

2018 NWPA Nonprofit Salary Survey

Salary by Years in the Workforce

About the Survey

Purpose

The Nonprofit Partnership routinely fields questions about pay and benefits from organizations that are looking to fill open positions or evaluating the compensation of existing staff.

The 2018 NWPA Nonprofit Salary Survey was conducted in order to gather information on the compensation of nonprofit professionals in northwestern Pennsylvania, where the majority of The Nonprofit Partnership's member organizations are located.

Data Collection

The Nonprofit Partnership conducted the 2018 NWPA Nonprofit Salary Survey between March 12 and April 13, 2018. Responses were solicited using announcements on NPP's various online platforms, including Facebook, LinkedIn, Twitter, and the *Nonprofit Insider*, NPP's email newsletter. Announcements were also made at NPP events.

Anonymity

Responses were kept anonymous in order to encourage a more candid disclosure of sensitive information. No individually identifiable information, such as name or workplace, was collected.

Incentives

Potential respondents were offered a monetary incentive to participate. Once respondents completed the survey, they were directed to a separate page on a different website where they could enter their email address to be entered to win a \$100 Wegmans gift card. This ensured that the incentive did not interfere with the anonymity of the responses collected in the survey.

Questions

If you have any questions about the survey, please email Erin Yates at eyates@yournpp.org.

Feeling Lucky?
Complete the Survey for a Chance to WIN!

We need your help! Please click the box below to complete the [2018 NWPA Nonprofit Salary Survey](#) before April 13, 2018, and be sure to share it with the rest of the staff at your organization, too!



Your time is valuable to us - after completing the survey, each respondent will be directed to a page where they can input their email to be entered to win a \$100 Wegmans gift card.
Feeling lucky? Complete the survey now!

COMPLETE THE 2018 NWPA NONPROFIT SALARY SURVEY!

An example of an announcement for the 2018 NWPA Nonprofit Salary Survey in the March 15, 2018 edition of the *Nonprofit Insider*.

Reading This Report

Sample Size and Statistical Significance

We were unable to achieve a large enough sample size for the information in this report to be deemed [statistically significant](#) by the standards of survey science. Therefore, we can't assume that what is true of this survey's respondents is true of all of the staff and nonprofits in northwestern Pennsylvania.

However, these responses and the trends they suggest are still *practically* significant and can have value when evaluating pay and benefits at your organization.

Respondents and Responses

You may notice that the number of responses for each question varies from one to the next.

One reason for this is that respondents were able to skip some questions if they did not want to answer them.

Another reason is that this survey used filter questions. For example, Q24, "Does your organization offer health insurance coverage for employers?", is a filter question. Those who answered "Yes" were prompted to give details in following sub-questions, and those who answered "No" or "Unsure" were bumped to the next question. As such, Q25, "What percentage of individual health insurance does your organization cover?", has fewer responses than Q24 because some respondents – those who answered "No" or "Unsure" – were filtered out because the question was not relevant to them.

To make things as clear as possible, data tables have been included with each chart. At the bottom of each data table, you can see the total number of responses for the question. Other clarifying information may also be included as needed.

Results at a Glance

For the most detailed information about each sub-group for each budget category, please refer to the appropriate section of this report.

See the chart below for the at-a-glance summary of the most-reported salary brackets for each job title. In instances of two or more brackets tying for first place, all have been included.

PLEASE NOTE: THE FIGURES BELOW INCLUDE DATA FOR PART-TIME STAFF. PLEASE CONTACT ERIN YATES AT EYATES@YOURNPP.ORG IF YOU WOULD LIKE INFORMATION BASED ON FULL-TIME STAFF ONLY.

		# of Total Respondents	Most-Reported Salary Bracket(s)	% of Respondents in Bracket(s)
All time in the professional workforce	All staff	246	\$30,000 to \$39,000	27.24%
	All staff except CEOs and EDs	194	\$30,000 to \$39,000	29.90%
	CEOs and EDs	52	\$60,000 to \$69,000	21.15%
			Under \$30,000	21.15%
Less than 1 year	All staff	3	Under \$30,000	66.67%
	All staff except CEOs and EDs	3	Under \$30,000	66.67%
	CEOs and EDs	--	-	-
Between 1 and 3 years	All staff	13	\$30,000 to \$39,000	46.15%
	All staff except CEOs and EDs	13	\$30,000 to \$39,000	46.15%
	CEOs and EDs	--	-	-
Between 4 and 6 years	All staff	18	\$30,000 to \$39,000	50.00%
	All staff except CEOs and EDs	18	\$30,000 to \$39,000	50.00%
	CEOs and EDs	--	-	-
Between 7 and 9 years	All staff	13	\$30,000 to \$39,000	53.85%
	All staff except CEOs and EDs	10	\$30,000 to \$39,000	50.00%
	CEOs and EDs	3	\$30,000 to \$39,000	66.67%

Between 10 and 14 years	All staff	47	\$30,000 to \$39,000	29.79%
	All staff except CEOs and EDs	42	\$30,000 to \$39,000	30.95%
	CEOs and EDs	5	Under \$30,000	40.00%
Between 15 and 19 years	All staff		\$40,000 to \$49,000	30.00%
		30	Under \$30,000	30.00%
	All staff except CEOs and EDs	22	\$40,000 to \$49,000	40.91%
	CEOs and EDs	8	\$60,000 to \$69,000	50.00%
20 years or more	All staff	122	Under \$30,000	25.41%
	All staff except CEOs and EDs	86	Under \$30,000	27.91%
			\$60,000 to \$69,000	19.44%
	CEOs and EDs	36	Under \$30,000	19.44%

(For the purposes of this report, “time in the professional workforce” will be used interchangeably with “working.”)

