



# Orcas Island Nonprofit Salary & Benefits Survey Report

July 19, 2021

Orcas Island Community Foundation

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# Background

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The Orcas Island Community Foundation issued a 16 question survey to 15 of our nonprofits on the Island in June of 2021.

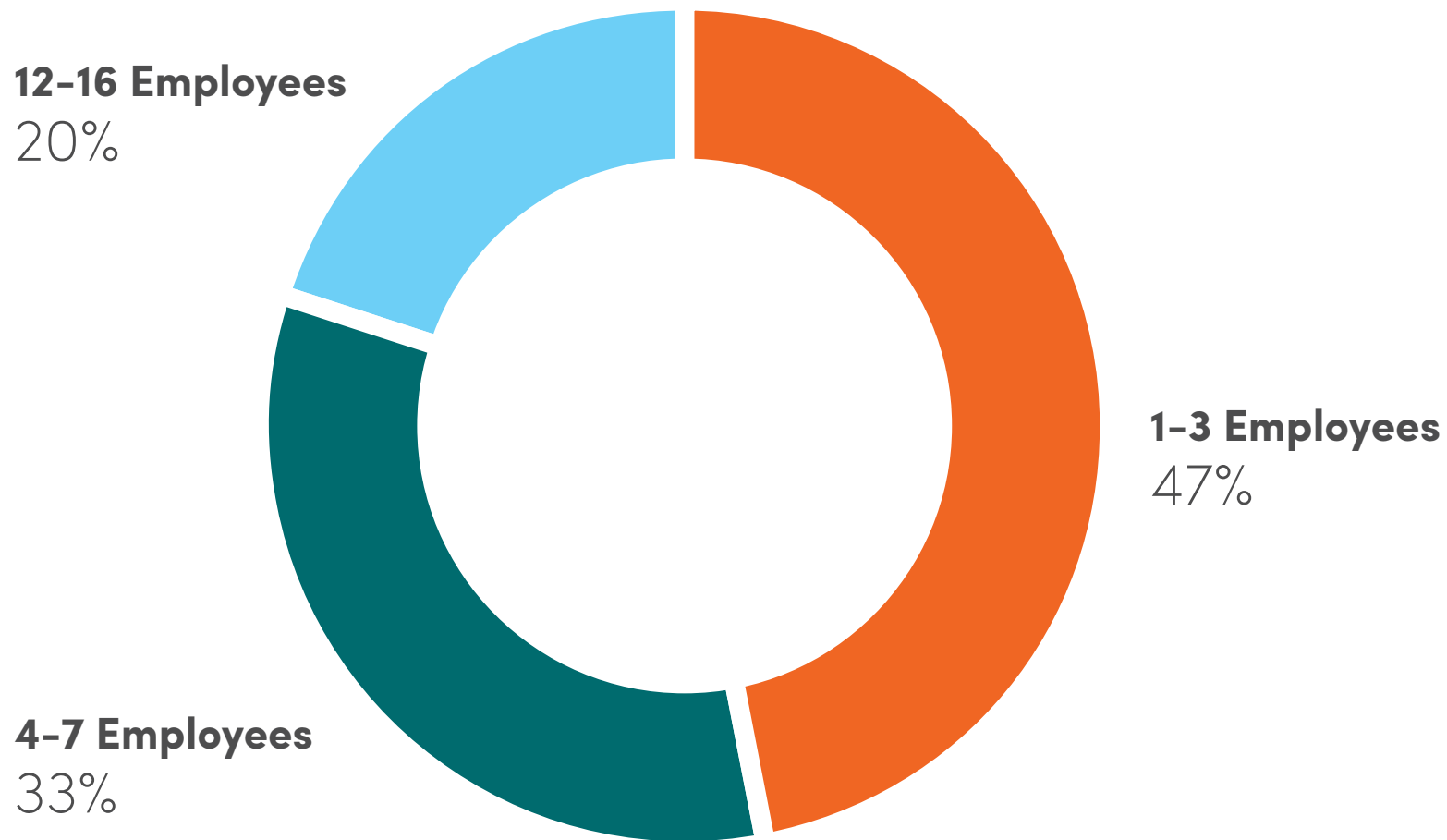
The purpose of the survey was to gain a better understanding of the salaries and benefits that are being provided to our Executive Directors, their full-time and part-time staff and their consultants.

The hope is that NPOs find value in this information to inform your decision making processes in the future for the betterment of your organization, to help you retain employees and enhance your work cultures to do what you do best.

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# Number of Organizations' FTEs

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# Changes that Occurred during COVID

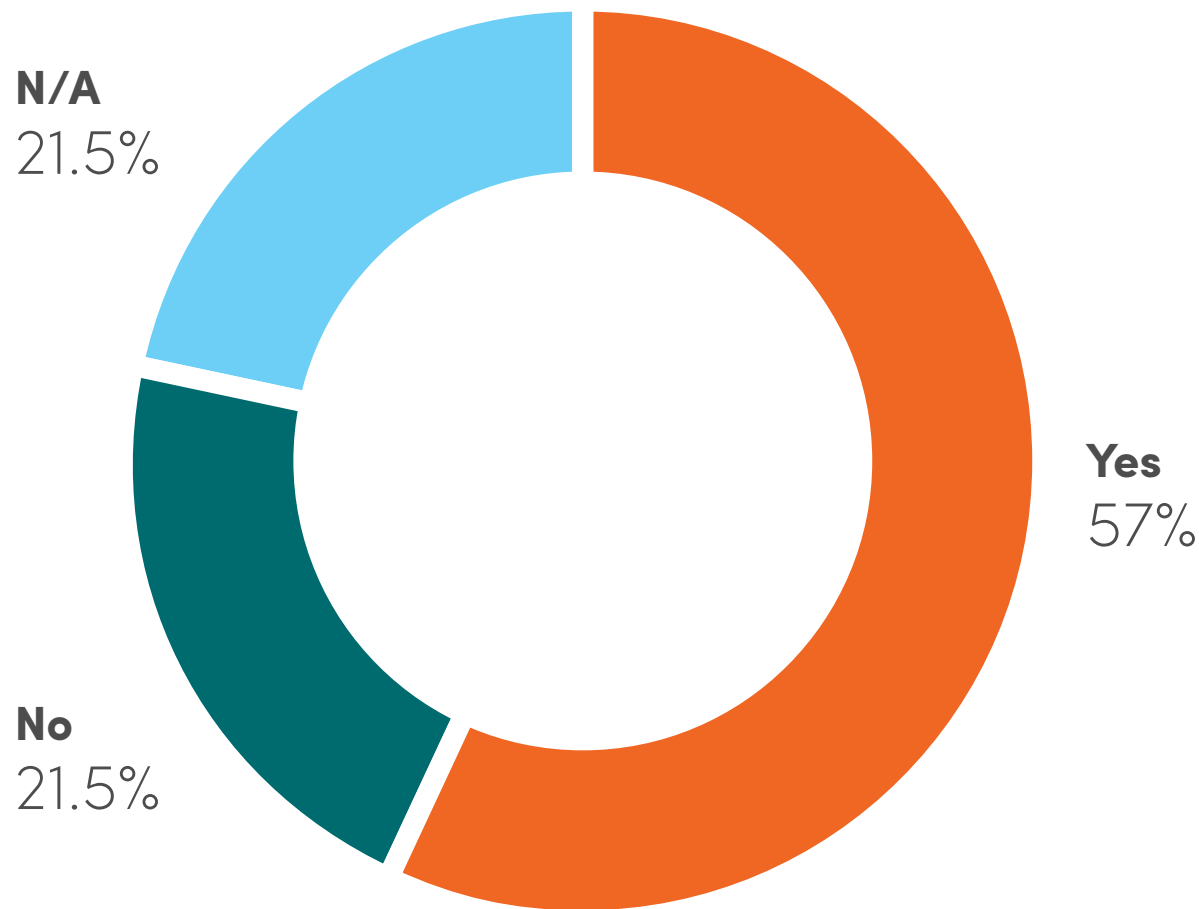
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- 4 organizations had no changes
- 11 organizations had to make changes because of COVID
- 7 organizations added 0.3 to 3 FTE
- 4 organizations had decreased employee hours with one losing 3.5 FTE

