

Utah Nonprofits Association 2022 Compensation & Benefits Survey



Gallagher

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Utah Nonprofits Association

2022 Compensation & Benefits Survey

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Survey Introduction

Gallagher Surveys is pleased to present the 2022 Compensation and Benefits Survey sponsored by the Utah Nonprofits Association. The survey provides detailed information on a wide range of academic and support positions commonly found in Utah nonprofit organizations. The data is effective as of January 1, 2022.

Gallagher Surveys and the Utah Nonprofit Association would like to thank all of the organizations that participated in this survey. Gallagher appreciates the opportunity to serve the nonprofit organizations in the state and hopes you find these results useful. We welcome your feedback and suggestions regarding the survey, and look forward to your participation next year.

Survey Highlights

- ♦ **Total Participants** 144
- ♦ **Incumbents Included** 2,937 incumbents
- ♦ **Positions Reported** 70 titles
- ♦ **Data Cuts**
 - 11 data cuts per title
 - All organizations
 - Size: Operating Budget
FTEs
 - Region: 4 regional data cuts based on county
- ♦ **Two reporting formats** PDF and Excel
- ♦ **Employee Benefits** Extensive employee benefits provided in Excel

Survey Introduction

Reporting Format

The report provides data cuts in several categories based on reported scope measures and location. The following is an explanation of the categories for which data cuts are provided.

1. *ALL* – Includes data for all organizations participating in the survey
2. *Organization size as measured by FTEs* – The three size groups based on FTEs are Under 10, 10 to 49 and 50 or more.
3. *Organization size as measured by Operating Budget* – The three size groups based on budget are Under \$1 million, \$1 million to \$4.9 million and \$5 million or more.
4. *Region* – The four regional data cuts based on county:
 - Salt Lake
 - Summit and Utah
 - Davis, Weber and Cache
 - Other - Grand, Uintah, Wayne, San Juan, Iron and Washington

Survey Introduction

Survey Methodology

The survey collects salary data by individual incumbents for over 70 positions. This collection method allows the survey to report more accurate data in regards to the distribution of salaries in the market. When data is collected using averages for each position, the underlying distribution of salaries within the organization is “averaged out” and only the approximate middle of the salary distribution is reported. When combined with the averages of the other institutions, the resulting distribution is only an approximation of the true distribution. Survey statistics based on individual incumbent data reflect the true distribution of salaries in the market since they are based on the actual individual salaries, not averages.

Survey participation ran from January 2022 to March 2022. In April 2022, the data was verified and final results were aggregated by Gallagher Surveys, an independent consultant. The report was compiled and finalized in May 2022.

This Survey is produced in full compliance with the U.S. Department of Justice/Federal Trade Commission guidelines on salary surveys. All data are presented in aggregate form; no individual participant is identified anywhere in the report; and all data are at least 3 months old. In all cases in which fewer than 5 participants provided data for a statistic, a message of “****” or “Unable to Report Data” is shown.

Questions regarding the methodology and use of this survey may be addressed to Thomas Cummins at Gallagher Surveys.

