

2022
CENTRAL FLORIDA NONPROFIT
COMPENSATION & BENEFITS REPORT



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Executive Summary with Average Base Salaries

The *2022 Central Florida Nonprofit Compensation and Benefits Survey* was commissioned by the Edyth Bush Institute for Philanthropy & Nonprofit Leadership to illustrate nonprofit compensation and benefits practices in the Central Florida region.

Conduct of the Survey

The *FAIRPAY* nonprofit salary and benefits model and software application was utilized. The survey was conducted by Rita Haronian of Nonprofit Compensation Associates, based in Oakland, California.

All 501(c)(3) nonprofit organizations with at least one paid employee, operating within the counties of Brevard, Lake, Orange, Osceola, Polk, Seminole and Volusia were invited to participate with the exception of churches, schools, colleges/universities, hospitals and private non-operating foundations. Central Florida nonprofit organizations were asked to submit their survey data using a secure website that afforded complete confidentiality. Organizations had eleven weeks in which to participate. Participants were asked to provide compensation and benefits data effective as of March 1, 2022.

The *2022 Central Florida Nonprofit Compensation and Benefits Report* provides the results of the data collected. To ensure the confidentiality of all data, a minimum number of responses were required for each statistic. Where appropriate, compensation was reported utilizing the 25th percentile, median (50th percentile), 75th percentile and average. Reporting was also done, where appropriate, according to the organizations' annual operating expenses, field of service, and total number of employees (full-time and part-time). Insurance and retirement benefits are delineated as well as other compensation and employment practices.

Findings

One hundred fifty eligible nonprofit organizations that employ over 10,000 people completed the survey instrument. Data was compiled on more than 6,000 individual salaries (the number that met the criteria for reporting purposes) that were categorized into 156 job titles.

The annual operating expenses of participating nonprofits range from \$100,000 to more than \$100,000,000 per year. The median in the sample is \$2,090,598. Organizations are grouped into five categories based on their annual operating expenses.

Eighty-three percent of participating nonprofits define a full-time workweek as 40 hours per week; three percent use 38 hours, seven percent use 37.5 hours and three percent use 35 hours. The remaining four percent are predominantly small nonprofits with a less structured policy.

Eighty percent of employees at participating organizations work full-time while 20 percent work part-time. The participating organizations experience overall annual turnover rates of 17 percent for full-time employees and 21 percent for part-time employees.

Sixty-nine percent of the participating organizations' executive directors are female; 31 percent are male.

Benefits: Paid Time Off

Slightly less than half (43 percent) of participating nonprofits provide full-time employees with specific, separate numbers of paid days off for vacation, holiday and sick leave. Fifty-three percent have a PTO (Paid-Time-Off) program instead, giving employees a set number of days off to be taken for any purpose. Another four percent, mostly small organizations, have a less formal policy.

Fifty-six percent of nonprofits with part-time employees offer paid time off to their part-time staff. More than half of these organizations require that those employees work a minimum work schedule to be eligible, with an average of 23 hours per week required.

Ninety-six percent of participants report having a formal policy regarding paid time off. This includes 86 percent of surveyed organizations that have one vacation schedule for all employees, often giving an increasing number of vacation days the longer an employee remains with the organization, and ten percent with two or more schedules depending on the type of employee. Surveyed nonprofits provide an average of 10.0 paid holidays as well as an average of 9.7 paid sick days per year.

Benefits: Insurance & Retirement

Eighty-five percent of surveyed nonprofits offer some type of medical insurance to full-time employees. Fifty-nine percent of organizations offer a traditional health plan, 14 percent offer a cafeteria plan, twelve percent pay a stipend directly to employees for the purchase of their own insurance coverage and 15 percent offer no insurance benefits.

Of the respondents who have part-time employees, 70 percent indicate that only full-time employees are eligible; 26 percent indicate that their part-time employees are eligible for full medical insurance benefits as long as they maintain a minimum work schedule (on average, 28 hours per week), and four percent indicate that part-time employees are eligible for pro-rated medical insurance benefits as long as they maintain a minimum work schedule (on average, 31 hours per week). The remaining one percent provide full coverage to part-time employees regardless of their work schedules.

