

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 a conversation on nonprofit human resource management, recruitment, retention, and satisfaction.

The employment environment has changed since our last report in 2016. The unemployment rate remains low and many employers struggle to fill positions due to a lack of skilled workers.

While NH has relatively low unemployment compared to the US rate (2.7% and 4.0%, respectively, in June 2018), 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. Between 2016 and 2017 New Hampshire experienced the largest population gain since 2005.¹ The population gain (2%) was modest when compared to prior decades (6.5% in the 2000s and 11.4% in the 1990s). 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 4,125 public charities, 489 private foundations and 2,539 other 501(c) nonprofits operating in New Hampshire. This report represents the salary and benefit practices of 194 of those organizations, employing 6,654 full-time and 5,238 part-time positions, and paying aggregate wages of more than \$334 million.

WAGES

The Bureau of Labor Statistics (BLS) reported that, in 2016, NH's nonprofit sector included 83,453 employees (14.8% of the state's private workforce). In their report, 87% of nonprofit employment could be attributed to health care, social assistance, and educational services.

The NH edition of the 2018 Wage & Benefits Survey reports an average benchmarked wage of \$25.67 per hour. This represents a 6.8% increase from 2016 (~3.4% per year).

The average Executive Director's salary is \$97,914, which represents a 10% increase from 2016. Much of this change can be attributed to 15% and 28% increases in that position for the organizations with budget ranges in the 5 million to 10 million and over 10 million categories respectively. In comparison, the Consumer Price Index for this period increased by 1.3% (2016) and 2.1% (2017).

The median salary raise reported for 2017 was 3.0%, with anticipated raises for 2018 at 3.0%.

KEY FINDINGS

- 64% of responding organizations anticipate staffing levels will remain stable through the first half of 2018. 33% anticipate increased staffing levels during that time period.
- Executive Directors in responding organizations have been in their current position 9 years on average, and 59% hold at least a Master's Degree. 63% of Executive Directors had not held the position of Executive Director prior to their current position.
- Overall, 68% of Executive Directors are female, with a higher concentration of females in the smaller budget categories: 72% in organizations with budgets less than \$10 million and only 29% in organizations with budgets over \$10 million.

BENEFITS

Benefits as a percentage of wages increased two percentage points to 17%. Group health insurance remains the most frequently offered benefit, with 74% of organizations offering a group health plan (-2% from 2016). However, only 40% 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 27% of employers that offer a group plan paying full premium costs.

¹ <https://carsey.unh.edu/publication/snapshot/nh-migration>