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# Anticipation of Continued Change After COVID

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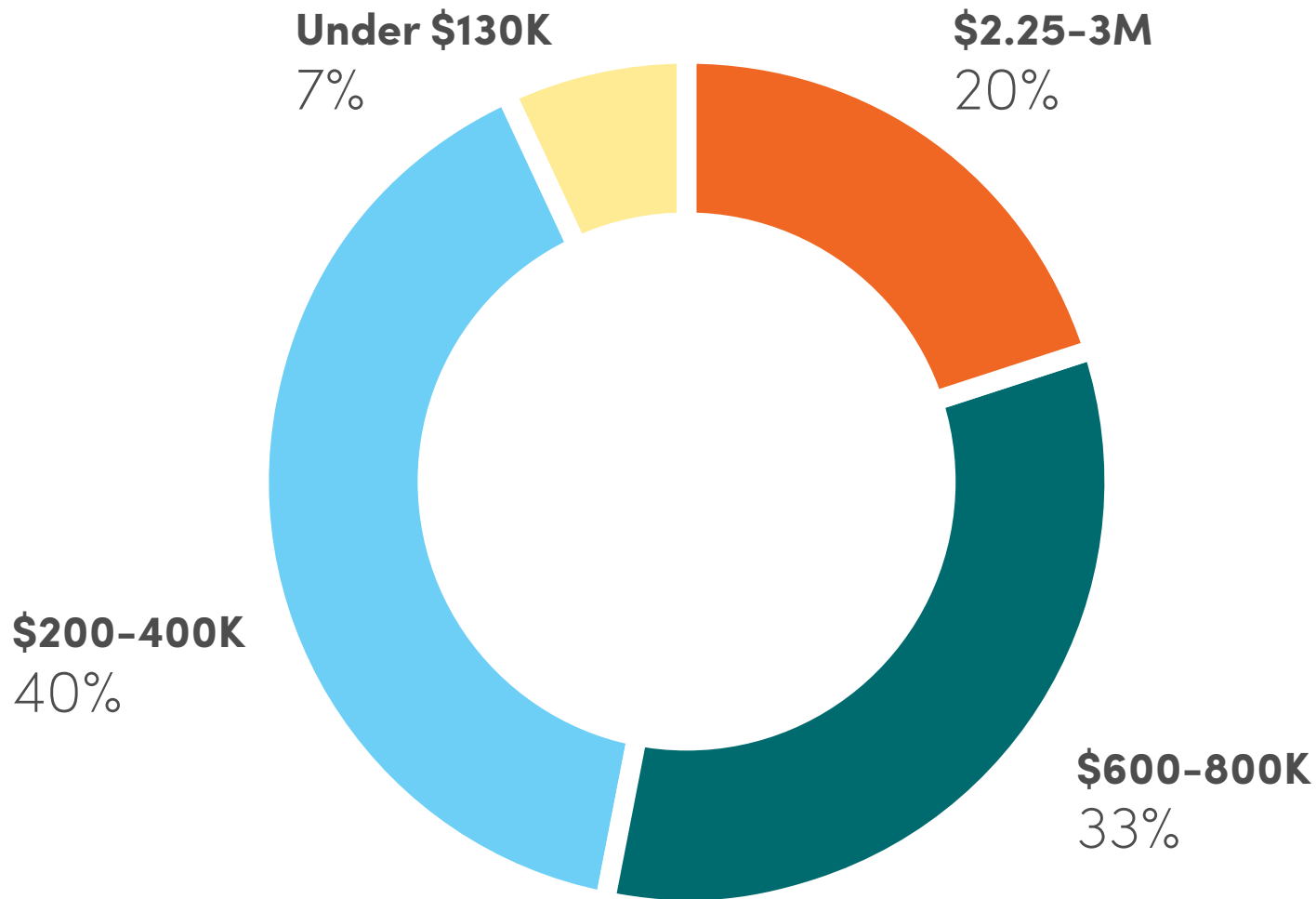
## Additional Comments

- One organization says the change would continue if they can't maintain funding for the positions
- One organization said the change was due to lack of workers

