



NFPay Survey

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Table of Contents

Introduction	1
Salary Database	2
Job Families	2
Level Guide	3
Executives	4
Subscription Fees	5
How It Works	6
Submission Requirements	6
BenchMarket Commitment to Confidentiality	7
Participant List	8
HR Programs Survey	10
NFPay Sample HR Programs Data	10
Sample Salary Data	10



Do Your Salaries Measure Up?

NFPay Survey is a Salary Survey dedicated for Not-for-Profit Canadian Organizations. The salary survey provides benchmark data regarding salaries and compensation programs for A-Z job families, ranging from entry level to Executive Director/ Chief Executive Officer.

HIGHLIGHTS INCLUDE:

- Broad range of statistics – 10th to 90th Percentile; Base salary, Bonus and Total cash compensation
- Data segmented by type of NFP and by Operating Budget
- Simple easy to understand format with supporting job and level descriptions
- Unlimited submission and interpretation support from Compensation professionals

Salary Database

Job Families

- ACCREDITATION & LICENSING

ADMINISTRATIVE SUPPORT

ADVOCACY/GOVERNMENT AFFAIRS

BUSINESS DEVELOPMENT

BUSINESS PARTNERSHIPS

CALL CENTRE

COMMUNICATIONS

EDUCATION AND TRAINING

EVENTS

FINANCE/ACCOUNTING

FUNDRAISING

HUMAN RESOURCES

INFORMATION TECHNOLOGY
- MARKETING

MEMBERSHIP

PERFORMANCE AND EVALUATION

PROGRAM DEVELOPMENT

PROGRAM MANAGEMENT

PROGRAM IMPROVEMENT

PUBLIC/STAKEHOLDER RELATIONS

RESEARCH

RISK MANAGEMENT

SOCIAL MEDIA/CONTENT

SOFTWARE DEVELOPMENT

TRANSLATION

WEB DEVELOPMENT

Level Guide

The NFPay Survey collects and reports data on job levels A-I for all job families. Detailed expectations for each level are provided during the submission process for accurate job matching.

JOB LEVEL	YEARS OF EXPERIENCE	DESCRIPTION
Junior	0-3 years	Limited autonomy; Make few decisions
Immediate	3-5 years	Solid working level - knows job well; gives some guidance to less experienced
Senior	5-9 years	Complex work - may manage projects; "go-to" for job related guidance to less experienced staff
Supervisor/Team Lead	5-9 years	Tactical leader; Oversees, schedules, tracks day-to-day work of staff with guidance. Not experience for hiring, termination decisions or performance management.
Manager	10+ years	Managers plan for staff; responsible for hiring, performance/ salary, terminations
Director	15+ years	Manage long range plans; strategic leaders for one or more areas; liaison with executive teams
Vice President	Contribute to the establishment of long term corporate strategic plans and objectives. Ensure objectives and tactics within area of responsibility align with, and support the overall strategy. Make decisions that will have long term, strategic impact on the overall success of organization.	
President/Executive Director	Overall leadership for the establishment of long term strategic plans and objectives for the organizations. Ensure objectives and tactics support the overall strategy. Make decisions that will have long term, strategic impact on the overall success of the organization.	

Executives

The following benchmark roles at the Senior and Executive Management levels are also included.

- President/ED/CEO
- Vice President Business Development
- Vice President Corporate Services/Administration
- Vice President Finance/CFO
- Vice President Human Resources
- Vice President Marketing/Communications
- Vice President Operations (COO)
- Vice President Program Management
- Vice President Public/Stakeholder Relations

Subscription Fees

NFPay is an affordable and revelant salary survey that should be part of your Human Resources toolkit. Custom surveys can cost in the tens of thousands.

OPERATING BUDGET	PARTICIPANT RATE	NON-PARTICIPANT RATE
< \$1 Million	\$150	\$300
\$1-\$5 Million	\$250	\$500
\$5-\$10 Million	\$350	\$700
\$10-\$50 Million	\$450	\$900
> \$50 Million	\$550	\$1,100

How it Works

Submission Requirements

To get the best quality, most relevant data for your specific skills market, you need confidence in the data being submitted. This can only come from a process built with integrity. The benefits of our approach, (also embraced by global, “gold standard” surveys), are obvious:

- 1

The participant list clearly shows you where our data is coming from, and how relevant it is.
- 2

Each company submits a full distribution of data, which gives a better picture of the overall market in the results.
- 3

Companies submit data based on an objective view of their business structure. Personal bias is removed from the process.
- 4

Our survey analysts communicate personally with participating organizations to ensure that the results are both accurate and relevant.
- 5

Our relationship with our clients allows us to identify and respond to trends more quickly and effectively.
- 6

Our survey data is always current, updated every 6 months.