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Utah Nonprofits Association

2022 Compensation & Benefits Survey

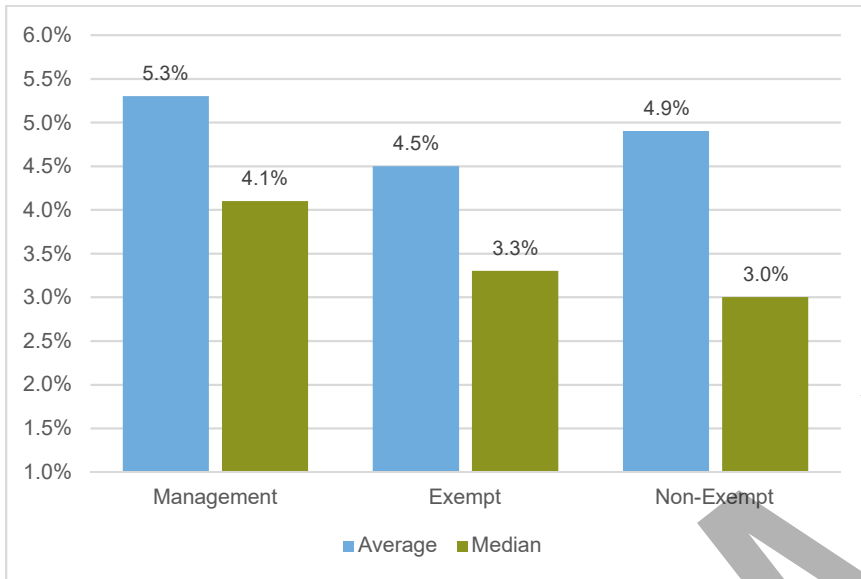
Definition of Statistics

# Orgs	Number of organizations that provided pay data for the position
# Inc.	Total number of employees/incumbents reported in the position
25th Percentile	The salary above which 75% and below which 25% of all reported average salaries for the position fall
Average Annual Salary	The sum of the average pay rates of each position at each organization, divided by number of organizations
Weighted Average Annual Salary	The sum of the pay rates of each position, provided by the number of incumbents.
50th Percentile/Median	The salary above which 50% and below which 50% of all reported average salaries for the position fall
75th Percentile	The salary above which 25% and below which 75% of all reported average salaries for the position fall
Bonus Eligible %	The % of incumbents who are eligible for a short term incentive. <i>Excel results only</i>
Average Bonus	The average short term incentive for the position. <i>Excel results only</i>
Total Cash Average	The overall average of each incumbent's total cash, which is the sum of the base and bonus. <i>Excel results only</i>
Formal Range: Minimum and Maximum	The average range minimum and maximum reported by organizations with formal salary ranges
Hourly Rate	The average hourly rate for the position.
***	Unable to report data, due to compliance with U.S. Department of Justice/Federal Trade Commission salary survey guidelines

Utah Nonprofits Association – 2022 Compensation and Benefits Survey

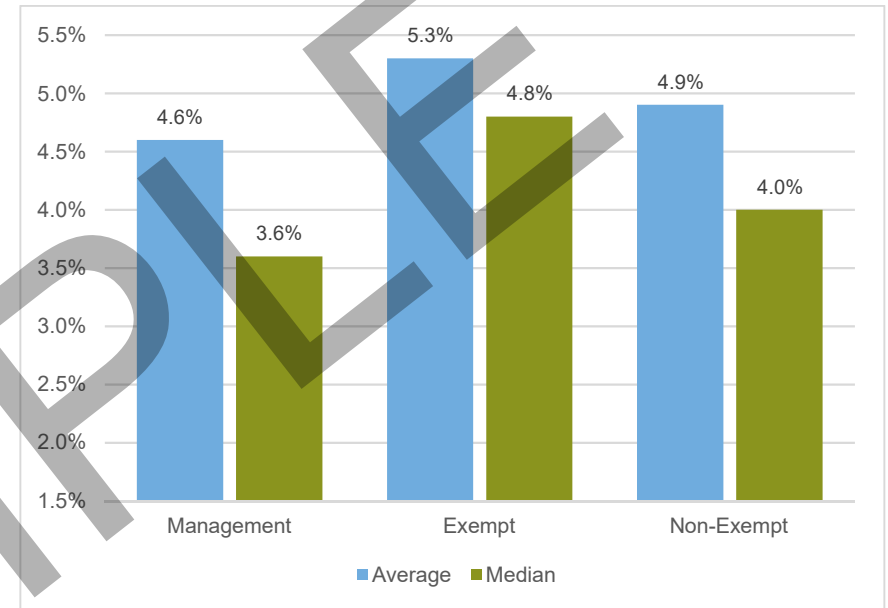
Actual Salary Increases % Implemented in Fiscal Year 2022

Merit



Position group	# Orgs	Average	Median
Management	32	5.3%	4.1%
Exempt	28	4.5%	3.3%
Non-Exempt	26	4.9%	3.0%