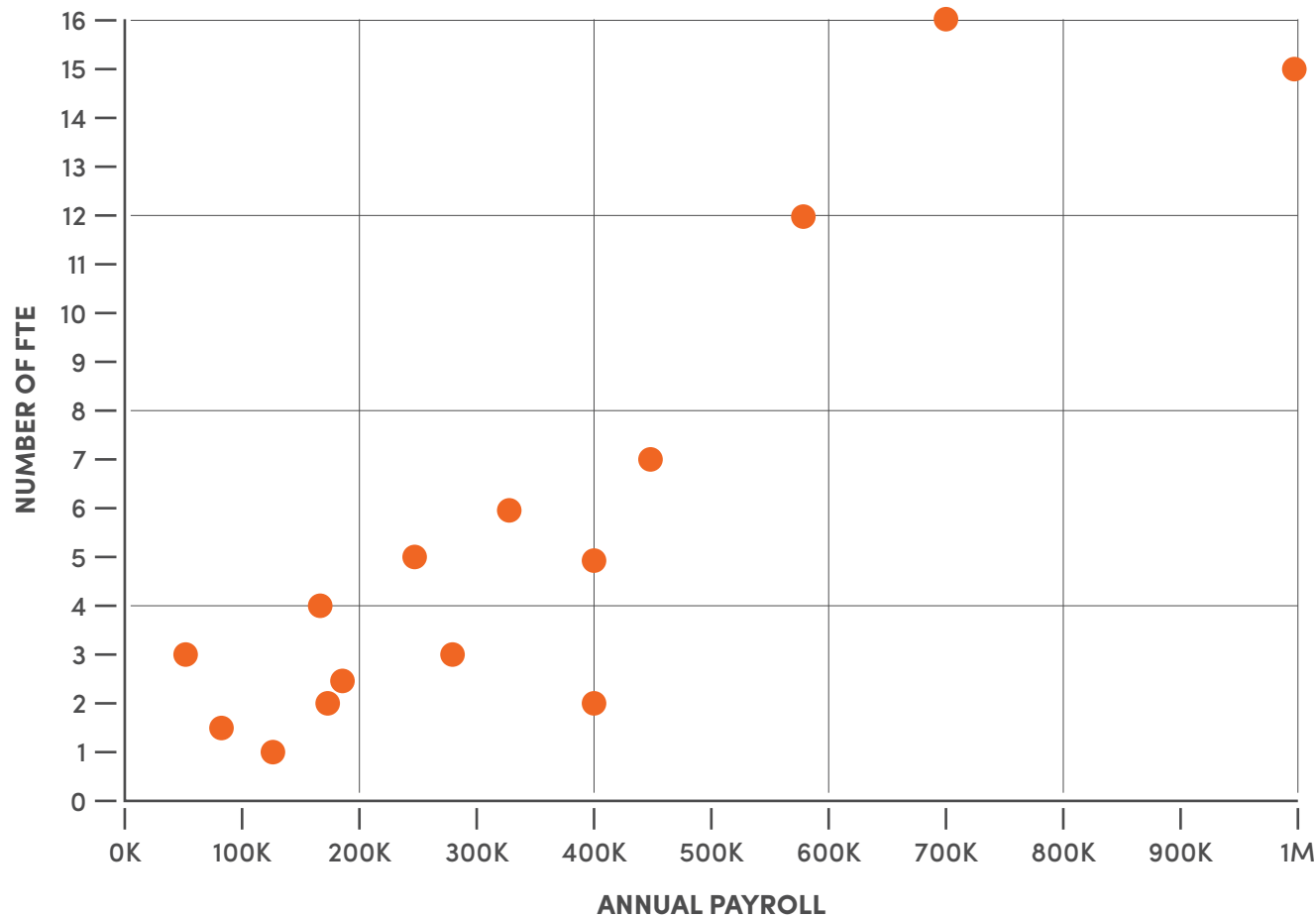
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# Organizations' Annual Operating Budget

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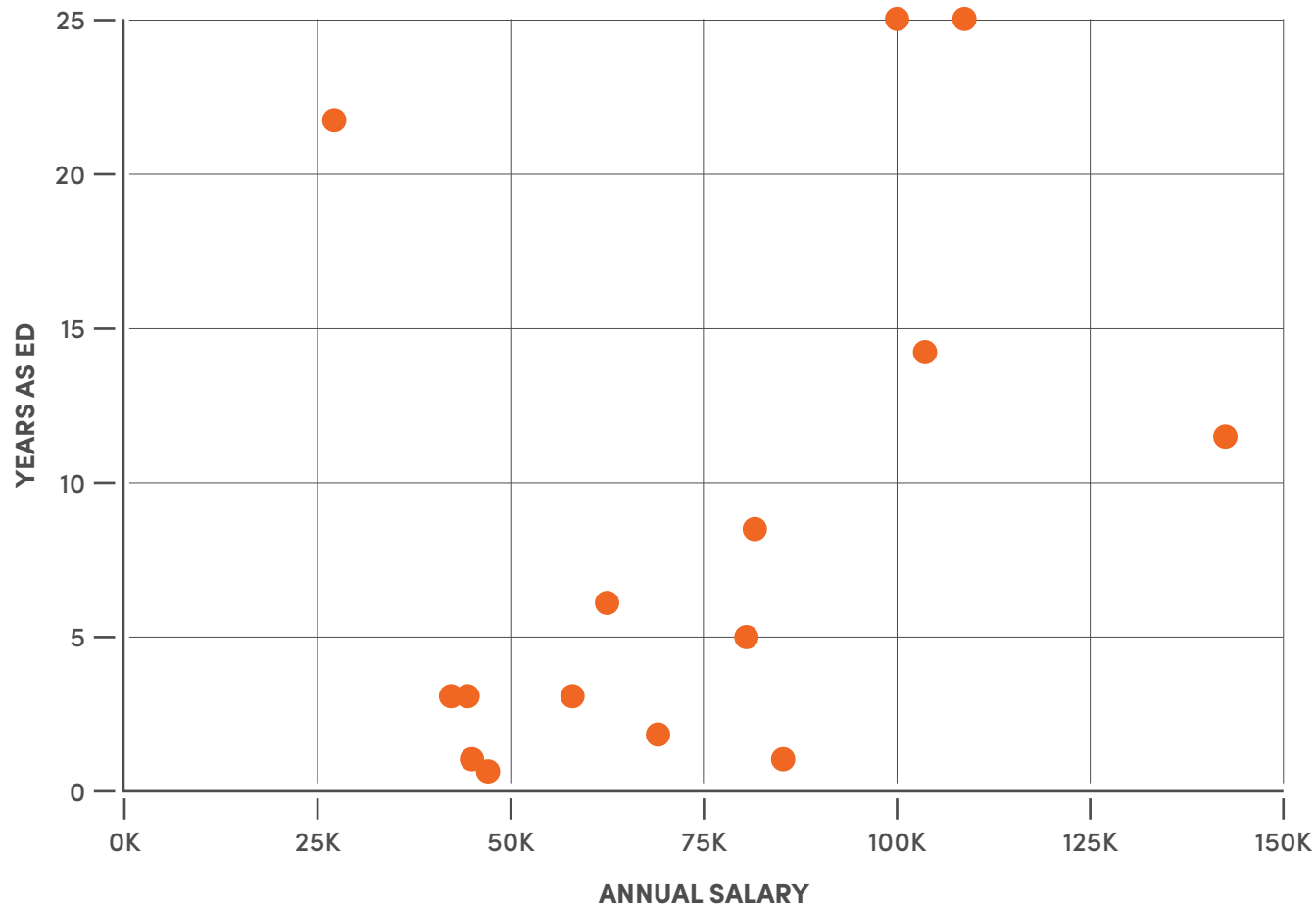
# Annual Payroll (Wages Only) in Relation to FTE



