



Nonprofit Westchester Compensation Survey

Welcome to the Westchester Nonprofit Compensation Survey! This survey is being conducted by Nonprofit Westchester in partnership with researchers at Pace University to provide insight about compensation trends and practices (salaries and benefits) among Westchester County nonprofit sector employers.

Your opinion is very important to us. This is an organizational-level survey, and it should be completed by a representative who has access to compensation data. The survey should take between 15-40 minutes to complete, depending on your organization's size (small organizations 15-20 minutes, medium organizations 20-30 minutes, and large organizations 30-40 minutes). Note that you can start the survey and come back at a later time, if needed. Also, note that you can skip all the compensation questions that do not apply to your organization's area of service.

To better assist you, we suggest you have the following items available as you complete the survey:

- Organization EIN Number
- Approximate budget amount
- Employee diversity data
- Salary data (averages by position and gender)
- Recent salary increases (overall)
- Benefit types, amounts, and eligibility criteria

Your responses to this survey will be anonymous and confidential. When results of this study are published or presented, individuals and organization names and other personally identifiable information will not be used, the data will be presented in aggregate form. We will ask that you provide the organization's thirteen-digit Employer Identification Number (EIN), but this will not be shared. The researchers collecting the data for this project have completed a rigorous training in protecting the information of research subjects, which is federally regulated and mandated. Should you have any questions or concerns about this survey, please contact Dr. Rebecca Tekula at rtekula@pace.edu or Dr. Gina Scutelnicu at gscutelnicu@pace.edu.

The results of the survey will assist Nonprofit Westchester, its partners and nonprofit organizations in Westchester County with comparability data that can be used to advocate for reasonable and equitable compensation that will allow nonprofit employees and their organizations to flourish.

Thank you for your participation!

Q1. Select your organization's primary service area:

- Animal Rights
- Arts and Culture
- Child Care/Child Development
- Child Welfare/Juvenile Justice
- Civil Rights, Social Justice, Advocacy
- Community Center
- Criminal Justice
- Disabilities (Developmental/Intellectual)
- Disabilities (Physical)
- Domestic Violence
- Economic/Community Development
- Education (Primary/Secondary School)
- Education (Higher Education)
- Employment/Workforce Training
- Environment
- Grantmaker - Foundation, United Way, Federation, etc.
- Housing (Shelter, Transitional & Permanent)
- Health (Physical Health)
- Health (Mental Health)
- Human/Social Services
- Hunger/Food Insecurity
- Immigration/Refugee Assistance
- International, Foreign Affairs
- LGBTQ
- Library
- Management Support/Planning
- Recreation/Sports
- Religious/Faith-based/Spiritual Health
- Veterans
- Youth Development
- Other. Specify _____

Q2. Please provide your organization EIN code. This information will be kept confidential by Pace University researchers and will be used solely for data tracking purposes and to avoid duplicate responses.

Q3. Where is your organization's headquarters?

Q4. Where do you operate within Westchester?

Q5. How many years has your organization been in operation? _____

Q6. What is your current annual budget in gross revenues? Give an approximation.

Q7. How many employees does your organization employ?

Type of Employees	Number of Employees
Full-time salaried (35+ hours a week)	
Part-time salaried (less than 34 hours a week)	
Per diem workers	
Hourly, not salaried	
Volunteers	
Total	

Q8. How many board members does your nonprofit organization have?

Q9. Employment composition. Indicate the following characteristics for Executives and Non-executives in your organization:

	Executives	Non-Executives	Total
Number of males			
Number of females			
Number of racial/ethnic minorities			

Q10. What external sources do you use to benchmark your salaries?

- Use of national, state or local salary surveys
- Review of the 990 forms of other organizations
- Discussions with other organizations
- Other. Specify _____
- We don't use external information

Q11. **Salaries.** This section will ask you to report average salary data based on position level. For part-time employees report annualized compensation.

Q12. **Compensation of Executives.** Indicate the annual salary for the following members of the senior leadership team and most senior officers in a function, or reporting directly to the CEO/ED. If your organization doesn't have these exact titles, approximate to the best of your

ability.

