

2023 Colorado Nonprofit Salary & Benefits Survey - copy

Login

1. What is the name of your organization? We are asking to track participants for the 50% discount and will not share or single out any responses.

2. **Are you just starting the survey or returning to your survey?**

- I'm **just starting** the survey
- I'm **returning** to my survey

Email *

Organization Information

3. Please select your organization's primary focus of service.

- Animal related
- Arts/Culture
- Civic Improvement/Philanthropy
- Education
- Environmental
- Health/Mental Health
- Human Services
- Legal/Advocacy/Civil Rights
- Religion
- Youth Development
- Other

4. In which county is your organization's main Colorado location?

- Adams
- Alamosa
- Arapahoe
- Archuleta
- Baca
- Bent
- Boulder
- Broomfield
- Chaffee
- Cheyenne
- Clear Creek
- Conejos
- Costilla
- Crowley
- Custer
- Delta
- Denver
- Dolores
- Douglas
- Eagle
- Elbert
- El Paso
- Fremont

Garfield
Gilpin
Grand
Gunnison
Hinsdale
Huerfano
Jackson
Jefferson
Kiowa
Kit Carson
Lake
La Plata
Larimer
Las Animas
Lincoln
Logan
Mesa
Mineral
Moffat
Montezuma
Montrose
Morgan
Otero
Ouray
Park
Phillips
Pitkin
Prowers
Pueblo
Rio Blanco
Rio Grande
Routt
Saguache
San Juan
San Miguel
Sedgwick
Summit
Teller
Washington
Weld
Yuma



5. What is your organization's operating budget for the current fiscal year?*

- Less than \$500k
- \$500k - \$999,999
- \$1M - \$2.49M
- \$2.5M - \$4.9M
- \$5M - \$9.9M
- \$10M+

6. How many **full-time** employees does your organization have?

7. How many **part-time** employees does your organization have?

Executive Director Position Information

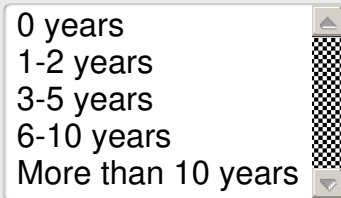
8. Executive Director Salary

Annual Salary (if position is 40 hours per week, full-time)

OR Hourly Wage (if position is less than 40 hours per week)

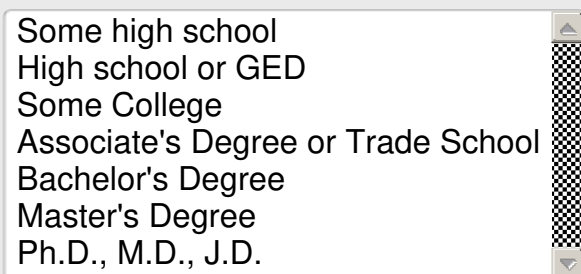
9. What is the **minimum years of experience required** for an Executive Director position at your organization?

0 years
1-2 years
3-5 years
6-10 years
More than 10 years

A dropdown menu with a white background and a grey border. It contains five text options: "0 years", "1-2 years", "3-5 years", "6-10 years", and "More than 10 years". To the right of the text is a vertical scrollbar with a checkered pattern and arrowheads at the top and bottom.

10. What is the highest level of education attained by your current Executive Director/CEO/President?

Some high school
High school or GED
Some College
Associate's Degree or Trade School
Bachelor's Degree
Master's Degree
Ph.D., M.D., J.D.

A dropdown menu with a white background and a grey border. It contains seven text options: "Some high school", "High school or GED", "Some College", "Associate's Degree or Trade School", "Bachelor's Degree", "Master's Degree", and "Ph.D., M.D., J.D.". To the right of the text is a vertical scrollbar with a checkered pattern and arrowheads at the top and bottom.

11. How many years of experience does your current Executive Director/CEO/President have in the following:

As executive director at your organization

None or 0 years
Less than 2 years
2-5 years
6-10 years
11-20 years
More than 20 years

In for-profit, public (government), or other sectors

None or 0 years
Less than 2 years
2-5 years
6-10 years
11-20 years
More than 20 years

In the nonprofit sector (including at your organization)

None or 0 years
Less than 2 years
2-5 years
6-10 years
11-20 years
More than 20 years

12. Please select the gender identity of your current Executive Director. Select all that apply. *

We are asking for demographic information to analyze and understand salary disparities within the nonprofit sector.