## Additional Comments

- The range of annual payrolls for the organizations is \$53,300–994,000

# Executive Director Salaries in Relation to Years on the Job

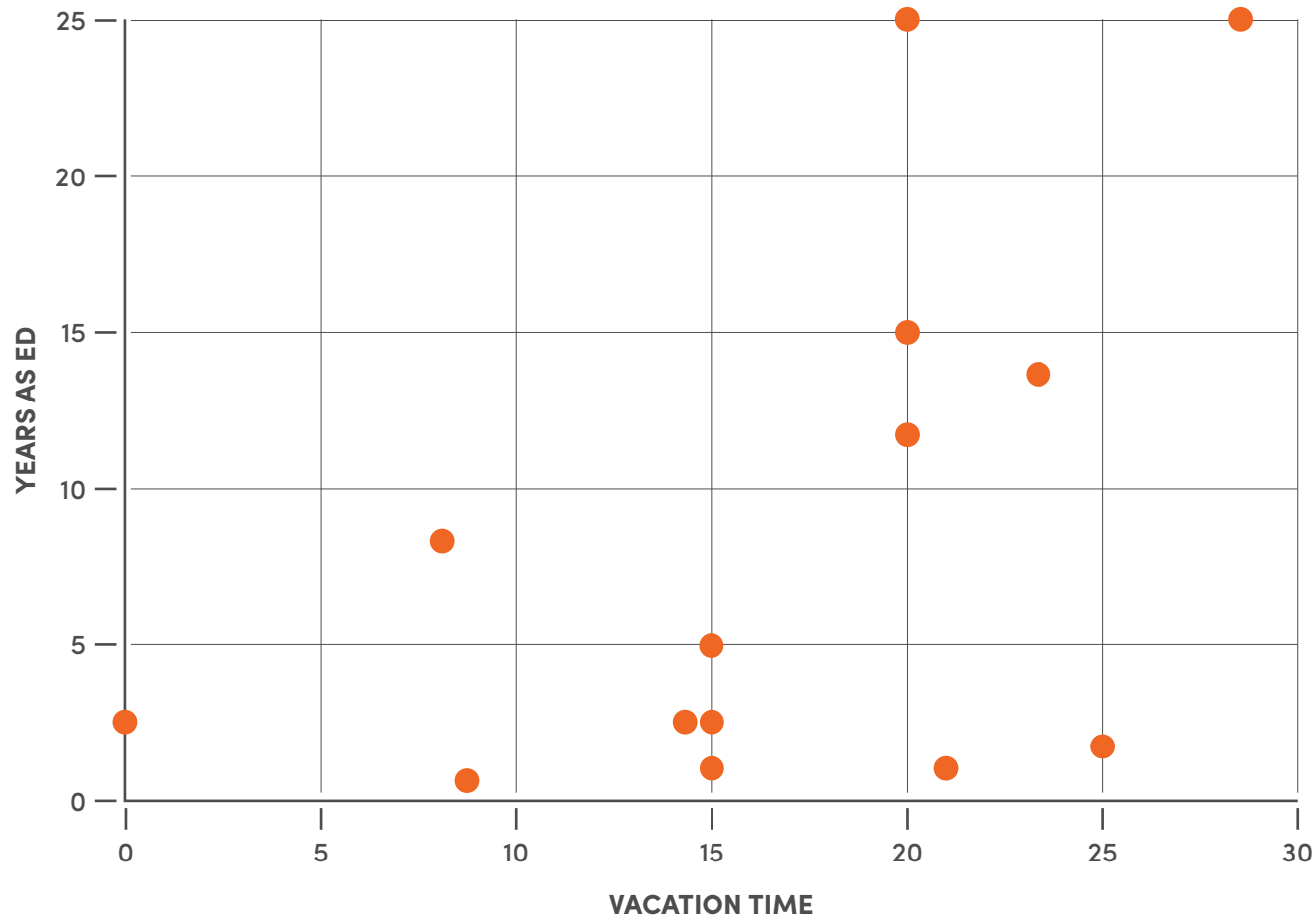


## Additional Comments

- The Executive Director salary range is \$42,700–137,000



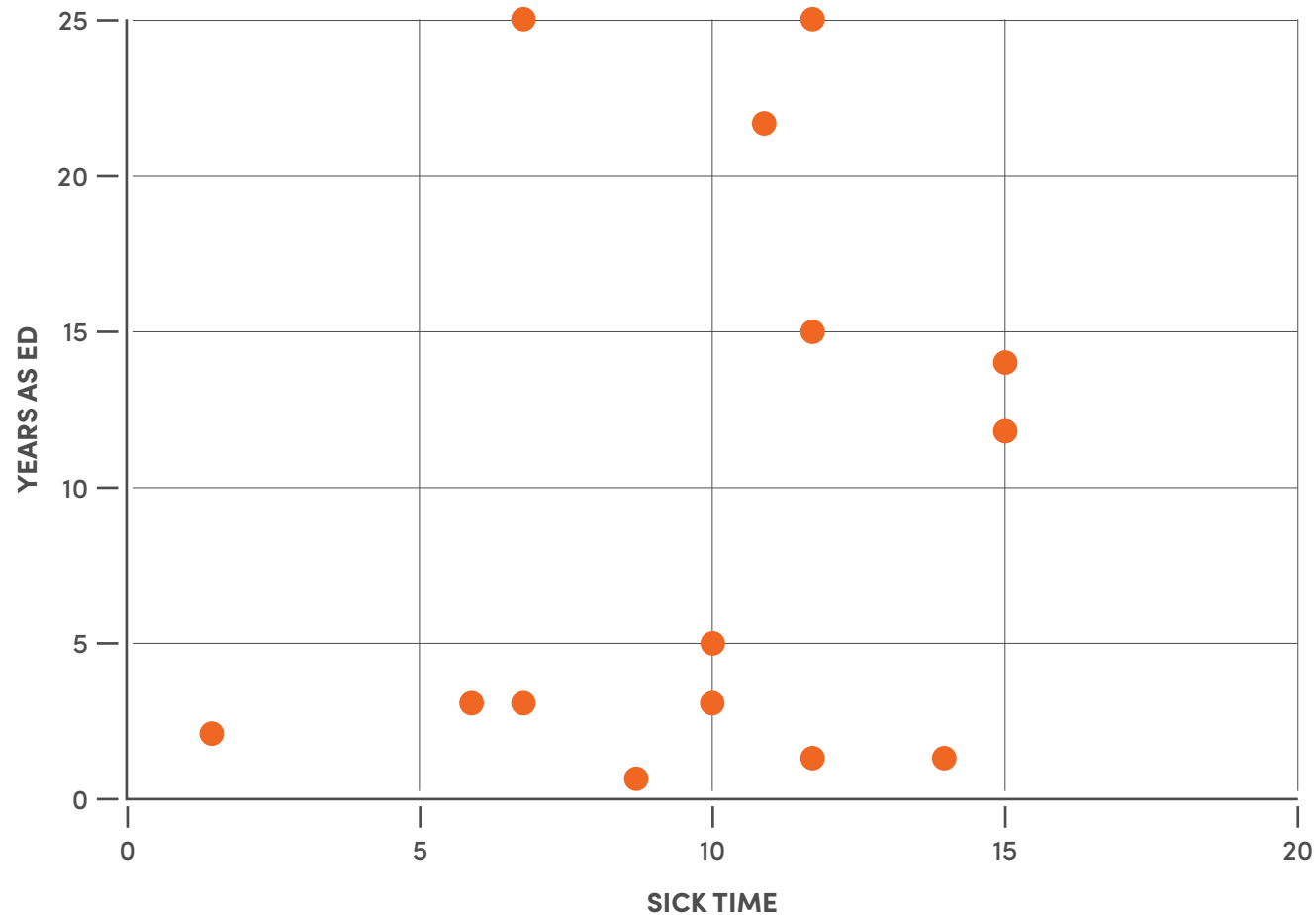
# Executive Director Annual Paid Vacation Time



