

The Connecticut Nonprofit Compensation Study

Connecticut Association of Nonprofits (CT Nonprofits), the largest membership organization in the state dedicated exclusively to working with nonprofits in Connecticut, in partnership with the Connecticut Business & Industry Association (CBIA), Connecticut's largest business association with 10,000 member companies, has released The Connecticut Nonprofit Compensation Study (2nd edition) which summarizes information submitted by 266 nonprofit companies on pay administration and the wages and salaries paid for 96 positions within the nonprofit sector.

The Connecticut Nonprofit Compensation Study examines those jobs believed to be most common in the nonprofit community and breaks the data down by revenue, number of employees, and county. Countywide breakdowns provide nonprofits with compensation guidelines for both their respective and surrounding communities.

"It is important for nonprofits to have a guide against which to benchmark their own compensation practices," said Karen Maciorowski, COO, CT Nonprofits. "This statewide snapshot is a great tool for helping nonprofits to outline how they determine and document compensation levels, in compliance with IRS regulations. In addition, nonprofits that have seen the need and value in utilizing market comparison studies and other resources to establish compensation levels for their key employees are in the best position to recruit and retain talented staff."

The study also helps to debunk some myths about nonprofit compensation, especially regarding executive director pay, Maciorowski said. In its county-by-county comparisons, the study reveals salaries for executive directors statewide were reported as the lowest weighted average in Hartford County (\$88,368) and highest in Litchfield County (\$122,181).

The study also reveals that the economic climate is continuing to impact nonprofits statewide, with 76.5% of the responding nonprofits did not offer a cost of living adjustment (COLA) last year and 52.1%

of the respondents do not plan on offering one this year to their employees. Additionally, 57.9% of nonprofit respondents did not offer a merit increase or bonus in 2010 and 29.7% do not plan to offer one in 2011, while another 46.3% of responding nonprofits do not know if they will offer one in 2011.

"Nonprofits comprise a significant part of our state's economy," said Phillip Montgomery, Director of Compensation Services, CBIA. "The Nonprofit Compensation

Study is an important tool that helps both for-profit and non-profit organizations understand their compensation practices, and how they align with their counterparts across the state."

A copy of the report is available to CBIA and CT Nonprofits members for \$100 and to nonmembers for \$150. The report is available at CT Nonprofits at www.ctnonprofits.org/resources/publications or by calling 860.525.5080 and www.cbiam.com or by calling 860.244.1977.

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NEW CT Nonprofit Compensation Study now available for purchase!

Connecticut Association of Nonprofits has partnered with CBIA for a second year to produce a comprehensive report on compensation practices of nonprofit organizations in CT.

The study contains information on the pay administration, and the wages and salaries paid for **96 positions**.

The cost of this report (electronic/PDF) is \$100 for members of CT Nonprofits & CBIA and \$150 for nonmembers.

Order your copy at www.ctnonprofits.org/resources/publications!



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