Position	Average Salary Men	Average Salary Women
Chief Executive Officer/Executive Director		
Executive Vice President		
Deputy Executive Director		
Chief Operating Officer		
Chief Financial Officer		
Chief Human Resources Officer		
Chief Program Officer		
Chief Development Officer/ Development Director		
Public Relations Director		
Facilities Director		
Information Technology Director		
Other. Specify		

Q13. Specify the annual average salary for the following Finance non-executive positions (as applicable). If your organization doesn't have these exact titles, approximate to the best of your ability.

Position	Average Salary Men	Average Salary Women
Accounting Manager/Supervisor		
Financial Manager		
Sr. Accountant		
Jr. Accountant		
Financial Analyst		
Bookkeeper		
Other. Specify		

Q14. Specify the annual average salary for the following Human Resources non-executive positions (as applicable). If your organization doesn't have these exact titles, approximate to the best of your ability.

Position	Average Salary Men	Average Salary Women
Human Resources Manager or Supervisor		
Compensation and Benefits Manager		
Labor Relations Manager		
HR Specialist		
HR Analyst		
Other. Specify		

Q15. Specify the annual average salary for the following Administrative/General Office non-executive positions (as applicable). If your organization doesn't have these exact titles, approximate to the best of your ability.

Position	Average Salary Men	Average Salary Women
Office Manager		
Project Manager		
Executive Assistant		
Administrative Assistant		
Receptionist		
Other. Specify		

Q16. Specify the annual average salary for the following Fundraising/Development non-executive positions (as applicable). If your organization doesn't have these exact titles, approximate to the best of your ability.

Position	Average Salary Men	Average Salary Women
Assistant Director of Development		
Development Manager		
Major Gifts Officer		
Grant Writer/Administrator		
Director of Community Outreach		
Events Manager		
Volunteer Manager		
Volunteer Coordinator		
Development Associate		
Development Assistant		
Other. Specify		

Q17. Specify the annual average salary for the following Communications/Marketing/Public Relations non-executive positions (as applicable). If your organization doesn't have these exact titles, approximate to the best of your ability.

Position	Average Salary Men	Average Salary Women
Assistant Director of Marketing/PR		
Marketing/PR Manager		
Director of Outreach and Partnerships		
Coordinator of Marketing/PR		
Social Media Coordinator		
Other. Specify		

Q18. Specify the annual average salary for the following Technology non-executive positions (as applicable). If your organization doesn't have these exact titles, approximate to the best of your ability.

Position	Average Salary Men	Average Salary Women
Systems Administrator		
Database Manager/Administrator		
Web Developer/Administrator		
Helpdesk Assistant		
Other. Specify		

Q19. Specify the annual average salary for the following Program Administration non-executive positions. If your organization doesn't have these exact titles, approximate to the best of your ability.

Position	Average Salary Men	Average Salary Women
Program Director		
Program Manager		
Program Assistant/Associate		
Project Manager		
Volunteer Manager		
Volunteer Coordinator		
Other. Specify		

Q20. Specify the annual average salary for the following Health Program non-executive positions. If your organization doesn't have these exact titles, approximate to the best of your ability.

Position	Average Salary Men	Average Salary Women
Clinical Director		
Speech Pathologist		
Physical Therapist		
Occupational Therapists		
Registered Nurse		
Nurse Practitioner		
Medical Records Clerk		
Other. Specify		

Q21. Specify the annual average salary for the following Mental Health Program non-executive positions. If your organization doesn't have these exact titles, approximate to the best of your ability.

Position	Average Salary Men	Average Salary Women
Psychiatrist		
Counselor		
Outreach/Prevention Worker		
Case Manager		
Other. Specify		

Q22. Specify the annual average salary for the following Social Work/Social Services Program non-executive positions. If your organization doesn't have these exact titles, approximate to the best of your ability.

Position	Average Salary Men	Average Salary Women
Licensed Social Worker		
Volunteer Director		
Case Manager		
Social Worker		
Program Aide		
Direct service/care Professional		
Other. Specify		

Q23. Specify the annual average salary for the following Education Program non-executive positions. If your organization doesn't have these exact titles, approximate to the best of your ability.

Position	Average Salary Men	Average Salary Women
Director of Education		
Instructor/Teacher		
Counselor		
Teaching Assistant		
Other. Specify		

Q24. Specify the annual average salary for the following Legal Services Program non-executive positions. If your organization doesn't have these exact titles, approximate to the best of your ability.

