

2024

NAO

Nonprofit
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of Oregon

Oregon Nonprofit Compensation and Benefits Report

Executive Summary

Produced by:

Nonprofit Association of Oregon

Introduction

Charitable nonprofits are a critical part of the health and resilience of Oregon's communities. Nonprofits are significant contributors to our state's leadership, economy, social and cultural health, and well-being. Those working in the nonprofit sector often do so because of their passion for a specific cause, community, or institution. We believe that people who do so much to serve society should be rewarded with good feelings and appropriately compensated for the vital work they do in making a positive difference in our communities.

This executive summary showcases a glimpse into the findings reported by nonprofits in Oregon. For more in-depth key findings and additional information specific to your nonprofit's demographics, we invite you to purchase the full report, which includes access to an online Tableau dashboard.

For the first time, this survey was simultaneously implemented across the Northwest through our partner State Associations in Alaska (The Foraker Group), Idaho (Idaho Nonprofit Center), Montana (Montana Nonprofit Association), and Washington (Nonprofit Association of Washington). The interactive state-by-state comparison, accessible through the Tableau dashboard, yields useful data on areas where nonprofit competition for human resources straddles borders or workers live in neighboring states.

The Tableau dashboard provides a more detailed searchable platform for viewing the survey data. With the Tableau dashboard, users can filter and compare based on the organization's annual operating budget, number of full-time employees, primary focus, and Oregon region.

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www.nonprofitoregon.org/wage-work

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Participation

The survey received responses from 311 Oregon organizations; 248 completed the entire survey. When responses are present, both complete and incomplete survey data are included in survey visualizations.

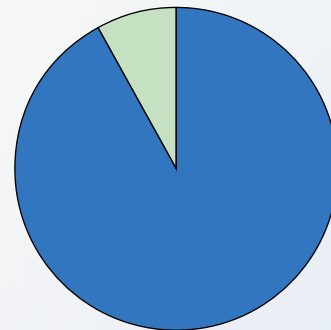
Human Services was the most common focus (NTEE code) among respondent organizations (20%), followed by Arts, Culture, & Humanities (12%), Environmental Quality, Protection and Beautification (8%) and Education (7%).

Over half (54%) of responding organizations had annual budgets over one million dollars, while the rest (46%) had annual budgets under one million. A small portion (4%) of responding organizations were volunteer-run, and thus were not asked about personnel compensation and benefits.

Hiring Shortage

Approximately 23% 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.

Some organizations modified their benefits packages in response to hiring and retention challenges. The most common reported change was more flexible work schedules, followed by medical, dental, vision, and retirement, respectively. Many of these same organizations also reported adding or enhancing professional development opportunities, vacation/leave benefits and employee bonuses.



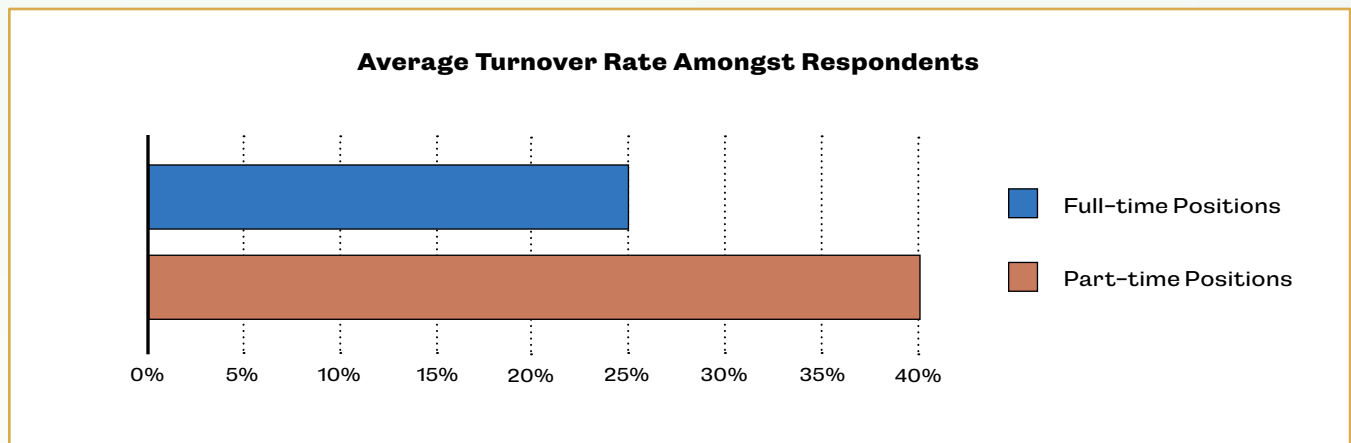
Of the organizations reporting hiring challenges, 92% have increased their compensation rates.

The average increase for executive positions was 6%, management positions 8%, program positions 9%, and operational support 8%.

Position and Wages

A large majority of respondents (97%) indicated that their organization employs an Executive Director. Program/project management staff were the second most likely to be employed (among 74% of organizations), followed by development staff (48% of organizations), and financial/bookkeeping staff (43% of organizations) respectively. About 52% of organizations reported using agency/contract workers, ranking bookkeeping and IT as the most commonly contracted positions.

Very few organizations reported union representation among any staff type. No more than two organizations reported any specific position represented through a union body.

