 366 501(c)(3) nonprofit organizations throughout Oregon. Respondents represent a diverse range of subsectors, geographic locations, and operating budgets, and responded to compensation and benefit questions based on specific positions. Participants shared information covering 1,478 full-time employees and more than 366 part-time employees across 48 distinct employed positions.

Below is a snapshot of general findings. For more in-depth key findings and additional information specific to your nonprofit’s demographics, check out the full report, which comes with access to an online Tableau dashboard. The Tableau dashboard provides a more detailed searchable platform for your use in viewing the survey data. With the Tableau dashboard, users are able to filter and compare based on the organization’s annual operating budget, number of full-time employees, primary focus, and Oregon region

Participation

366 organizations responded to the survey. 223 responses were completed from start to finish. Both complete and incomplete survey responses were included in survey visualizations, when responses were present. Respondents were located across Oregon, with a significant portion of responses coming from Multnomah County. Lane, Deschutes, Washington, and Jackson counties were the next most common counties for respondent organizations to be centered in.

Human services was the most common focus among respondent organizations by a wide margin, followed by Arts/Culture, Environmental Quality, and Education.

Hiring Shortages

Approximately 35% of organizations reported having positions open that they have been unable to hire for. These organizations most commonly reported having trouble hiring mid-level employees, with entry-level employees following closely behind. Trouble hiring executive level positions was less common.

Among organizations that modified benefits packages in response to hiring and retention challenges, medical benefits were the most commonly modified, followed by dental, vision, retirement, and life/disability, respectively. Many of these same organizations also reported adding or enhancing professional development opportunities, employee bonuses, and vacation/leave benefits.

89% of organizations that reported hiring challenges have increased their compensation rates. The average increase for executive positions was 11%, for management positions 11%, program positions 10%, and operational support 10%.

Position and Wages

A large majority of respondents indicated that their organization employs an Executive Director. Program/project management staff were the second most commonly employed by a wide margin, followed by development/events staff, and financial/bookkeeping staff, respectively. About 60% of organizations reported using agency/contract workers, with bookkeeping and IT ranking as the most commonly contracted positions.

Very few organizations reported union representation among any staff types, although administrative assistants were the most likely to have union representation, with three reported union positions.

The average reported full-time turnover rate was 26%. The average reported part-time turnover rate was 41%.

Bonuses and Salary Increases

17% of organizations had an established bonus program. Among organizations that had a bonus program, individual performance was the most common criterion used to award bonuses, followed by supervisor/management discretion. Most organizations with a bonus program reported giving bonuses annually.

59% of organizations reported having a formal compensation policy in place. Cost of living was the most common criteria for awarding salary increases, followed by merit/performance. Tenure was the least common criteria for awarding salary increases.

24% of organizations offer additional compensation for specific skills used in day-to-day work. The vast majority of these organizations offered compensation in the form of a salary differential. Lived experience received the most additional compensation, on average (\$3,438), followed by other (\$2,607), language (\$2,097), and cultural experience (\$2,000).

Benefits

The average reported cost for total employee benefits as a percentage of total payroll was 17%.

More than 80% of respondents offer medical benefits to their employees. 3/4ths provide dental benefits, 2/3rds provide vision benefits, and nearly half offer life insurance/disability benefits. Respondent organizations that offered benefits reported paying an average 92% of medical insurance premiums, 90% of dental premiums, 94% of life/disability premiums, and 93% of vision premiums for full-time employees.

Among organizations that reported offering medical benefits, a wide majority offered a Preferred Provider Organization (PPO) plan, followed by a Health Maintenance Organization (HMO) plan. Those that offer dental benefits most commonly offered a Dental Preferred Provider Organization (DPPO) plan. A vision benefits package was the most popular option by far for those that offer vision benefits.

Basic Life Insurance and Accidental Death & Dismemberment Insurance were the two most common life/disability benefit plans offered, followed by long- and short-term disability. Most respondents that offered medical benefits did provide employees with the option to opt out of those benefits, but few organizations that allowed opt-out (23%) offered cash in lieu of benefits for those choosing to opt out.

Most organizations did not offer Flexible Spending Accounts (FSAs – 31%) or Health Spending Accounts (HSAs – 15%), although FSAs were more popular. Organizations that offer FSAs were very unlikely to contribute funds (13%), while organizations that offer HSAs were more likely to contribute funds (41%). The average annual FSA contribution was \$429 while the average HSA contribution was \$1,489.

Nearly 3/4ths of organizations offer a retirement plan. Those that offer a retirement plan were most likely to offer a 401k plan, followed by a SIMPLE IRA, then a 403b, respectively.

A little more than half of respondents offer some benefits to part-time employees. Those that did most commonly reported offering paid sick leave, followed by paid vacation, and retirement benefits.

Paid Time Off

The most common form of paid time off (PTO) that organizations reported offering was paid holidays, followed by paid sick leave and paid vacations. The average amount of paid time off for employees with 1-3 years at an organization was 2.8 days, while the average amount of paid time off for employees with 11 or more years at an organization was 37.4 days.

On average, organizations reported giving 17.8 days of paid vacation time annually to their 1-3 year employees, and 29.6 days of paid vacation time to 11+ year employees. On average, respondents said that they give their employees 14.7 days of sick time per year. Those organizations that could not offer paid holidays much more commonly reported offering floating holidays (70%) than holiday pay (22%). Organizations allowed employees to carry over 30 days of PTO annually, on average.

Paid Family Leave

The vast majority of organizations reported that they had posted or virtually sent the Oregon Paid Family and Medical Leave Insurance (PFMLI) poster to their employees. 81% of organizations reported withholding contributions for Paid Leave Oregon, while 32% reported paying into the Paid Leave Oregon program. 59% of organizations had fewer than 25 employees and were not required to pay into the program, nor were they paying in voluntarily.

24% of organizations offered additional paid parental leave beyond Oregon's PFMLI requirement – this benefit was more likely to be offered to full-time employees than part-time (and very few offered it for temporary employees). On average, these organizations offered 6.8 additional weeks of paid parental leave.

How to Get the Full Report

For details on how to get your full copy of NAO's 2023 Oregon Nonprofit Compensation and Benefits Report, please visit: www.nonprofitoregon.org/2023-comp-and-benefit.