Data is reported in aggregate only and will not include any identifying information.

You may select more than one

- Man
- Woman
- Transgender
- Non-binary/non-conforming
- Prefer not to answer / don't know

13. Please select the racial identity of your current Executive Director*

We are asking for demographic information to analyze and understand salary disparities within the nonprofit sector.

Data is reported in aggregate only and will not include any identifying information.

You may select more than one

- African American, Black
- Asian, Asian American
- Hispanic, Latino, Latina, Latinx
- Native American, American Indian, Alaska Native
- Native Hawaiian, Pacific Islander
- White, Caucasian
- Not listed:
- Prefer not to answer / don't know

14. Who determines the compensation for the Executive Director/CEO/President?

- Board Chair
- Entire Board
- Board Committee (e.g. executive committee or finance committee)
- Other

15. What resources does your organization rely on to determine executive compensation?

- Professional advice
- Salary surveys
- Other organizations
- Other
-
- Not Sure

Comments about data on this page:

Salaries

16. Salaries

Position

Executive

Associate Director, Assistant Director, Executive Vice President

Operations

Vice President of Operations, Chief Operating Officer

Operations Manager/Business Manager

Operations Director

Finance

Vice President of Finance, Chief Financial Officer

Finance Director, Controller

Accountant

Accounting Clerk

Bookkeeper

Human Resources

Vice President of Human Resources

Human Resources Director

Human Resources Assistant

Director of Volunteer Services

Volunteer Manager

Volunteer Coordinator

Administration

Executive Assistant, Executive Secretary

Administrative Assistant

Office Manager

Receptionist

Intake Specialist

Fundraising & Development

Vice President of Development, Chief Development Officer

Development Director

Development Officer

Development Associate

Director of Major Gifts

Donor Relations Manager

Grant Writer

Special Events Manager

Events Coordinator

Communications

Vice President of Communications, Chief Information Officer

Communications Director

Communications Coordinator/Marketing Associate

Art Director, Graphic Designer

Communications Manager

Programs - General

Vice President of Programs, Chief Impact Officer

Program Director

Program Manager

Program Coordinator

Program Assistant

Director of Education

Manager of Education

Evaluation & Research

Director of Evaluation

Researcher

Research Assistant

Data Analyst

IT

IT Director

Computer Systems Manager

Programmer/Developer

Database Administrator

Technical Support

Other

Legal Advocate, Court Advocate

Driver

Public Policy & Advocacy

Director of Government Relations/Public Policy

Community Organizer

Manager of Government Relations/Public Policy

Mental Health

Case Supervisor

Counselor (e.g., treatment counselor, vocational counselor)

Direct Services Advocate

Navigator/Peer Navigator

Navigator/Peer Navigator
Outreach Coordinator
Social Worker/Case Manager
Victim Advocate
Outreach Director

Arts & Culture

House Manager
Museum Registrar (Director)
Production/Company Manager
Technical Director
Ticketing Manager
Ticketing Staff

Facilities Management

Buildings and Grounds Supervisor
Property/Site Manager

Housing

Housing Manager: Residential Units
Shelter Director, House Manager

Retail

Cashier
Store Manager

Diversity, Equity & Inclusion

DEI Manager
DEI Director
Chief Equity Officer

Annual Salary

(if 40 hours a week, full-

OR Hourly Wage

(if position is less than 40 hours per

Status

Exempt

time)

\$ per year

week)

\$ per hour

Exempt
Non-exempt

of Employees in This Position

Minimum Years of Experience Required

0 years
1-2 years
3-5 years
6-10 years
10+ years

Race

African American/Black
Asian/Asian American
Latina, Latino. Latinx/Hispanic
Native American/American Indian/Alaska Native
Native Hawaiian/Pacific Islander
White/Caucasian
Multi-racial
Not listed

Gender

Man
Woman
Transgender
Non-binary/non-conforming
Prefer not to respond

Add Another Position

Comments about data on this page:

Insurance

17. Does your organization offer a health insurance plan for **full-time** employees?

- Yes, we have a single health insurance plan available
- Yes, we offer two (2) or more plans for employees to choose from
- No

18. How many months does an employee work before qualifying for coverage?

- Immediately or less than 1 month
- 1 month
- 2-3 months
- More than 3 months - 6 months
- More than 6 months

19. Please answer the following question(s) regarding pay for health insurance premiums for **employees**:

Does your organization pay (or reimburse) health insurance premiums for employees?