This section of the survey yielded some especially intriguing findings, primarily about the composition of the nonprofit workforce in northwestern Pennsylvania.

Nearly half of all respondents reported working for 20 years or more. The next largest group was respondents who have been working between 10 and 14 years. **Less than one quarter of respondents have been working for fewer than 10 years.**

Another notable finding from this section of the survey is that **the minimum amount of time working for any CEOs or EDs surveyed was 7-9 years.**

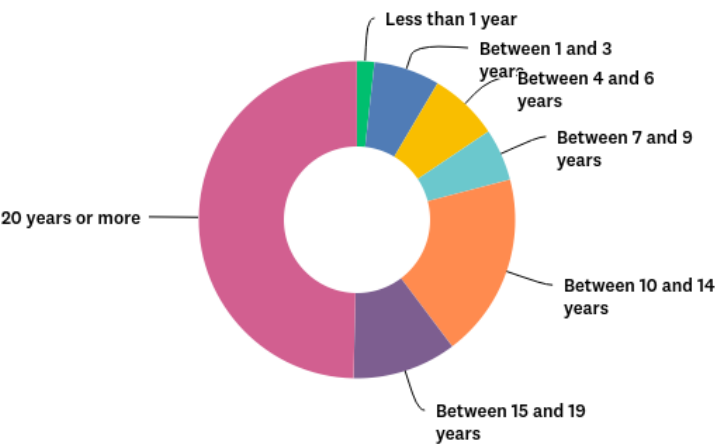
In the same vein, **most CEOs and EDs have spent 20 or more years in the workforce.** A greater proportion of CEOs and EDs have spent 20 or more years working than all other staff.

Based on the responses above, it appears as if there is a loose relationship between a respondent’s time in the professional workforce and their pay – to a point. This general upward trajectory, measured by the most-reported salary bracket(s) for the all staff category, reverses itself in the 20 years or more category.

Salary by Time in the Professional Workforce

All responses for time in the professional workforce

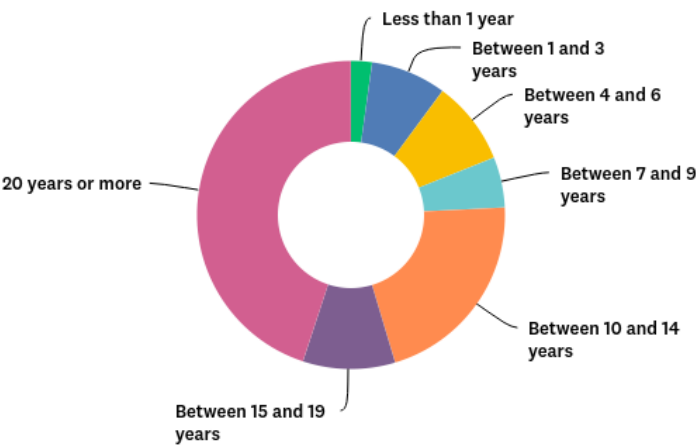
Q6 How many years have you been in the professional workforce?



ANSWER CHOICES	RESPONSES
Less than 1 year	1.77% 5
Between 1 and 3 years	6.74% 19
Between 4 and 6 years	7.09% 20
Between 7 and 9 years	5.32% 15
Between 10 and 14 years	18.79% 53
Between 15 and 19 years	10.64% 30
20 years or more	49.65% 140
TOTAL	282

All responses for time in the professional workforce, except CEOs and EDs

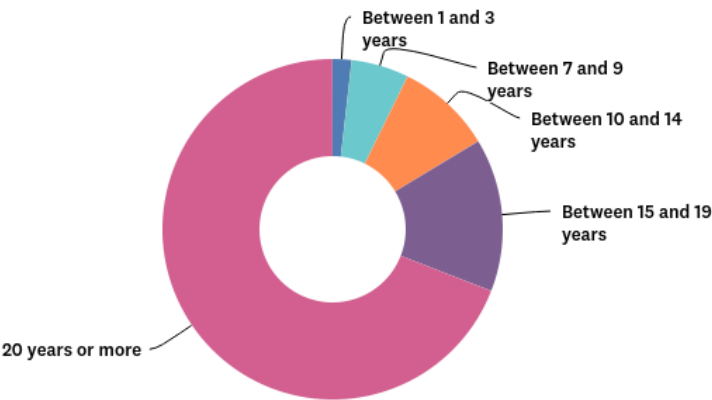
Q6 How many years have you been in the professional workforce?