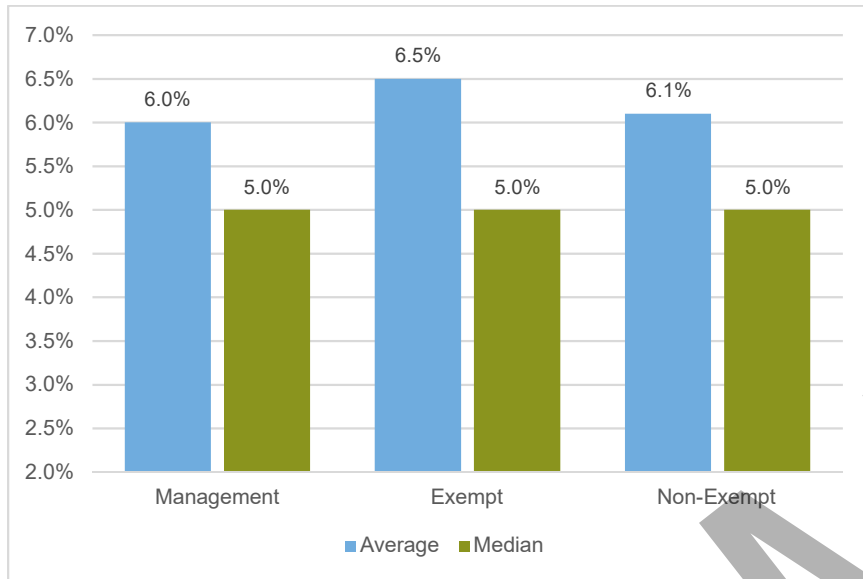
General



Position group	# Orgs	Average	Median
Management	55	4.6%	3.6%
Exempt	56	5.3%	4.8%
Non-Exempt	53	4.9%	4.0%

Actual Salary Increases % Implemented in Fiscal Year 2022

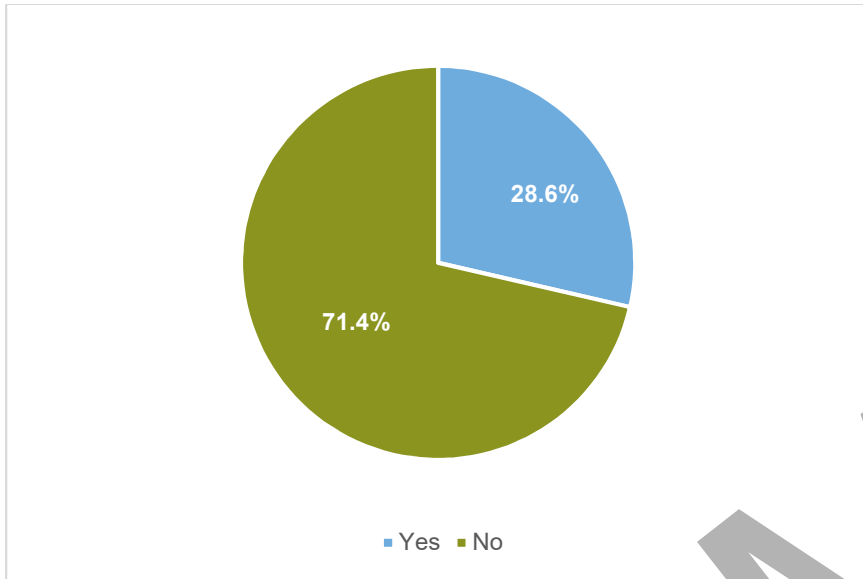
Total increase



Position group	# Orgs	Average	Median
Management	75	6.0%	5.0%
Exempt	70	6.5%	5.0%
Non-Exempt	65	6.1%	5.0%