- Yes, we pay 100% of employee premiums
- Yes, we pay a percentage (%) of employee premiums
- Yes, we pay a flat dollar amount / stipend per employee
- No

What percentage (%) of employee premiums is paid by your organization?

 %

What is the stipend or flat dollar amount does your organization provides to employees?

\$ per employee per month

20. Please answer the following question(s) regarding pay for health insurance premiums for **dependents**:

Does your organization pay (or reimburse) health insurance premiums for dependents (e.g. domestic partners, spouses, children, etc.)?

- Yes, we pay 100% of premiums for dependents
- Yes, we pay a percentage (%) of premiums for dependents
- No, but we provide a stipend to purchase health insurance
- No

What percentage (%) of dependent premiums is paid by your organization?

 %

What is the stipend your organization provides for dependents?

\$ per month

21. Flexible Spending Account

Does your organization offer any of the following additional health-related supports? FSA; HSA; HRA

- Yes, with an employer contribution
- Yes, with employee contribution only
- No

22. Please answer the following question(s) regarding **dental insurance**:

Does your organization offer a dental insurance plan for full-time employees?

Yes

No

What percentage of premium is paid by your organization for:

Enter as percentage (%). If your organization does not pay any portion of dental insurance premiums, enter 0.

Employee:

Dependent:

23. Please answer the following question(s) regarding **vision insurance**:

Does your organization offer a vision insurance plan for full-time employees?

Yes

No

What percentage of premium is paid by your organization for:

Enter as percentage (%). If your organization does not pay any portion of vision insurance premiums, enter 0.

Employee:

Dependent:

24. Please answer the following question(s) regarding life insurance:

Does your organization provide group life insurance for full-time employees?

- Yes
- No

25. Please answer the below question(s) regarding **disability insurance**:

Does your organization provide disability insurance for full-time employees?

Check all that apply.

- Long-term disability
- Short-term disability
- No, neither

Comments about data on this page:

Retirement Plans

26. Does your organization offer any of the below retirement plans?

Select all that apply.

- 403(b)
- 401(k)
- SEP/SIMPLE
- Pension Plan
- Other Retirement Plan:
- None, no retirement plan offered

27. Please answer the following question(s) regarding retirement plan funding:

How are retirement plans funded?

- Organization contributes a percentage of employee salary regardless if employee contributes or not
- Organization matches employee contributions up to a certain limit
- No employer contribution, 100% employee funded

Percentage of employee salary your organization contributes regardless if employee contributes or not:

%

What limit does your organization place on the amount the organization will contribute?

- By employee salary; we contribute up to a certain percentage of the employee's salary
- By a flat dollar amount; we contribute up to a certain flat dollar amount

Up to what percentage of employee salary does your organization contribute?

Note: This is the maximum amount your organization will contribute.

We contribute up to % of the employee's salary

Up to what flat dollar amount does your organization contribute?

We contribute up to \$ per employee per year

How much of the employee's contributions does your organization match?

- We match employee contributions 100% or dollar-for-dollar
- We match employee contributions at 50% (for every \$1 the employee contributes, the organization contributes \$0.50)
- Other:

Comments about data on this page:

Other Benefits

28. Select all other benefits your organization offers employees.

- Flexible work schedule
- Option to work remotely
- Paid lunch break
- Training/professional development
- Tuition reimbursement
- Parking reimbursement or paid parking
- Public transportation passes
- Wellness program (e.g. gym membership)
- Employee Assistance Program (EAP)
- Prepaid legal service
- Vision insurance/vision plan
- Supplemental insurance
- Child care
- Workplace giving program
- Other:

Comments about data on this page:

Leave Time

29. How many days a week are employees allowed to work remotely?

- 0 days
- 1 day
- 2 days
- 3 days
- 4 days
- 5+ days

30. What best describes your organization's approach to a flexible work schedule?

- Complete flexibility: each employee can set their own schedule
- Some flexibility: we have set working hours but accommodate each employee as needed
- A little flexibility: employees are expected to work set hours w/ some exceptions

31. Does your organization separate health and vacation time or do you award combined paid time off (PTO)?

- Separate health and vacation time
- Combined paid time off

32. Does your organization offer an unlimited vacation policy?

- Yes: we offer unlimited vacation time off
- Yes: we offer unlimited health time off
- Yes: we offer unlimited PTO (combined paid time off)
- No

33. How do **combined PTO** days accrue?

	Yes <i>(Select all that apply)</i>	Hours <i>(amount PTO capped at)</i>
There is a cap on the amount of combined PTO that employees can accrue/carry at any time	<input type="checkbox"/>	<input type="text"/>
There is a cap on combined PTO that can be carried over at year-end ("use it or lose it")	<input type="checkbox"/>	<input type="text"/>

34. How many combined PTO hours per year do employees receive in each of the following years of employment?

Enter number of hours per year.