## Additional Comments

- One Executive Director has vacation and sick time combined. Because of this, we have applied two thirds to vacation time and one third to sick time.

# Executive Director Annual Paid Sick Time



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# Executive Director Annual Paid Holiday Time

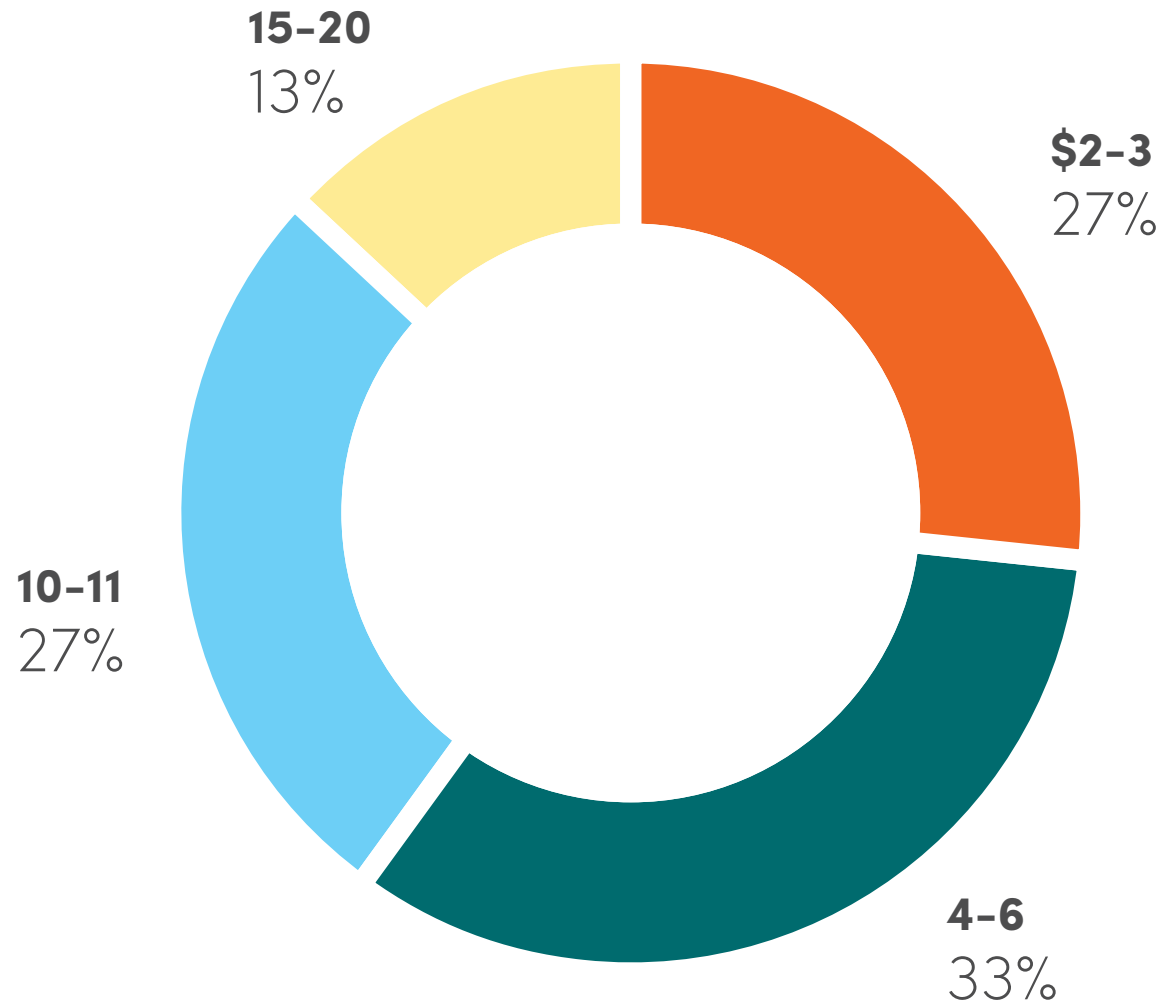
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Annual paid holiday time for Executive Directors varied between 6 and 13 days.

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# Number of Staff Reporting to the Executive Director