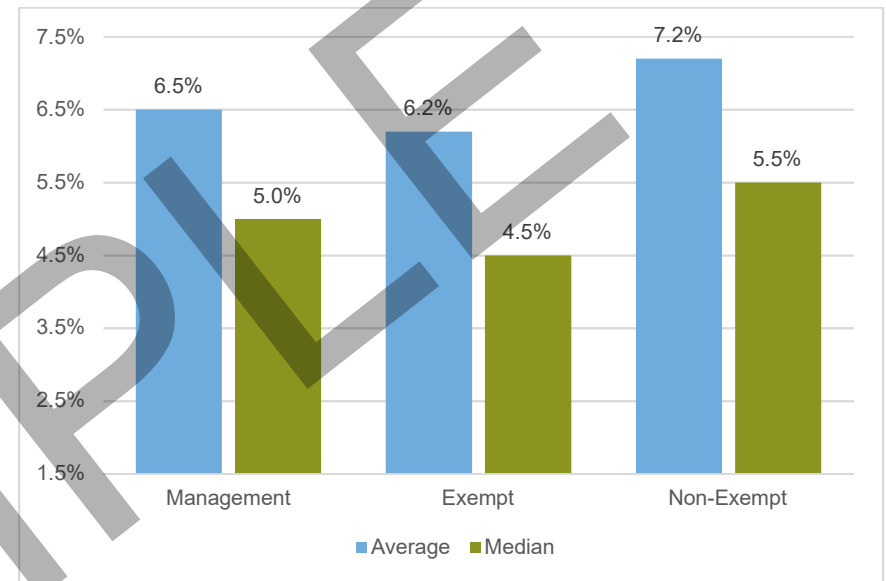
Range Adjustments

Utilize formal salary ranges



# Orgs	Yes	No
140	28.6%	71.4%

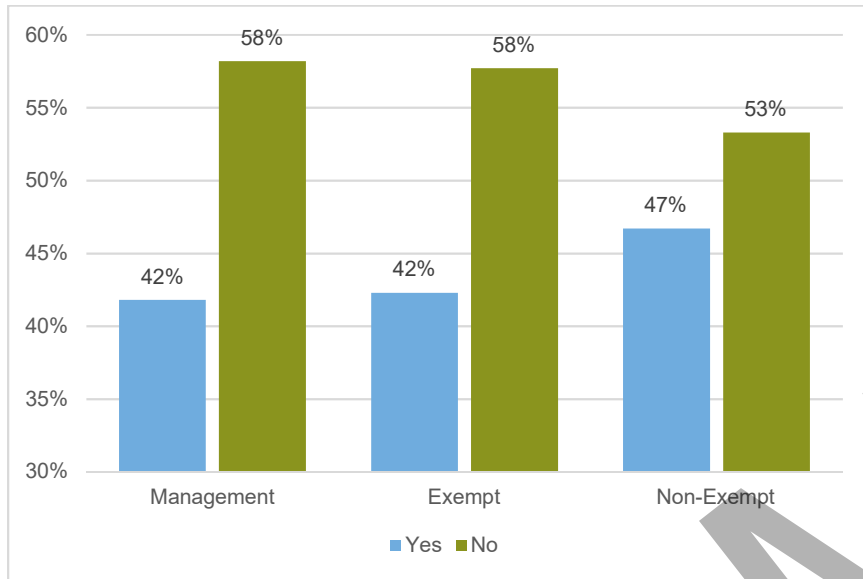
Midpoint % increase in FY 2022



Position group	# Orgs	Average	Median
Management	33	6.5%	5.0%
Exempt	30	6.2%	4.5%
Non-Exempt	28	7.2%	5.5%

Range Adjustments

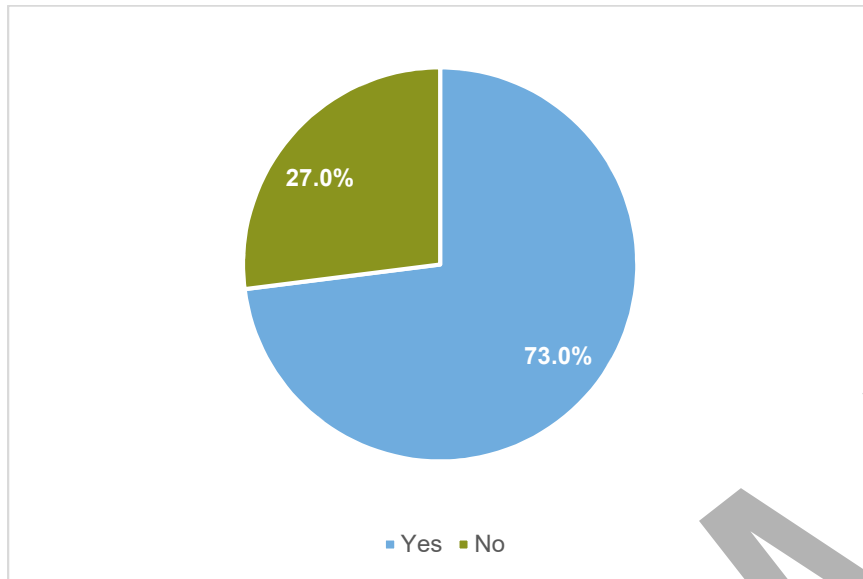
Range was adjusted



Position group	# Orgs	Yes	No
Management	79	41.8%	58.2%
Exempt	71	42.3%	57.7%
Non-Exempt	60	46.7%	53.3%