Sixty-eight percent of surveyed organizations provide some type of retirement plan to their full-time employees. For these employers, tax-sheltered annuities such as 401(k) and 403(b) plans are by far the most popular type (55 percent of all organizations participating in this study), followed by other types of defined contribution plans (two percent), IRA/SEP-IRA plans (11 percent) and defined benefits plans (one percent). Some organizations offer more than one type of plan.

Over three-fourths (79 percent) of those with retirement benefits have plans in which both the employer and the employee contribute to retirement. In 17 percent, only the employee contributes, and in three percent, only the employer contributes.

Organizations that contribute to employees' retirement plans were asked to describe that contribution. Ninety-five percent indicated that they contribute some percentage of each employee's annual salary, usually the same for all employees. If the percentage increases with an employee's length of service, organizations entered the highest percentage, or cap, of an employee's salary that would be contributed. The range of all percent of salary responses is from one to twelve percent, with an average response of 4.07 percent.

Compensation

On average, male CEOs/Executive Directors earn significantly higher pay than females. The average pay for all CEOs/Executive Directors in the sample is \$124,592 per year; for men, the average CEO/Executive Director pay is \$136,483 per year; for women, the average CEO/Executive Director pay is \$119,700 per year. This pay differential is particularly evident among the largest organizations, which tend to pay higher salaries to their executive-level employees.

Many participating nonprofits use more than one method to grant salary increases. Merit is cited by 53 percent, across-the-board increases by 38 percent, cost of living by 32 percent and length of service by 12 percent. In addition, 26 percent of organizations consider compensation survey data to inform their salary increase practices and 12 percent consider internal job equity factors. Many organizations cite multiple methods for determining salary increases.

Eighty percent of the participating nonprofits report a merit review interval of one year, six percent conduct reviews every six months, six percent conduct quarterly reviews, five percent have no set interval and three percent do not conduct reviews.

Forty-three percent of surveyed nonprofits report that they have a formal policy that allows for incentive pay for their CEO/Executive Directors.

Appendices include a list of survey participants, wage conversion formulas and tables and an alphabetical list of job titles.

Following is a listing of average annual base salaries by position.

The Edyth Bush Institute for Philanthropy & Nonprofit Leadership is grateful to all who made this report possible.

Average Annual Base Salaries by Position

Group Function	Job #	Job Title
Executive	005	Chief Executive Officer/Executive Director
	010	Chief Operating Officer/Associate Director
	015	Chief Programs Officer
	020	Chief Communications Officer
	025	Chief Development Officer
	030	Chief Human Resources Officer
	035	Chief Information Officer
	105	Chief Financial Officer
Administrative	055	Director, Administration/Operations
	057	Business Development Manager
	058	Quality Assurance Manager
	059	Quality Assurance Specialist
	060	Regional Manager/Center Manager
	065	Office Manager
	070	Executive Assistant
	075	Administrative Assistant, Senior Level
	080	Administrative Assistant, Intermediate Level
	085	Administrative Assistant, Junior Level
090	Receptionist	
Accounting/Finance	106	Director of Finance & Administration
	110	Controller
	115	Accounting Manager
	120	Accounting Supervisor
	124	Senior Accountant
	125	Staff Accountant
	126	Payroll Specialist
	130	Accounting Clerk
Animal Welfare	788	Veterinary Technician
	789	Animal Care Manager
	790	Animal Care Worker
Cultural, Artistic, Performing Arts	154	Artistic Director
	155	Curator
	160	Production Manager/Coordinator
	165	Box Office/Sales Manager
	166	Technical Staff
	167	Production Assistant
	185	Visitor Services Manager
	186	Visitor Services Representative
Development	205	Director, Development
	209	Development Manager, Capital Campaign
	210	Development Manager, Annual Giving
	211	Development Manager, Major Gifts
	212	Development Manager, General
	214	Development Officer
	215	Grant Proposal Writer, All Types of Funding
	216	Grant Proposal Writer, Government Funding
	218	Grants Manager/Administrator
	220	Special Events Coordinator
	225	Development Associate
Education & Recreation	253	Director, Education
	254	Admissions Director
	255	Curriculum Specialist
	256	Educator or Teacher, Adult Education
	258	Site Supervisor
	262	Teacher, Pre-School
	265	Teaching Assistant, K - 12
	268	Teaching Assistant, Pre-School