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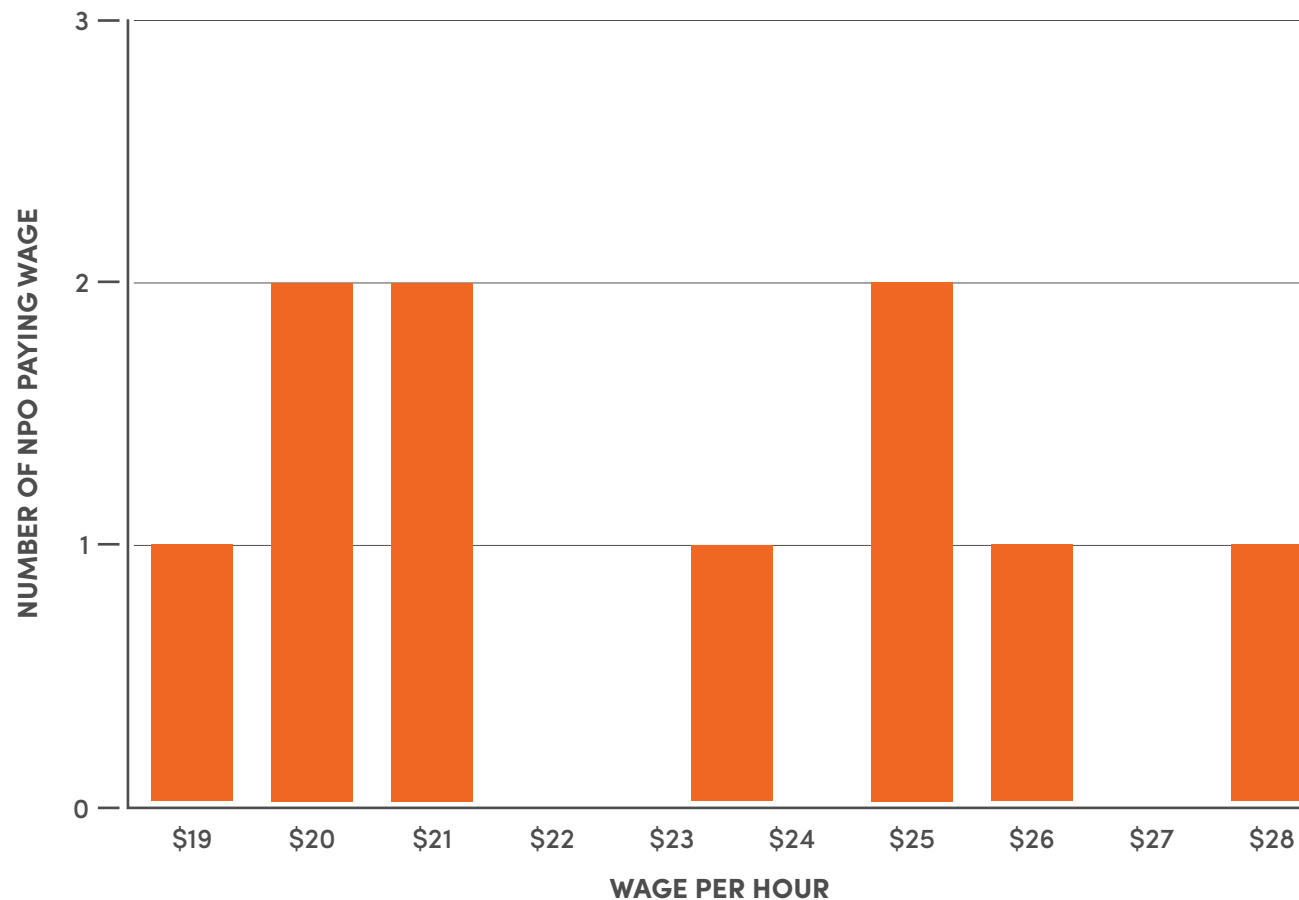
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# Number of Volunteers Managed

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The range of responses was quite broad. About a third manage none to less than five. Another third manage between a dozen to a few dozen, and the remaining third manage 50 to 100.

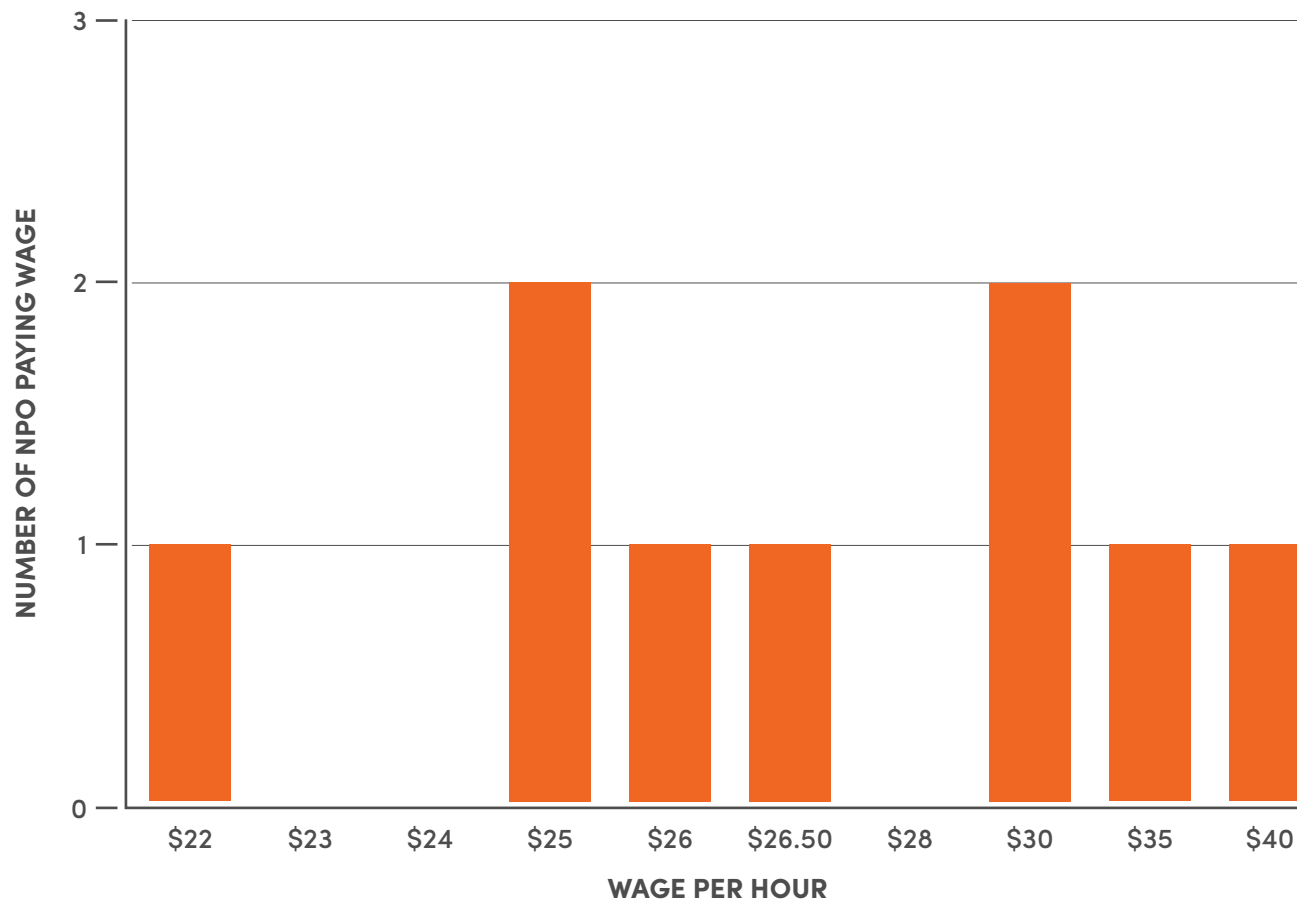
# Administrative Wages



## Additional Comments

- All organizations offer annual reviews, performance and cost of living increases
- One organization offers increases for professional development
- One organization offers higher wages for bilingual abilities
- One organization's also increases wages for inflation
- One organization's wage increase (2-5%) is dependent on budget
- If a range was given, we used the average of the range