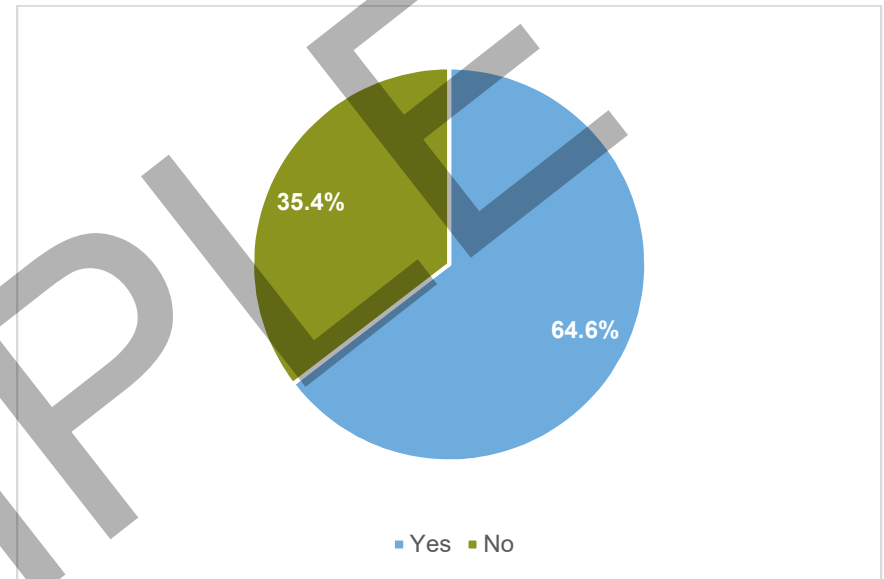
Remote Work

Employees who work remotely as a result of the pandemic



# Orgs	Yes	No
141	73.0%	27.0%

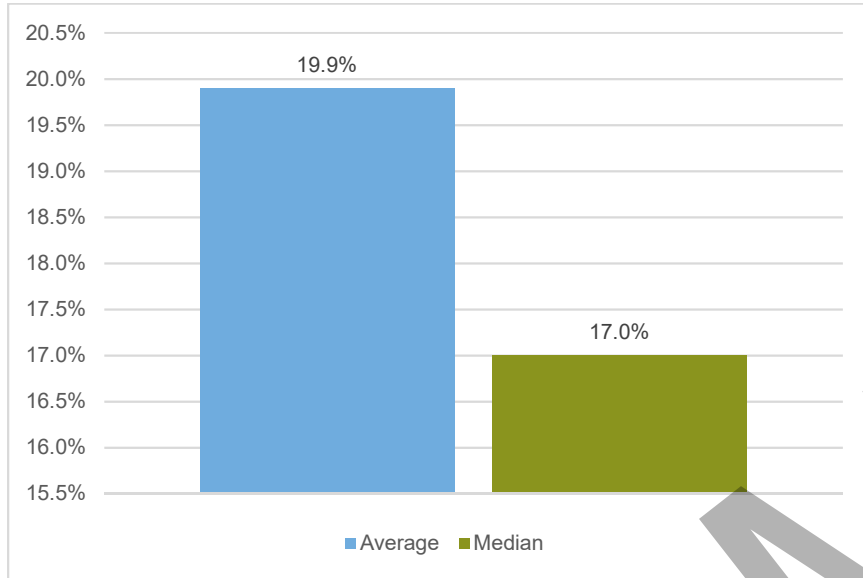
Remote work policy to be retained permanently