ANSWER CHOICES	RESPONSES
Less than 1 year	2.20% 5
Between 1 and 3 years	7.93% 18
Between 4 and 6 years	8.81% 20
Between 7 and 9 years	5.29% 12
Between 10 and 14 years	21.15% 48
Between 15 and 19 years	9.69% 22
20 years or more	44.93% 102
TOTAL	227

All CEOs’ and EDs’ responses for time in the professional workforce

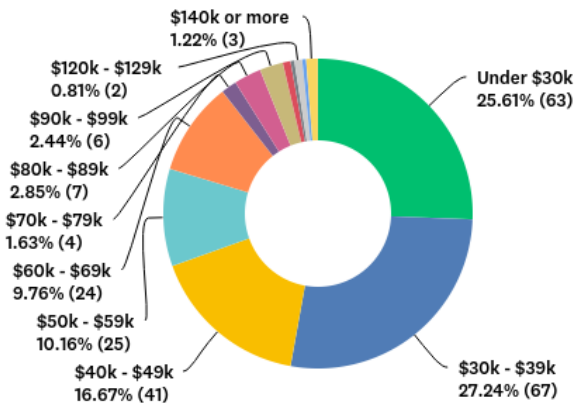
Q6 How many years have you been in the professional workforce?



ANSWER CHOICES	RESPONSES
Less than 1 year	0.00% 0
Between 1 and 3 years	1.82% 1
Between 4 and 6 years	0.00% 0
Between 7 and 9 years	5.45% 3
Between 10 and 14 years	9.09% 5
Between 15 and 19 years	14.55% 8
20 years or more	69.09% 38
TOTAL	55

All respondents' salaries

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?



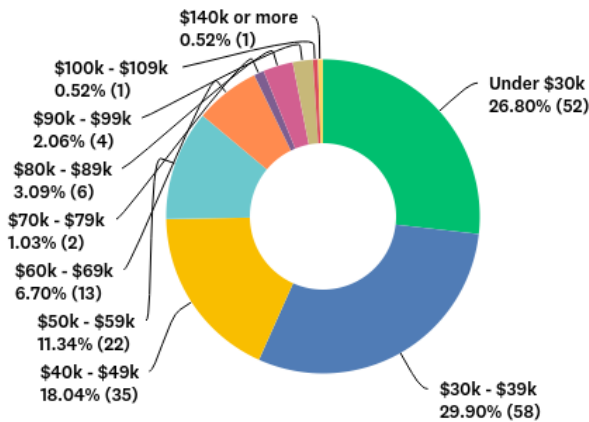
ANSWER CHOICES	RESPONSES
Under \$30k	25.61% 63
\$30k - \$39k	27.24% 67
\$40k - \$49k	16.67% 41
\$50k - \$59k	10.16% 25
\$60k - \$69k	9.76% 24
\$70k - \$79k	1.63% 4
\$80k - \$89k	2.85% 7
\$90k - \$99k	2.44% 6
\$100k - \$109k	0.81% 2
\$110k - \$119k	0.41% 1
\$120k - \$129k	0.81% 2
\$130k - \$139k	0.41% 1
\$140k or more	1.22% 3

TOTAL

246

All survey respondents' salaries, except CEOs and EDs

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?

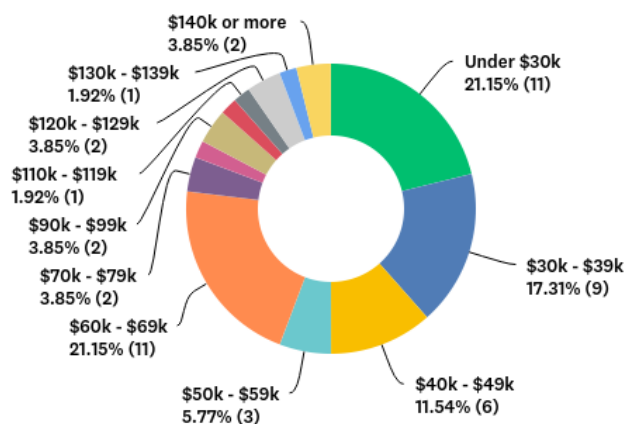


Under \$30k	26.80% 52
\$30k - \$39k	29.90% 58
\$40k - \$49k	18.04% 35
\$50k - \$59k	11.34% 22
\$60k - \$69k	6.70% 13
\$70k - \$79k	1.03% 2
\$80k - \$89k	3.09% 6
\$90k - \$99k	2.06% 4
\$100k - \$109k	0.52% 1
\$110k - \$119k	0.00% 0
\$120k - \$129k	0.00% 0

ANSWER CHOICES	RESPONSES
– \$130k - \$139k	0.00% 0
– \$140k or more	0.52% 1
TOTAL	194

All CEOs' and EDs' salaries

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?