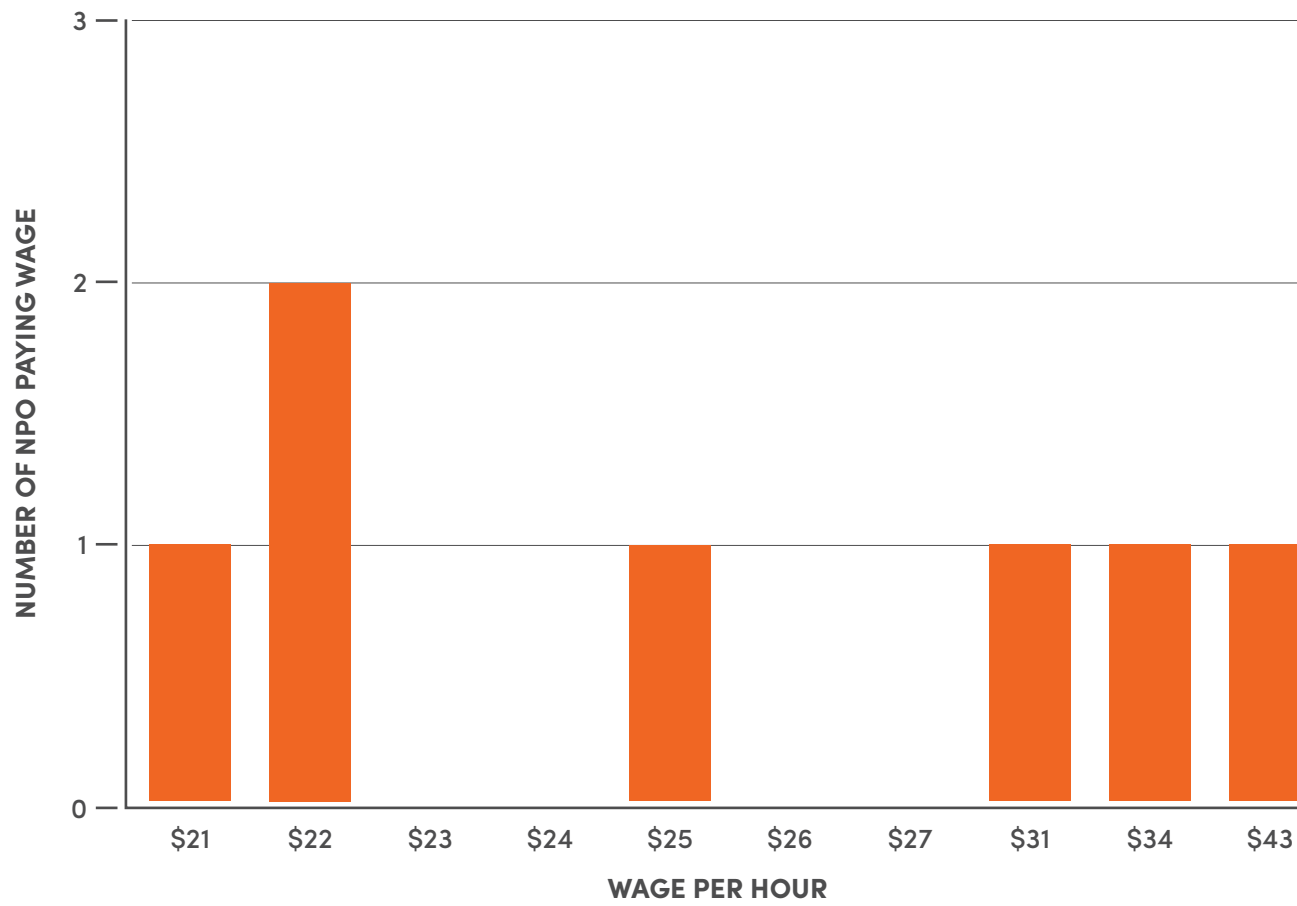
# Bookkeeping Wages



## Additional Comments

- Two organizations offer annual reviews, performance and cost of living increases
- One organization offers higher wages for bilingual abilities
- One organization also increases wages for inflation
- One organization has a Board Member perform this function
- This is part of one organization's administrative position
- One organization hasn't hired for this position recently
- If a range was given, we used the average of the range