# Orgs	Yes	No
127	64.6%	35.4%

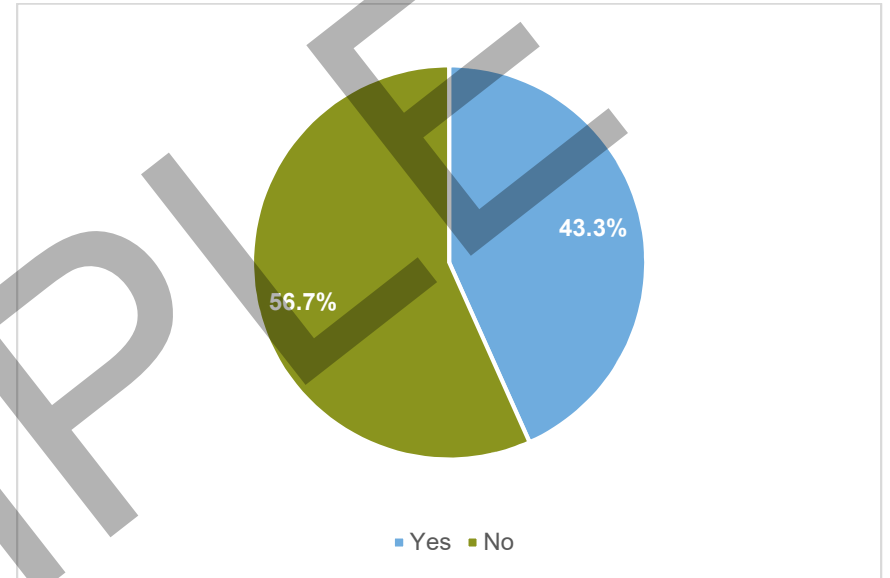
Turnover

All Full Time Employees – Annual Turnover rate



# Orgs	Average	Median
109	19.9%	17.0%

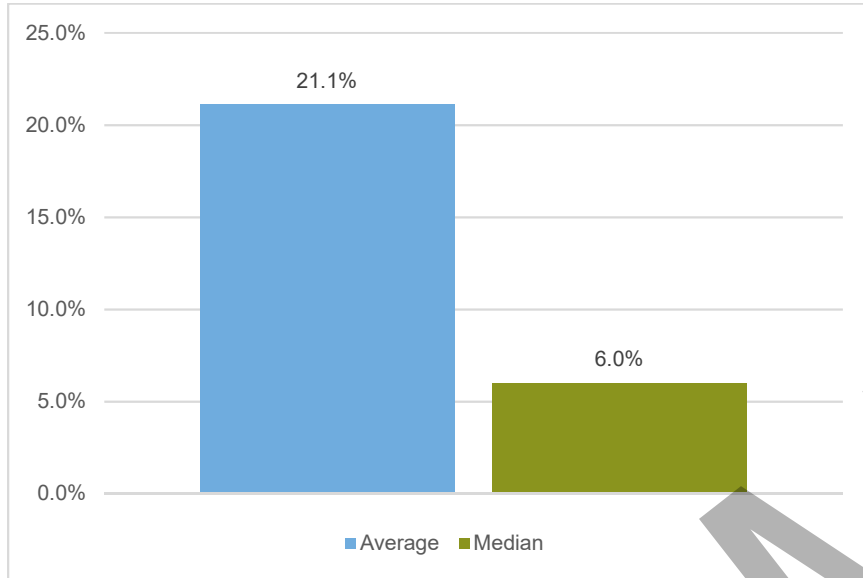
All Full Time Employees – Turnover higher than last year