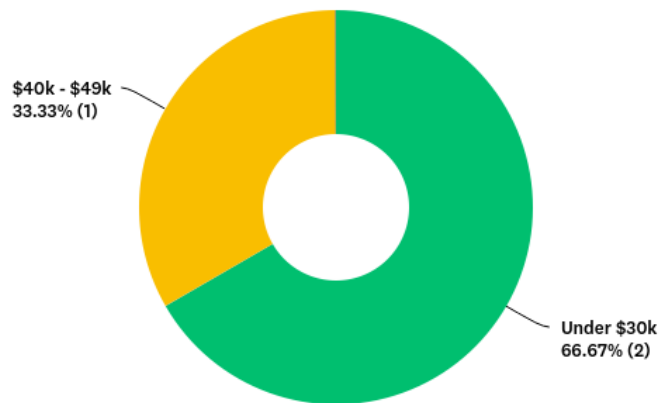
ANSWER CHOICES	RESPONSES
– Under \$30k	21.15% 11
– \$30k - \$39k	17.31% 9
– \$40k - \$49k	11.54% 6
– \$50k - \$59k	5.77% 3
– \$60k - \$69k	21.15% 11
– \$70k - \$79k	3.85% 2
– \$80k - \$89k	1.92% 1
– \$90k - \$99k	3.85% 2
– \$100k - \$109k	1.92% 1

ANSWER CHOICES	RESPONSES
– \$110k - \$119k	1.92% 1
– \$120k - \$129k	3.85% 2
– \$130k - \$139k	1.92% 1
– \$140k or more	3.85% 2
TOTAL	52

Less than 1 year

Less than 1 year: All staff

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?



ANSWER CHOICES	RESPONSES
Under \$30k	66.67% 2
\$30k - \$39k	0.00% 0
\$40k - \$49k	33.33% 1
\$50k - \$59k	0.00% 0
\$60k - \$69k	0.00% 0
\$70k - \$79k	0.00% 0
\$80k - \$89k	0.00% 0
\$90k - \$99k	0.00% 0
\$100k - \$109k	0.00% 0
\$110k - \$119k	0.00% 0
\$120k - \$129k	0.00% 0

ANSWER CHOICES	RESPONSES
\$130k - \$139k	0.00% 0
\$140k or more	0.00% 0
TOTAL	3

Less than 1 year: All staff except CEOs and EDs

See chart above

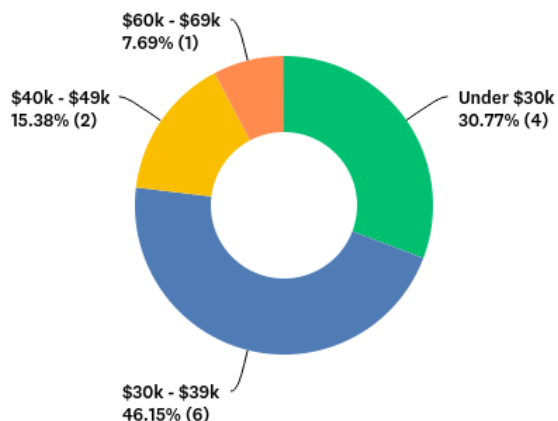
Less than 1 year: CEOs and EDs

No matching responses

Between 1 and 3 years

Between 1 and 3 years: All staff

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?



ANSWER CHOICES	RESPONSES
Under \$30k	30.77% 4
\$30k - \$39k	46.15% 6
\$40k - \$49k	15.38% 2
\$50k - \$59k	0.00% 0
\$60k - \$69k	7.69% 1
\$70k - \$79k	0.00% 0
\$80k - \$89k	0.00% 0
\$90k - \$99k	0.00% 0
\$100k - \$109k	0.00% 0
\$110k - \$119k	0.00% 0
\$120k - \$129k	0.00% 0
	0.00%

ANSWER CHOICES	RESPONSES
\$130k - \$139k	0
\$140k or more	0.00% 0
TOTAL	13

Between 1 and 3 years: All staff except CEOs and EDs

See chart above

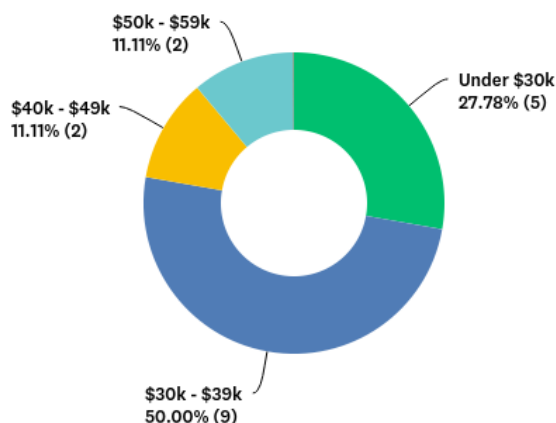
Between 1 and 3 years: CEOs and EDs

No matching responses

Between 4 and 6 years

Between 4 and 6 years: All staff

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?