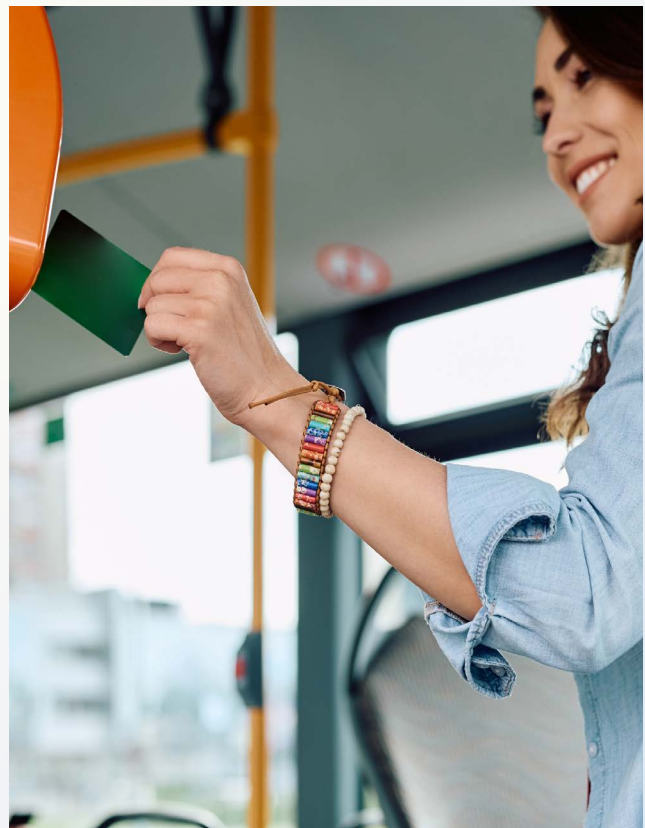


Bonuses and Salary Increases

Some organizations (15%) reported having an established bonus program. Among organizations that had a bonus program, operating goals were the most common criterion used to award bonuses, followed closely by supervisor/management discretion and individual performance. Most organizations with a bonus program reported giving bonuses annually.

Half of organizations reported having a formal compensation policy in place. Cost of living was the most common criteria for awarding salary increases, followed by a job change within the organization, and merit/performance. Educational/experiential development (i.e. certification, multi-lingual, etc.) was the least common criteria for awarding salary increases.

A quarter of organizations (25%) offer additional compensation for specific skills used in day-to-day work. Language skills were by far the most likely to receive additional compensation, most commonly through a salary differential (average of \$1,932). Oregon respondents were more likely to offer additional compensation for specific skills than respondents across the northwest region as a whole (13%).



Benefits

The average reported cost for total employee benefits as a percentage of total payroll was 18%.

Nearly three-quarters (74%) of respondents offer medical benefits to their employees, 57% provide dental benefits, 68% provide vision benefits, and 40% offer life insurance/disability benefits. Respondent organizations that offered benefits reported paying an average 93% of medical insurance premiums, 92% of dental premiums, 96% of life/disability premiums, and 94% of vision premiums for full-time employees.

Among organizations that reported offering medical benefits, a vast majority offered a Preferred Provider Organization (PPO) plan, with Health Maintenance Organizations (HMO), High Deductible Health Plans (HDHP), and Point of Service (POS) plans trailing behind, respectively. Respondents that offered employees the option to opt out of medical benefits rarely (20%) offered cash in lieu of benefits option.

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 organizations did not offer Flexible Spending Accounts (FSAs – 30%) or Health Spending Accounts (HSAs – 15%). Organizations that offer FSAs were very unlikely to contribute funds (8%), while organizations that offer HSAs were more likely to contribute funds (49%). The average annual FSA contribution was \$1,342, while the average HSA contribution was \$1,347.

Nearly three-quarters (72%) 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.

Less than half of respondents (48%) offer some benefits to part-time employees. Those that did most commonly reported offering paid sick leave, followed by paid vacation and retirement benefits. These three options outpaced all other options by a fairly wide margin.

Paid Family Leave

Most Oregon organizations reported that they had posted or virtually sent their employees the Oregon Paid Family and Medical Leave Insurance (PFMLI) poster. Most (80%) organizations reported withholding contributions for Paid Leave Oregon, while 40% reported paying into the Paid Leave Oregon program. A little over half (56%) of organizations had fewer than 25 employees and were not required to pay into the program, nor were they paying in voluntarily.

Almost a quarter (23%) 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 employees (and none reported offering it to temporary employees). On average, these organizations offered eight additional weeks of paid parental leave.

Paid Time Off

Organizations reported offering paid holidays as the most common form of paid time off (PTO), followed by paid sick leave, paid vacations, and PTO for sick or vacation. The average amount of paid time off for new employees at an organization was 18 days. In comparison, the average amount of paid time off for long-tenure employees at an organization was 27 days. On average, respondents said they give their employees 14.2 days of sick time per year.

On average, organizations reported giving new employees 13 days of paid vacation time annually and long-tenure employees 23 days. Those organizations that could not offer paid holidays much more commonly reported offering floating holidays (69%) than holiday pay (14%). Organizations allowed employees to carry over 23 days of PTO annually.

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The Nonprofit Association of Oregon is the statewide nonprofit membership organization representing and supporting charitable nonprofits of all sizes, geographic locations and missions across Oregon.

NAO's mission is to serve public benefit nonprofits by strengthening the collective voice, leadership, and capacity of nonprofits to enrich the lives of all Oregonians. NAO's vision is that Oregon's nonprofits are visible and valued as essential contributors to society. We are deeply invested in our core values: Collaboration, Equity and Inclusion, Excellence, Impact, Learning, Service and Stewardship. Become members today at www.nonprofitoregon.org.

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