

EXECUTIVE SUMMARY & KEY FINDINGS

We are pleased to present this report on Nonprofit Wages and Benefits in New Hampshire. This report is intended to be informational and to be a resource for conversation on nonprofit human resource management, recruitment, retention and satisfaction.

The employment environment has changed since our last report in 2014. Although the unemployment rate remains low, the labor pool is continuing to shrink due to an aging population and out-migration.

While NH has relatively low unemployment compared to the US rate (3% and 4.9%, respectively, in August 2016), it is of interest to note that this may not be reflective of a surge in hiring as much as that employers are having to draw from a shrinking pool of skilled workers. Since 2007, the state has experienced net out-migration of about 13,000 people, reversing a trend of in-migration that peaked in 2001.¹ This is the backdrop that NH nonprofits must consider when setting wages and benefits to be competitive for the skills they need for the future.

SURVEY POPULATION

According to the National Center for Charitable Statistics, there are 5,557 public charities, 532 private foundations and 2,073 other 501(c) nonprofits operating in New Hampshire. This report represents the salary and benefit practices of 201 of those organizations, employing 6,323 full-time and 5,236 part-time positions, and paying aggregate wages of \$290 Million.

WAGES

NH Employment Security recently reported that NH's nonprofit sector included 67,400 employees (12.4% of the state's private workforce) with an average annual wage of \$25.05 per hour (\$52,104). In their report, 90% of nonprofit employment could be attributed to health care, social assistance and educational services. These sectors had the highest average wages and likely skewed the overall average.

The 2016 Wage & Benefit Survey, NH edition, reports an average benchmarked wage of \$24.03 per hour. This represents a 3.5% increase from 2014 (~ 1.9% per year). The average Executive Director's salary is \$88,650, which represents a 4.4% increase from 2014 (~ 2.1% per year). The Consumer Price Index for this period increased 1.6% (2014) and 0.1% (2015).

The median salary raise reported for 2015 was 4.04%, with anticipated raises for 2016 at 3.9%.

KEY FINDINGS

- 55% of responding organizations anticipate staffing levels will remain stable through the first half of 2017. 40% anticipate increased staffing levels during that time period.
- Executive Directors in responding organizations have been in their current position 9 years on average, and 61% hold at least a Master's Degree. 59% of Executive Directors had not held the position of Executive Director prior to their current position.
- Overall, 64% of Executive Directors are female, with a higher concentration of females in the smaller budget categories: 65% in organizations with budgets less than \$250,000 and only 20% in organizations with budgets over \$10 Million. On average, female Executive Directors in NH earn 89¢ to every \$1 earned by their male counterparts.

BENEFITS

Benefits as a percentage of wages increased one percentage point to 15%. Group health insurance remains the most frequently offered benefit, with 77% of organizations offering a group health plan. However, only 49% of small nonprofits (budgets under \$500,000) are able to offer group health insurance. Increasing health premium costs continue to be shifted to employees, with only 23% of employers paying full premium costs.

¹ <https://www.bostonglobe.com/business/2016/04/29/job-rate-should-envy-country-but-not-exactly-good-thing/1HEJslilnzfOzYBAx4ZD5L/story.html>

SURVEY POPULATION

This report contains data from 201 nonprofits in every region of New Hampshire. The organizations range from having no paid staff (all positions are contracted) up to paying \$42.8 Million in wages. All together, these organizations pay \$290 Million in wages per year.

Table 1.1 Respondents by Annual Gross Wages

<i>Budget Category</i>	<i># of Orgs Reporting Wages</i>	<i>Average annual gross wages</i>	<i>Median annual gross wages</i>
Less than \$250k	52	\$164,495	\$57,359
\$250k – 500k	29	\$195,368	\$191,000
\$500k – 1M	27	\$388,475	\$371,215
\$1M – 5M	55	\$1,037,874	\$996,507
\$5M – 10M	10	\$2,645,435	\$2,700,416
Over \$10M	16	\$11,367,483	\$7,538,481
<i>All organizations</i>	189	\$1,585,824	\$364,567

This group of 201 nonprofit organizations reported salaries for 4,490 full-time and 251 part-time employees covered in the included 32 job categories. This is not the total number of employees working for the participating organizations. In fact, the 201 responding organizations employ more than 6,323 full-time and 5,236 part-time and seasonal workers.

STATEWIDE AVERAGES - HOURLY WAGE

Table 1.2 Average Hourly Wage for 11 Positions by Budget Size

<i>JOB TITLE</i>	<i>BUDGET SIZE</i>					
	<i>Under \$250K</i>	<i>\$250K-\$500K</i>	<i>\$500K-\$1M</i>	<i>\$1M-\$5M</i>	<i>\$5M-\$10M</i>	<i>Over \$10M</i>
EXECUTIVE DIRECTOR	\$28.42	\$35.48	\$35.34	\$45.35	\$64.22	\$77.19
DEPUTY DIRECTOR	*	*	30.33	38.74	*	58.13
PROGRAM DIRECTOR	19.02	24.25	24.11	27.19	37.29	36.14
OFFICE MANAGER	*	*	*	19.61	23.28	21.97
ADMINISTRATIVE ASST.	*	*	14.71	16.59	*	14.84
FINANCE DIRECTOR	*	*	*	33.27	38.35	45.25
DEVELOPMENT DIRECTOR	*	*	25.50	31.57	39.51	40.45
PR/COMMUNICATIONS DIRECTOR	*	*	*	27.19	*	41.73
PROJECT MANAGER	19.55	*	23.09	30.12	*	*

* UNDER 5 RESPONDENTS