ANSWER CHOICES	RESPONSES
Under \$30k	27.78% 5
\$30k - \$39k	50.00% 9
\$40k - \$49k	11.11% 2
\$50k - \$59k	11.11% 2
\$60k - \$69k	0.00% 0
\$70k - \$79k	0.00% 0
\$80k - \$89k	0.00% 0
\$90k - \$99k	0.00% 0
\$100k - \$109k	0.00% 0
\$110k - \$119k	0.00% 0
\$120k - \$129k	0.00% 0
	0.00%

ANSWER CHOICES	RESPONSES
\$130k - \$139k	0
–	0.00%
\$140k or more	0
TOTAL	18

Between 4 and 6 years: All staff except CEOs and EDs

See chart above

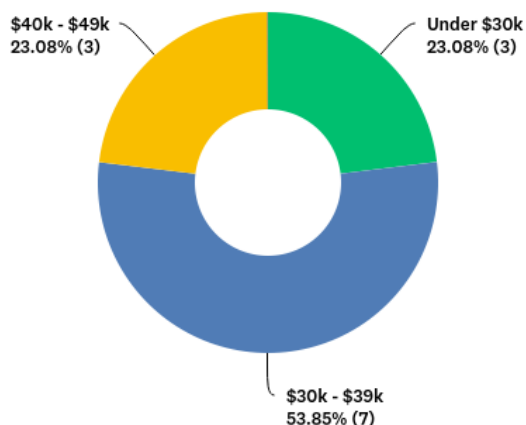
Between 4 and 6 years: CEOs and EDs

No matching responses

Between 7 and 9 years

Between 7 and 9 years: All staff

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?

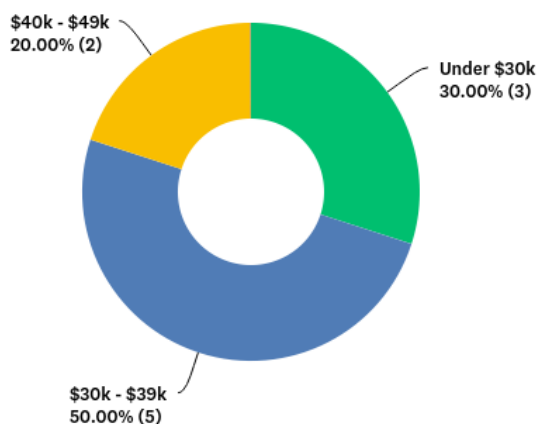


ANSWER CHOICES	RESPONSES
Under \$30k	23.08% 3
\$30k - \$39k	53.85% 7
\$40k - \$49k	23.08% 3
\$50k - \$59k	0.00% 0
\$60k - \$69k	0.00% 0
\$70k - \$79k	0.00% 0
\$80k - \$89k	0.00% 0
\$90k - \$99k	0.00% 0
\$100k - \$109k	0.00% 0
\$110k - \$119k	0.00% 0
\$120k - \$129k	0.00% 0
	0.00%

ANSWER CHOICES	RESPONSES
\$130k - \$139k	0
–	0.00%
\$140k or more	0
TOTAL	13

Between 7 and 9 years: All staff except CEOs and EDs

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?

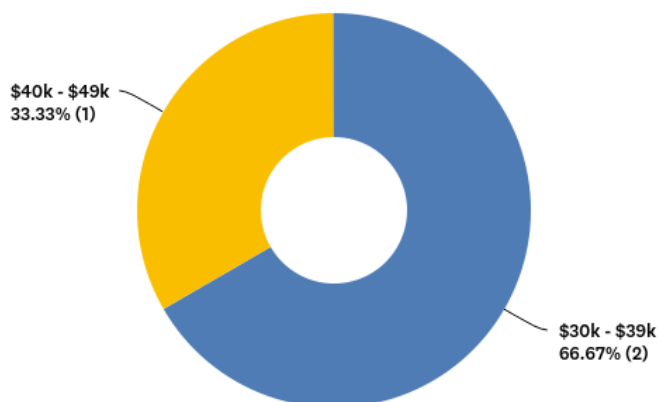


ANSWER CHOICES	RESPONSES
–	30.00%
Under \$30k	3
–	50.00%
\$30k - \$39k	5
–	20.00%
\$40k - \$49k	2
–	0.00%
\$50k - \$59k	0
–	0.00%
\$60k - \$69k	0
–	0.00%
\$70k - \$79k	0
–	0.00%
\$80k - \$89k	0
–	0.00%
\$90k - \$99k	0
–	0.00%
\$100k - \$109k	0

ANSWER CHOICES	RESPONSES
– \$110k - \$119k	0.00% 0
– \$120k - \$129k	0.00% 0
– \$130k - \$139k	0.00% 0
– \$140k or more	0.00% 0
TOTAL	10

Between 7 and 9 years: CEOs and EDs

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?



