

2018

Quatt Salary Planning Survey

Participant Report

Prepared by

Quatt
ASSOCIATES

October 2017

2018 Salary Planning Survey

Participant Report

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Quatt Associates 2018 Salary Planning Survey

Dear Survey Participant:

Quatt Associates is pleased to present the 2017-2018 edition of the Salary Planning Survey. The survey presents information on how organizations are managing their 2018 salary increase budgets as well as their planned policies on salary range and bonus practices; it also reports on actual increases for the past two years.

As in last year's survey, we have also gathered data on living wage philosophies, voluntary turnover, and health insurance plans (both design and cost).

The 2017-2018 edition contains responses from 175 not-for-profit organizations. For 2018, nearly all participating organizations are giving salary increases, with 87% of respondents increasing salaries for CEOs, 96% for executives, and 98% for staff. The reported median total salary increase for 2018 is 3.0% among all participants across all three employee categories.

Please feel free to contact us with any specific questions you might have about the survey, or about other compensation trends in the not-for-profit sector.

Sincerely,

A handwritten signature in cursive script that reads "Charlie Quatt".

Charles Quatt
President

Quatt Associates 2018 Salary Planning Survey

Table of Contents

	Page
I. Introduction	
A. Overview	3
B. Participant Profile	5
II. Salary and Range Increases	
A. All Respondents	7
B. Data by Location	
i. Washington, D.C. Area.....	9
ii. New York City Area.....	11
C. Data by Organization Type	
i. CEO.....	13
ii. Executives	15
iii. Staff.....	17
D. Data by Organization Revenues	
i. CEO.....	19
ii. Executives	21
iii. Staff.....	23
E. Data by Tax Status	
i. 501(c)(3) Tax Status.....	25
ii. 501(c)(6) Tax Status.....	27
III. Bonus/Incentive Information	29
IV. Living Wage Information	31
V. Voluntary Turnover Information	32
VI. Health Insurance Change Information	33
VII. Appendix	
A. Participating Organizations	35
B. Information on Quatt Associates.....	37

Quatt Associates 2018 Salary Planning Survey

Overview

The Quatt Salary Planning Survey is an annual survey of not-for-profit organizations' salary planning practices. One hundred and seventy-five organizations participated in this year's survey (a list of participants can be found in the appendix).

Data Reported

Participants provided information on their planned salary increase budgets, bonus awards, salary range adjustments, living wage philosophy, voluntary turnover, and health care plan changes. Organizations were asked to provide actual data for 2016 and 2017 budget increases and planned increases for 2018 to enable us to provide a clear picture of the market over the last three years.

The survey includes results for three employee classifications: CEOs, executives below CEO, and staff. We have reported data for (1) all respondents and (2) all respondents *excluding* those reporting no increases for each employee classification.

We have also provided data by:

- Location—Washington, D.C. Area and New York City Area
- Organization Type
- Organization Revenues
- Tax Status

Summary Statistics

In an effort to present the most meaningful data and to protect the confidentiality of the data from individual organizations, we report summary data according to the following criteria:

Summary Statistics Reporting Guidelines	
At least five responses	Report provides 25th percentile, median, 75th percentile, and average summary data.
Four responses	Report provides median and average summary data only.
Three responses	Report provides average summary data only.
Fewer than three responses	Report does not provide summary data.

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Overview

Explanation of Terms

The following terms are used throughout this report:

Explanation of Terms	
Average Salary Structure/Range Movement	Salary structures/ranges are established midpoints of a formal salary range/band.
Bonus/Incentive Information	The amount budgeted or provided for incentive/bonus pay as a percentage of the incumbents' annual salary.
Merit Increase Budget	The amount budgeted for individual performance-based increases to base pay as well as a cost-of-living allowance (COLA).
Total Salary Increase Budget	The amount budgeted by which total salaries will be increased. This includes Merit, Promotions, and Special Adjustments. Does not include bonuses.