In their first (1st) year:

In their (3rd) year:

In their fifth (5th) year:

35. How do **health** days accrue?

	Yes <i>(Select all that apply)</i>	Hours <i>(amount health hours capped at)</i>
There is a cap on the amount of health time that employees can accrue/carry at any time	<input type="checkbox"/>	<input type="text"/>
There is a cap on health time that can be carried over at year-end ("use it or lose it")	<input type="checkbox"/>	<input type="text"/>

36. How many hours of **health** time per year do employees receive in each of the following years of employment?

Enter the number of hours per year.

In their first (1st) year:

In their (3rd) year:

In their fifth (5th) year:

37. How do **vacation** days accrue?

	Yes <i>(Select all that apply)</i>	Hours <i>(amount vacation hours capped at)</i>
There is a cap on the amount of vacation time that employees can accrue/carry at any time	<input type="checkbox"/>	<input type="text"/>
There is a cap on vacation time that can be carried over at year-end ("use it or lose it")	<input type="checkbox"/>	<input type="text"/>

38. How many hours of **vacation** time per year do employees receive for each of the following years of employment?

Enter the number of hours per year.

In their first (1st) year:

In their third (3rd) year:

In their fifth (5th) year:

39. Can employees receive cash for unused vacation time or combined PTO?

- No/Never
- Yes, at year end
- Yes, at retirement or resignation

40. What other types of paid time off do employees receive?

For each type of paid time off, check the box if your organization offers and enter the number of days offered.

	Offered	Number of Days
Holidays	<input type="checkbox"/>	<input type="text"/>
Floating holidays	<input type="checkbox"/>	<input type="text"/>
Personal days	<input type="checkbox"/>	<input type="text"/>
Other paid time off	<input type="checkbox"/>	<input type="text"/>

41. Does your organization allow employees to take any other forms of leave (whether paid or unpaid)? If so, what types of other forms of leave does your organization offer?

- Bereavement leave
- FMLA leave for care of a family member with serious health condition
- For family member's active duty
- Other:

Comments about data on this page:

42. **Parental Leave Policy** (for all parents, e.g. biological, adoptive, etc.)

Does your organization have a parental leave policy?

- Yes
- No

Who is eligible to use this policy?

- Only the parent that is giving birth
- All parents in the household

Time off allotted specifically for parental leave (excluding health, vacation, disability and other leave time):

Enter the number of hours allotted.

Paid time off:

Unpaid time off:

43. How has Colorado's upcoming Family and Medical Leave Insurance (FAMLI) program impacted your organization? Select all that apply.

- We have had to cut other parts of our budget to accommodate this program
- We have opted to not hire for roles, or delay hiring, to accommodate this program
- We have had to update our organizational policies to accommodate this program
- We are still in the process of assessing the impacts of this program for our organization
- None of the above

44. **Family Leave Policy** (e.g. leave for care of a family member with serious health condition)

Does your organization have a family leave policy?

- Yes
- No

Time off allotted specifically for family leave (excluding health, vacation, disability and other leave time):

hours

Comments about data on this page:

45. Does your organization expect to grant or has it granted any kind of salary increase in 2023? Cost of living adjustments or merit increases?

- Yes
- No
- Unsure

46. On what basis are salary increases generally granted in your organization?

Check all that apply.

- Cost of living (COLA)/across the board general increase
- Merit increase/performance-based increase (the percentage amount varies based on individual performance)
- Adjustments to meet market salaries or wages
- Other:

47. What is the typical cost of living increase per year as a percentage of salary?

 %

48. What is the typical merit increase per year as a percentage of salary?

 %

49. Do you provide bonuses or other variable/incentive pay for the below employees?

	Bonus/variable pay provided?			If yes, % of salary for typical bonuses/variable pay
	Yes	No	Not applicable	
Executive Director/CEO/President	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Other executive or management staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Non-management staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

50. If bonuses are granted, how are amounts decided?

- Merit
- Percentage of salary
- Other:

Comments about data on this page:

Part-Time Employees

51. Insurance

Do part-time employees qualify for any kind of insurance benefits? Which of the following kinds of insurance are offered to part-time employees (select all that apply).