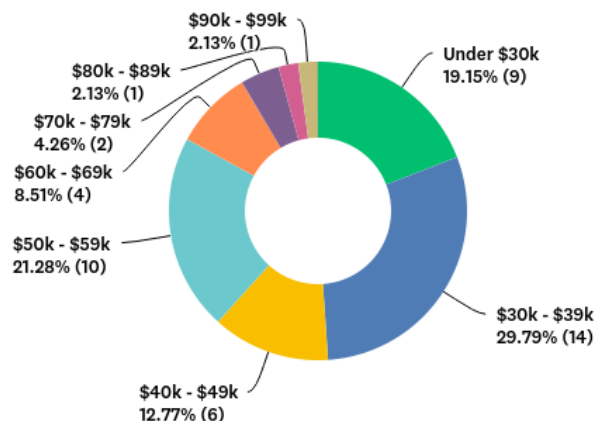
ANSWER CHOICES	RESPONSES
– Under \$30k	0.00% 0
– \$30k - \$39k	66.67% 2
– \$40k - \$49k	33.33% 1
– \$50k - \$59k	0.00% 0
– \$60k - \$69k	0.00% 0
– \$70k - \$79k	0.00% 0
–	0.00%

ANSWER CHOICES	RESPONSES
\$80k - \$89k	0
– \$90k - \$99k	0.00% 0
– \$100k - \$109k	0.00% 0
– \$110k - \$119k	0.00% 0
– \$120k - \$129k	0.00% 0
– \$130k - \$139k	0.00% 0
– \$140k or more	0.00% 0
TOTAL	3

Between 10 and 14 years

Between 10 and 14 years: All staff

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?



ANSWER CHOICES

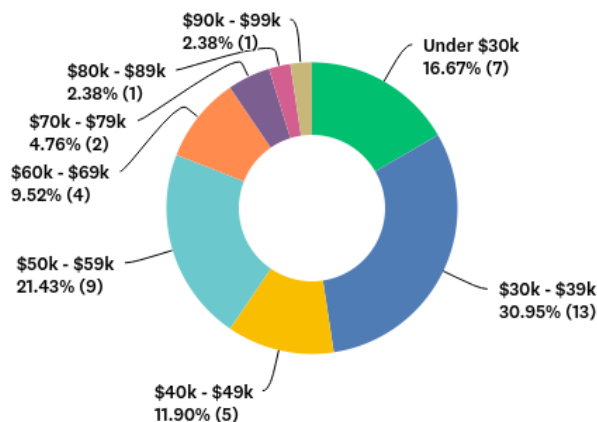
RESPONSES

Under \$30k	19.15%	9
\$30k - \$39k	29.79%	14
\$40k - \$49k	12.77%	6
\$50k - \$59k	21.28%	10
\$60k - \$69k	8.51%	4
\$70k - \$79k	4.26%	2
\$80k - \$89k	2.13%	1
\$90k - \$99k	2.13%	1
\$100k - \$109k	0.00%	0
\$110k - \$119k	0.00%	0
\$120k - \$129k	0.00%	0
	0.00%	

ANSWER CHOICES	RESPONSES
\$130k - \$139k	0
–	0.00%
\$140k or more	0
TOTAL	47

Between 10 and 14 years: All staff except CEOs and EDs

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?

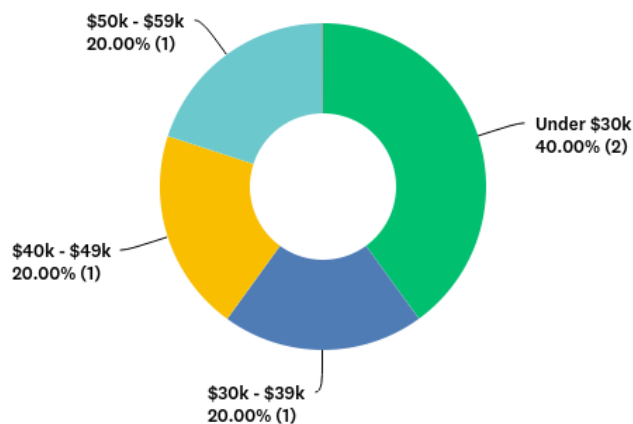


ANSWER CHOICES	RESPONSES
–	16.67%
Under \$30k	7
–	30.95%
\$30k - \$39k	13
–	11.90%
\$40k - \$49k	5
–	21.43%
\$50k - \$59k	9
–	9.52%
\$60k - \$69k	4
–	4.76%
\$70k - \$79k	2
–	2.38%
\$80k - \$89k	1
–	2.38%
\$90k - \$99k	1
–	0.00%
\$100k - \$109k	0

ANSWER CHOICES	RESPONSES
– \$110k - \$119k	0.00% 0
– \$120k - \$129k	0.00% 0
– \$130k - \$139k	0.00% 0
– \$140k or more	0.00% 0
TOTAL	42

Between 10 and 14 years: CEOs and EDs

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?