# Fundraising/Development Wages

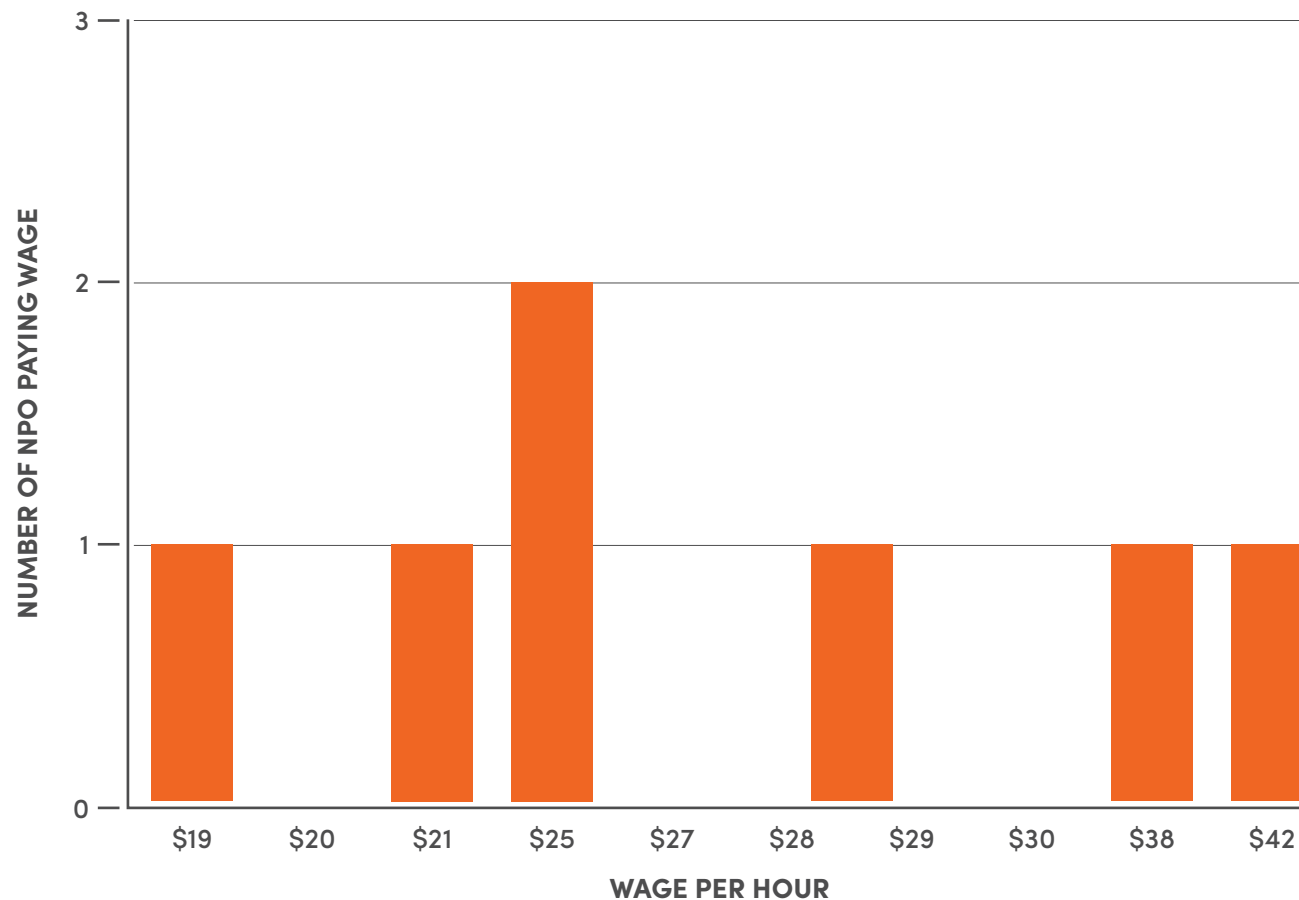


## Additional Comments

- Two organizations offer annual reviews, performance and cost of living increases
- One organization also increases wages for inflation



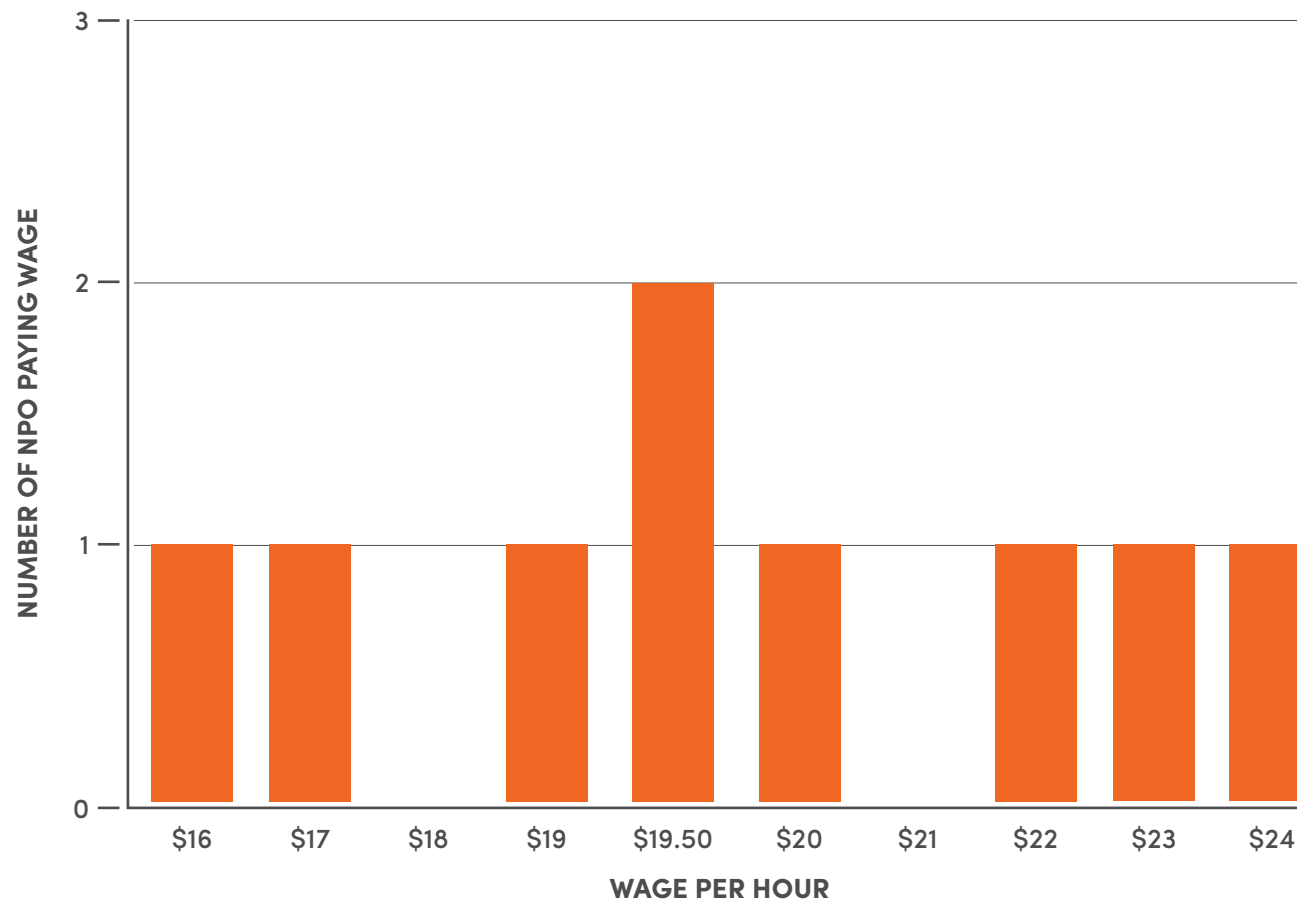
# Program Director Wages



## Additional Comments

- Three organizations offer annual reviews, performance and cost of living increases
- One organization offers higher wages for bilingual abilities
- One organization also increases wages for inflation
- If a range was given, we used the average of the range

# Program Staff (Including Teachers) Wages



## Additional Comments

- Seven organizations offer annual reviews, performance and cost of living increases
- One organization offers increases for professional development
- One organization offers higher wages for bilingual abilities
- One organization also increases wages for inflation
- One organization's wage increase (2-5%) is dependent on budget
- If a range was given, we used the average of the range

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# Retirement Benefits for Full & Part-time Employees

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# Healthcare Benefits for Full & Part-time Employees

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The responses were wide ranging from a couple of organizations not providing any benefits to either part or full-time employees to one who fully pays everything for all. One NPO who pays for all full-time employees will cover all part-timers next year.

A few pay a percentage of the costs ranging from 50-75%. Many make contributions to HSAs or give bonuses to help offset costs.

One organization pays for life insurance for all and one pays for airlift services.

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# Bonuses Provided & Who Decides the Range

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Of those who offer bonuses, the Board makes the decision for the ED. A couple of organizations allow the ED to make the decision for Staff. Bonuses ranged from \$100–15,000 for the ED. One organization offers annual staff bonuses of \$100–300. One said that bonuses for staff are usually given for specific one off accomplishments and have ranged of \$1,000–3,000. Another offers monthly bonuses to help with medical expenses and insurance.

Four organizations offer no bonuses. However, one of these did for those returning after COVID.

Four respondents did not comment.

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# Biggest Obstacles Facing in Attracting & Retaining Employees

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The overwhelming obstacles are housing and wages. These two issues were equally expressed.

A few respondents sited skills and education. Lesser concerns expressed were benefits, fluctuating hours and benefits.

**Thank You**

**Orcas Island Community Foundation**