# Orgs	Yes	No
120	43.3%	56.7%

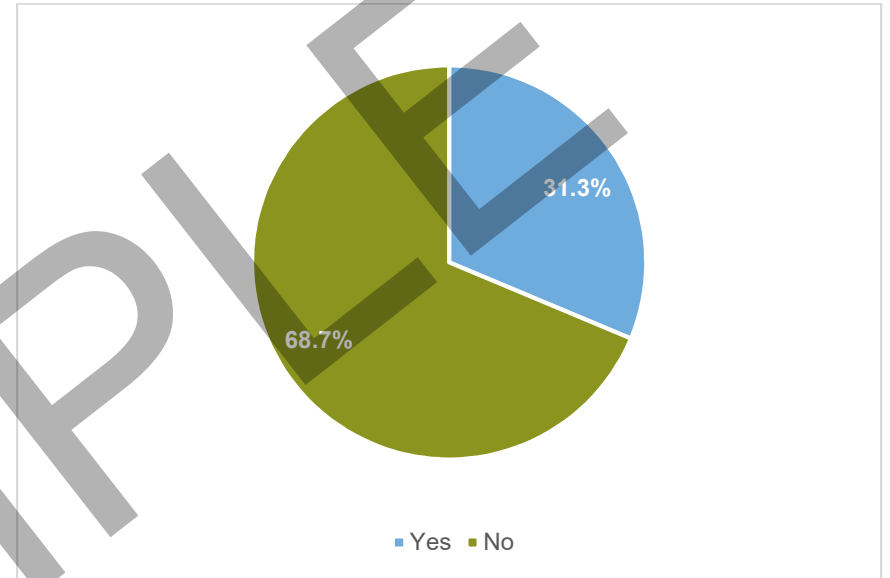
Turnover

All Part Time Employees – Annual Turnover rate



# Orgs	Average	Median
85	21.1%	6.0%

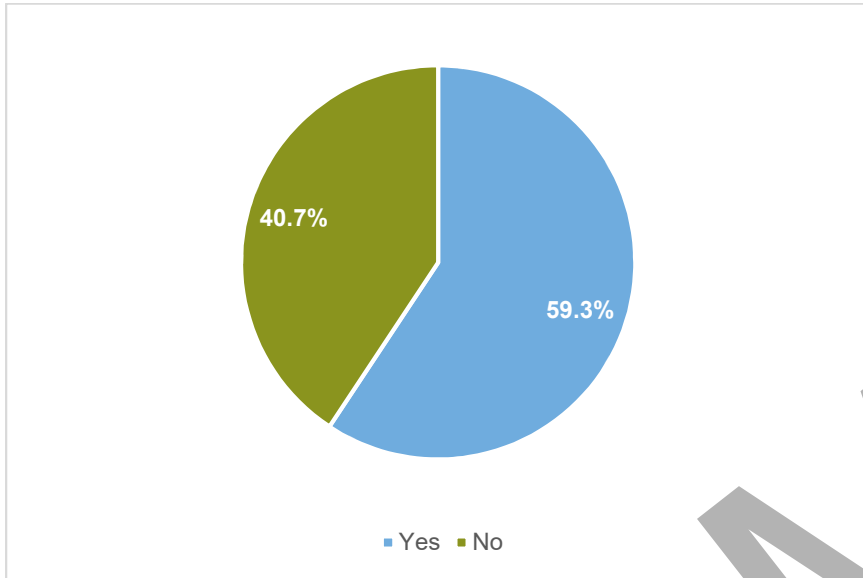
All Part Time Employees – Turnover higher than last year



# Orgs	Yes	No
99	31.3%	68.7%

Employee Education

Require at least a High School Degree



# Orgs	Yes	No
140	59.3%	40.7%

Utah Nonprofits Association Survey Job Index

<u>Jobcode</u>	<u>Position</u>	<u>Page</u>	<u>Jobcode</u>	<u>Position</u>	<u>Page</u>
100	Executive Director	17	160	Human Resources Director	38
102	Associate Director	18	162	Human Resources Manager	39
104	Operations Manager	19	164	Human Resources Generalist	40
110	Finance Director	20	166	Human Resources Assistant	41
112	Business/Finance Manager	21	180	Director of IT (Information Technology)	42
114	Accountant (CPA)	22	182	IT Manager	43
116	Bookkeeper	23	184	Database Coordinator	44
118	Accounting Clerk (Accounts Payable, Accounts Receivable, Payroll, etc.)	24	186	Digital Content and Design Manager	45
130	Membership Director	25	200	Program Director	46
132	Development Director	26	202	Program Manager	47
134	Development Manager / Officer	27	204	Program Coordinator	48
136	Development Associate	28	206	Program Assistant	49
138	Grant Writer	29	208	Program Evaluation Specialist	50
140	Special Events Coordinator	30	210	Public Policy Director	51
142	Public Relations/Communications Director	31	212	Senior Policy Advocate	52
144	Marketing Director	32	214	Policy Advocate	53
146	Community Outreach Director	33	216	Community Organizer	54
148	Marketing/Communications Manager	34	218	Staff Attorney	55
150	Social Media Manager	35	230	Buildings and Grounds Supervisor	56
152	Communications Coordinator	36	232	Property/Site Manager	57
154	Communications Assistant	37	234	Janitor/Custodian	58
			236	Cook	59