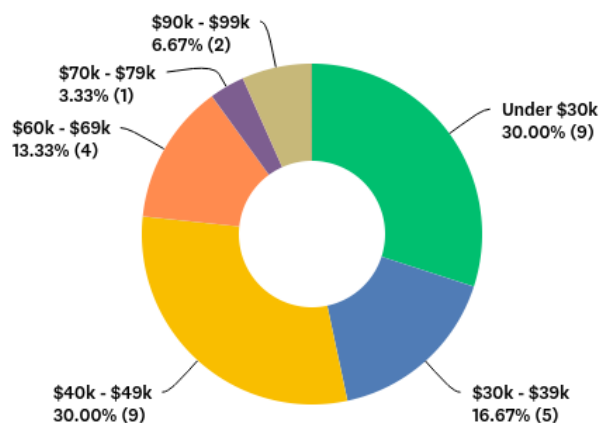
ANSWER CHOICES	RESPONSES
– Under \$30k	40.00% 2
– \$30k - \$39k	20.00% 1
– \$40k - \$49k	20.00% 1
– \$50k - \$59k	20.00% 1
– \$60k - \$69k	0.00% 0
– \$70k - \$79k	0.00% 0
– \$80k - \$89k	0.00% 0

ANSWER CHOICES		RESPONSES
–		0.00%
\$90k - \$99k		0
–		0.00%
\$100k - \$109k		0
–		0.00%
\$110k - \$119k		0
–		0.00%
\$120k - \$129k		0
–		0.00%
\$130k - \$139k		0
–		0.00%
\$140k or more		0
TOTAL		5

Between 15 and 19 years

Between 15 and 19 years: All staff

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?

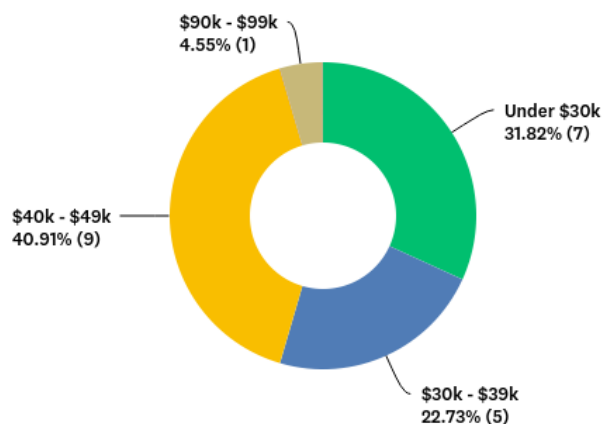


ANSWER CHOICES	RESPONSES
Under \$30k	30.00% 9
\$30k - \$39k	16.67% 5
\$40k - \$49k	30.00% 9
\$50k - \$59k	0.00% 0
\$60k - \$69k	13.33% 4
\$70k - \$79k	3.33% 1
\$80k - \$89k	0.00% 0
\$90k - \$99k	6.67% 2
\$100k - \$109k	0.00% 0
\$110k - \$119k	0.00% 0
\$120k - \$129k	0.00% 0
	0.00%

ANSWER CHOICES	RESPONSES
\$130k - \$139k	0
–	0.00%
\$140k or more	0
TOTAL	30

Between 15 and 19 years: All staff except CEOs and EDs

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?

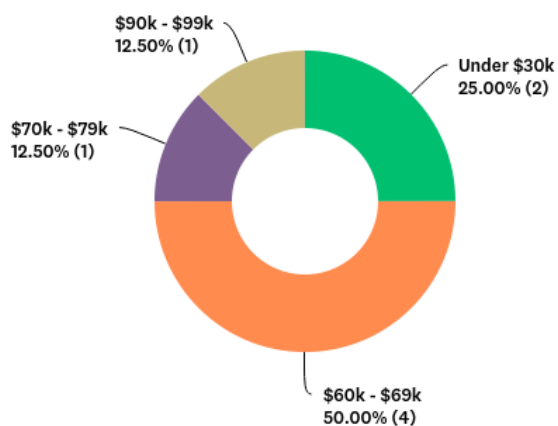


ANSWER CHOICES	RESPONSES
–	31.82%
Under \$30k	7
–	22.73%
\$30k - \$39k	5
–	40.91%
\$40k - \$49k	9
–	0.00%
\$50k - \$59k	0
–	0.00%
\$60k - \$69k	0
–	0.00%
\$70k - \$79k	0
–	0.00%
\$80k - \$89k	0
–	4.55%
\$90k - \$99k	1
–	0.00%
\$100k - \$109k	0

ANSWER CHOICES	RESPONSES
– \$110k - \$119k	0.00% 0
– \$120k - \$129k	0.00% 0
– \$130k - \$139k	0.00% 0
– \$140k or more	0.00% 0
TOTAL	22

Between 15 and 19 years: CEOs and EDs

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?