- Health Insurance
- Dental Insurance
- Vision Insurance
- Not applicable
- Other Insurance (please describe)

What is the minimum number of hours an employee must work to receive any kind of insurance?

hours per week

52. Retirement/Savings Plan

Do part-time employees qualify for retirement/savings plan(s)?

- Yes, full benefit is available to all employees regardless of hours worked
- Yes, if employee works a minimum number of hours per week
- No, benefit is only available to full-time employees
- N/A

What is the minimum number of hours an employee must work to receive retirement/savings plan(s)?

hours per week

53. Paid Time Off

Do part-time employees qualify for paid time off?

- Yes, full benefit is available to all employees regardless of hours worked
- Yes, benefit is prorated (offered partially based on hours worked)
- Yes, if employee works a minimum number of hours per week
- No, benefit is only available to full-time employees
- N/A

What is the minimum number of hours an employee must work to receive paid time off?

hours per week

Comments about data on this page:

Internships

54. What is the term length (in months) of a typical internship?

months

55. Please answer the following question(s) regarding compensation for interns:

How are interns typically compensated?

- Stipend
- Hourly
- Interns are not compensated
- Other:

Stipend amount:

\$

per (frequency)

Typical hourly rate of pay:

\$

per hour

56. Can students earn class credit for internships at your organization?

- Yes
- No

Comments about data on this page:

HR & Employment Survey (Optional)

57. What percentage of your organization's executive leadership team are people of color?

Executive Leadership includes ED/CEO, C-level staff, vice presidents

58. What percentage of your organization's staff who are not on your executive leadership team are people of color?

59. Select the statement below that best represents your organization's diversity, equity, and inclusion (DEI) efforts. Select all that apply.

- We do not feel that DEI efforts are relevant to our organization.
- We understand the value of DEI efforts but are not currently focusing on any efforts.
- We value and are working on diversifying our team.
- We are working to build a workplace culture that values all people's experiences, backgrounds, and cultures.
- We are working on evaluating and assessing inequities internally throughout all areas of our work.
- We are working on changing systems internally and externally that address systemic racism and inequities.
- Other

60. Did you have any staff voluntarily leave/resign from your organization in the past 12 months?

- Yes
- No
- Unsure

61. For what reasons did they leave/resign?

Select all that apply.

- Salary or wage increase
- Changed mission area focus
- Relocating out of state
- Changed career field(s)
- Relocating within Colorado
- Unsure/ I don't know
- Other
- Career advancement

62. Do you have a succession plan for your organizational leaders?

- Yes
- No
- Unsure

63. Does your organization have an overall strategy to develop talent within your organization?

- Yes
- No
- Unsure

64. In what ways does your organization support talent development?

Select all that apply.

- We have specific pathways for staff to move into leadership positions
- We have a budget for employee professional development
- We have a mentoring program available for employees
- We have action plans for staff to pursue their career goals
- Other:
- We do not have specific ways in which we support talent development

65. When was the last time your organization conducted a compensation review of all employee salaries, raises, and bonuses?

- Within the past 12 months
- 1-2 years ago
- 3-5 years ago
- Over 5 years ago
- Never
- I don't know/ Not sure

66. Change in Benefits

In the past 12 months, did your organization **add** or **increase** employee benefits?

- Yes
- No
- Not applicable

What benefits did you add or increase?

Select all that apply.

- Health
- Vision
- Dental
- Leave Time
- Retirement
- Other:

In the past 12 months, did your organization **eliminate** or **decrease** employee benefits?

- Yes
- No

What benefits did you eliminate or decrease?

Select all that apply.

- Health
- Vision
- Dental
- Leave Time
- Retirement
- Other:

67. Are you providing any additional compensation or resources for your employees that you haven't already mentioned? Select all that apply.

- Stipends for mental health appointments
- Additional paid time off
- Wellness stipends
- Mindfulness apps + technologies
- An Employee Assistance Program (EAP)
- Other (please describe)



This survey is conducted by Colorado Nonprofit Association. If you have any questions or challenges, contact us at mtsuchida@coloradononprofits.org.