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<u>Jobcode</u>	<u>Position</u>	<u>Page</u>	<u>Jobcode</u>	<u>Position</u>	<u>Page</u>
238	Driver	60	330	Direct Services Advocate	82
240	Operations Director	61	332	Social Worker (MSW)	83
242	Office Manager	62	334	Social Worker (LSW)	84
244	Executive Assistant	63	336	Special Services Aide	85
246	Administrative Assistant	64	338	Intake Specialist	86
248	Secretary	65			
250	Receptionist	66			
262	Volunteer Manager	67			
264	Volunteer Coordinator	68			
266	Intern (Undergraduate)	69			
270	Artistic Director	70			
300	Child Day Care Teacher	71			
302	Lead Teacher (Licensed)	72			
304	Teacher (Licensed)	73			
306	Trainer (Not licensed)	74			
308	Educational Assistant	75			
312	Job Developer/Job Coach	76			
320	Health Educator	77			
322	Case Supervisor	78			
324	Case Manager	79			
326	Counselor, Clinical	80			
328	Counselor, Financial	81			

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Survey Job Index - Alphabetical Listing

<u>Jobcode</u>	<u>Position</u>	<u>Page</u>	<u>Jobcode</u>	<u>Position</u>	<u>Page</u>
114	Accountant (CPA)	22	134	Development Manager / Officer	27
118	Accounting Clerk (Accounts Payable, Accounts Receivable, Payroll, etc.)	24	186	Digital Content and Design Manager	45
246	Administrative Assistant	64	330	Direct Services Advocate	82
270	Artistic Director	70	180	Director of IT (Information Technology)	42
102	Associate Director	18	238	Driver	60
116	Bookkeeper	23	308	Educational Assistant	75
230	Buildings and Grounds Supervisor	56	244	Executive Assistant	63
112	Business/Finance Manager	21	100	Executive Director	17
324	Case Manager	79	110	Finance Director	20
322	Case Supervisor	78	138	Grant Writer	29
300	Child Day Care Teacher	71	320	Health Educator	77
154	Communications Assistant	37	166	Human Resources Assistant	41
152	Communications Coordinator	36	160	Human Resources Director	38
216	Community Organizer	54	164	Human Resources Generalist	40
146	Community Outreach Director	33	162	Human Resources Manager	39
236	Cook	59	338	Intake Specialist	86
326	Counselor, Clinical	80	266	Intern (Undergraduate)	69
328	Counselor, Financial	81	182	IT Manager	43
184	Database Coordinator	44	234	Janitor/Custodian	58
136	Development Associate	28	312	Job Developer/Job Coach	76
132	Development Director	26	302	Lead Teacher (Licensed)	72
			144	Marketing Director	32

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Survey Job Index - Alphabetical Listing

<u>Jobcode</u>	<u>Position</u>	<u>Page</u>	<u>Jobcode</u>	<u>Position</u>	<u>Page</u>
148	Marketing/Communications Manager	34	218	Staff Attorney	55
130	Membership Director	25	304	Teacher (Licensed)	73
242	Office Manager	62	306	Trainer (Not licensed)	74
240	Operations Director	61	264	Volunteer Coordinator	68
104	Operations Manager	19	262	Volunteer Manager	67
214	Policy Advocate	53			
206	Program Assistant	49			
204	Program Coordinator	48			
200	Program Director	46			
208	Program Evaluation Specialist	50			
202	Program Manager	47			
232	Property/Site Manager	57			
210	Public Policy Director	51			
142	Public Relations/Communications Director	31			
250	Receptionist	66			
248	Secretary	65			
212	Senior Policy Advocate	52			
150	Social Media Manager	35			
334	Social Worker (LSW)	84			
332	Social Worker (MSW)	83			
140	Special Events Coordinator	30			
336	Special Services Aide	85			