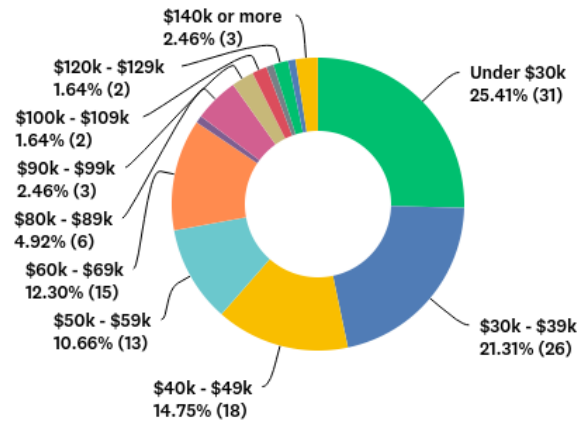
ANSWER CHOICES	RESPONSES
– Under \$30k	25.00% 2
– \$30k - \$39k	0.00% 0
– \$40k - \$49k	0.00% 0
– \$50k - \$59k	0.00% 0
– \$60k - \$69k	50.00% 4
– \$70k - \$79k	12.50% 1
– \$80k - \$89k	0.00% 0

ANSWER CHOICES	RESPONSES
– \$90k - \$99k	12.50% 1
– \$100k - \$109k	0.00% 0
– \$110k - \$119k	0.00% 0
– \$120k - \$129k	0.00% 0
– \$130k - \$139k	0.00% 0
– \$140k or more	0.00% 0
TOTAL	8

20 years or more

20 years or more: All staff

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?

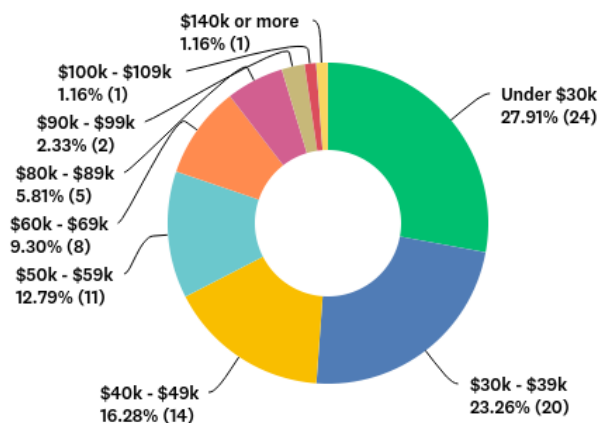


ANSWER CHOICES	RESPONSES
Under \$30k	25.41% 31
\$30k - \$39k	21.31% 26
\$40k - \$49k	14.75% 18
\$50k - \$59k	10.66% 13
\$60k - \$69k	12.30% 15
\$70k - \$79k	0.82% 1
\$80k - \$89k	4.92% 6
\$90k - \$99k	2.46% 3
\$100k - \$109k	1.64% 2
\$110k - \$119k	0.82% 1
\$120k - \$129k	1.64% 2
	0.82%

ANSWER CHOICES	RESPONSES
\$130k - \$139k	1
–	2.46%
\$140k or more	3
TOTAL	122

20 years or more: All staff except CEOs and EDs

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?

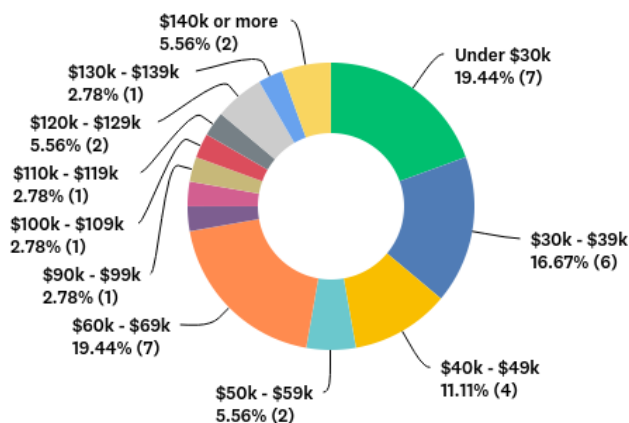


ANSWER CHOICES	RESPONSES
–	27.91%
Under \$30k	24
–	23.26%
\$30k - \$39k	20
–	16.28%
\$40k - \$49k	14
–	12.79%
\$50k - \$59k	11
–	9.30%
\$60k - \$69k	8
–	0.00%
\$70k - \$79k	0
–	5.81%
\$80k - \$89k	5
–	2.33%
\$90k - \$99k	2
–	1.16%
\$100k - \$109k	1
–	0.00%

ANSWER CHOICES	RESPONSES
\$110k - \$119k	0
–	0.00%
\$120k - \$129k	0
–	0.00%
\$130k - \$139k	0
–	1.16%
\$140k or more	1
TOTAL	86

20 years or more: CEOs and EDs

Q15 Which category includes the annual monetary compensation before taxes for the position you have specified?



ANSWER CHOICES	RESPONSES
–	19.44%
Under \$30k	7
–	16.67%
\$30k - \$39k	6
–	11.11%
\$40k - \$49k	4
–	5.56%
\$50k - \$59k	2
–	19.44%
\$60k - \$69k	7
–	2.78%
\$70k - \$79k	1
–	2.78%
\$80k - \$89k	1
–	2.78%

ANSWER CHOICES	RESPONSES
\$90k - \$99k	1
\$100k - \$109k	2.78% 1
\$110k - \$119k	2.78% 1
\$120k - \$129k	5.56% 2
\$130k - \$139k	2.78% 1
\$140k or more	5.56% 2
TOTAL	36