Position	Average Salary Men	Average Salary Women
Managing Attorney		
Staff Attorney		
Paralegal		
Legal Secretary		
Other. Specify		

Q26. Specify the annual average salary for the following Support Staff non-executive positions. If your organization doesn't have these exact titles, approximate to the best of your ability.

Position	Average Salary Men	Average Salary Women
Food Service Staff/Worker		
Custodian		
Grounds Keeper		
Janitors		
Maintenance Staff/Personnel		
Security Officer		
Other. Specify		

Q27. How often does your organization offer a salary increase?

- Once a year
- Every every other year
- Every three years
- Other. Specify _____

Q28. What forms of salary increases are used by your organization?

- Cost of living adjustments
- Automatic increases
- Merit increases
- Bonuses
- Other. Specify _____

Q29. What salary increase did your organization offer last year?

- 1 - 2%
- 3 - 4 %
- 5 - 6%
- 7% or more
- No increase

Q30. Benefits. Indicate below the type of benefits and the percentage of coverage that your organization provides.

Benefit	Yes/No	Percentage Covered by Employer	Baseline/base plan cost to employees
Health insurance (individual)			
Health insurance (employee + spouse/domestic partner)			
Health insurance (employee + child/children)			
Health insurance (family)			
Dental			
Vision			
Retirement			
Flexible Spending Account			
Health Savings Account			
Dependent care			
Short-term disability (other than the NYS mandated DBL)			
Long-term disability			
Life insurance			
Other (e.g. chronic illness, accident). Specify			

Q31. How many hours per week does an employee have to work to be eligible for benefits?

Q32. If your organization provides health insurance, select the primary type of plan that is currently being offered by your employer. Please select all that apply.

- EPO
- PPO
- HMO
- POS
- PEO
- Other. Specify _____

Q33. Does your employer provide a qualified high deductible option?

- Yes
- No. If you answered "No" to Q33, skip to Q35.

Q34. Does your organization fund any part of that deductible?

- Yes. Specify percentage/amount

- No

Q35. Does your employer use a Professional Employer Organization (PEO)? (ie., full-service human resource outsourcing)

- Yes
- No. If you answered "No" to Q35, skip to Q37

Q36. Which services does the PEO provide to your organization? Select all that apply.

- Payroll services
- Employee benefits
- Employee training
- Health and safety protocols
- HR and recruiting services
- Other. Specify _____

Q37. Retirement. What kind of retirement plan does your organization offer?

- 401(K)
- 403b(b)
- IRA
- Other. Specify _____
- My organization does not offer a retirement plan

Q38. Specify the annual employer contribution toward retirement.

Q39. Paid Time-Off. What type of paid time-off does your organization offer? Select all that apply.

- Vacation time
- Sick leave
- Parental leave
- Holidays
- Other. Specify _____

Q40. How many days of paid time-off (including vacation, personal, sick leave, bereavement, jury duty, holidays etc.) do full-time employees get in a given year?

Years in Service	Days of Paid Time-Off
Employees who worked less than 1 year	
Employees who worked between 1 and 5 years	
Employees who worked between 6 and 10 years	
Employees who worked more than 10 years	

Q41. Work schedule. What type of work schedule benefits does your organization provide?

- Full in-person work
- Flextime
- Hybrid remote work
- Full remote work
- Summer hours
- Other. Specify _____

Q42. Paid Parental Leave. How many weeks of paid parental leave does your organization provide (beyond disability leave)?

- 1 to 4 weeks
- 4 to 6 weeks
- 6 to 10 weeks
- 10 to 12 weeks
- 12 weeks or more
- None. My organization does not offer paid parental leave.

Q43. What other benefits does your organization offer? Select all that apply.

Other Benefits	Yes	No
Employee assistance programs		
Fertility benefits		
Identity theft		
Tuition reimbursement		
Wellness		
Other. Specify		

Q44. What is the length of employment needed to qualify for benefits?

- No waiting period
- 30 days
- 60 days
- 90 days
- Other. Specify _____

Q45. Does your organization offer professional development opportunities?

- Yes
- No

Q46. What type of professional development opportunities does your organization offer? Select all that apply.

- Internal opportunities (e.g. lunch and learn)
- Professional training
- Skill building courses or workshops
- Conferences or seminars
- Mentoring programs
- Networking events
- Research opportunities
- Executive coaching
- Other. Specify _____

Thank you for your time!