Group Function	Job #	Job Title
	269	Special Education Teacher
	271	Child Care Assistant
	272	Community Educator
	273	Recreation Program Manager
	275	After School Instructor
	277	Recreation or Activity Leader, Children or Youth
	282	Camp Director
Employment/Work Training	305	Job Developer
	310	Vocational Counselor
	315	Job Coach
Food Service	355	Food Service Manager or Supervisor
	365	Cook
	370	Food Service Assistant/Worker
Gift/Thrift Shop, Warehouse & Food Bank	453	Director of Retail Operations
	455	Gift/Thrift Shop Manager
	460	Gift/Thrift Shop Retail Sales Clerk
	462	Warehouse Manager
	465	Warehouse Worker
	480	Food Pantry Manager
	485	Food Pantry Assistant/Clerk
Government Affairs, Advocacy, Research	380	Director or Manager, Government Affairs
	387	Research Analyst
Housing/Community Development	422	Resident Services Coordinator
	428	Occupancy Specialist
	429	Desk Clerk
	434	Shelter Coordinator
Human Resources	505	Director, Human Resources
	510	Human Resources Manager
	512	Human Resources Generalist
	514	Benefits Manager
	515	Human Resources Representative or Specialist
	516	Recruiter
	520	Human Resources Assistant
Information Technology	555	Director, Information Technology/Services
	560	Information Technology Manager
	562	Systems Administrator
	565	Database Administrator
	575	Personal Computer Technician
	576	Tech Support Specialist
	580	Data Entry Operator
Legal Services & Community Organizing	615	Paralegal
Maintenance, Grounds & Purchasing	655	Facilities Manager
	660	Maintenance Supervisor
	665	Maintenance Technician or Specialist
	675	Janitor or Custodian
	680	Driver
	685	Security Guard or Officer
	690	Purchasing Coordinator or Specialist
Medical & Clinical Services	702	Director, Medical Services
	706	Physician, Family/General Practice
	712	Director of Nursing
	714	Registered Nurse
	716	Nurse Practitioner
	718	Physician's Assistant
	720	Licensed Practical/Vocational Nurse
	722	Medical Assistant
	730	Dental Assistant
	738	Community Health Worker
	740	Case Manager, Medical
	748	Medical Records Clerk

Group Function	Job #	Job Title
Medical & Clinical Services (continued)	750	Billing Clerk
	752	Receptionist, Medical
	761	Physical Therapist
	762	Occupational Therapist
	763	Speech Pathologist
Program Management (other than Social Services/Mental Health)	805	Program Director/Administrator, Other
	810	Program Manager/Administrator, Other
	815	Program Coordinator, Other
	820	Program Assistant, Other
Social Services & Mental Health	853	Program Director/Administrator, Social Services/Mental Health
	856	Program Manager/Administrator, Social Services/Mental Health
	859	Program Coordinator, Social Services/Mental Health
	862	Program Assistant, Social Services/Mental Health
	867	Clinical Supervisor
	868	Licensed Clinic Social Worker
	876	Behavior Analyst
	878	Clinician (Pre-License)
	879	Case Manager, Master's Level
	880	Case Manager
	882	Counselor, Master's Level
	883	Counselor
	885	Family Advocate
	886	Eligibility Specialist
	888	Resource & Referral Counselor
889	Senior or Adult Program Assistant	
890	Children or Youth Program Assistant	
891	Personal Attendant/Home Health Care Worker	
892	Direct Care Counselor	
Volunteer, Membership & Marketing	905	Volunteer Director
	906	Volunteer Coordinator
	910	Communications Director
	911	Communications Manager
	915	Public Relations Manager
	916	Marketing Director
	917	Marketing Coordinator
	918	Social Media Coordinator
	920	Graphic Artist
	931	Customer Service Representative
	935	Community Outreach Coordinator