BenchMarket Commitment to Confidentiality

BenchMarket's commitment to maintaining the confidentiality of your organization's data is paramount to our success. Our reports provide aggregate statistics only. Your organizational data is NEVER released to other parties. You are identified only as a participant to the database overall, never associated with the specific jobs to which you match.

To preserve the confidentiality of data supplied by participating organizations and to ensure the statistical validity of results, BenchMarket applies the following statistical rules:

For incumbent weighted data: Mean (average) data is reported only where a minimum of three companies is included in the sample. Three companies and five records are required to report 25th, 50th, and 75th percentile data. Five companies and ten records are required to present data at the 10th and 90th percentiles. In cases where the required minimum numbers of responses are not received, the corresponding results are not presented.

For company weighted data: Mean (average) data is reported only where a minimum of three companies is included in the sample. Five records are required to report the median (P50) data. Eight records are required to present data at the 25th, 75th percentiles. Ten records are required to present data at the 10th and 90th percentiles. In cases where the required minimum numbers of responses are not received, the corresponding results are not presented.



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2019 - 2020 Participant List

Beechwood Cemetrery
Canadian Association of Radiologists
Canadian Automobile Association
 Ontario North & East
Canadian College of Health Leaders
Canadian Dermatology Association
Canadian Forces Morale and Welfare
 Services
Canadian Foundation for Health
 Improvement
Canadian Institute for Advanced
 Research

Canadian International Grains Institute
Canadian Internet Registration
 Authority
Canadian Medical Association
Canadian Nuclear Association
Canadian Paediatric Society
Canadian Research Knowledge
 Network
Canadian Resident Matching Service
CARE Canada
Chemistry Industry Association of
 Canada

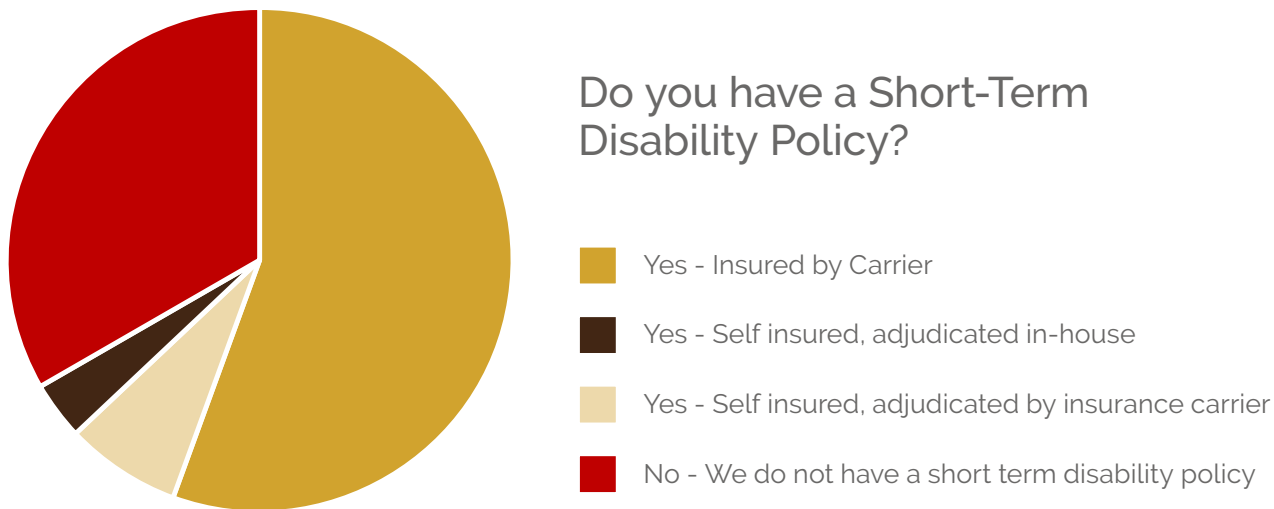
City of Ottawa
Consumer Health Products Canada
Food Cycle Sciences Corporation
Frequentis Canada
Health Standards
Jewish Federation of Ottawa
Lighthouse Program for Grieving
 Children
Mental Health Commission of Canada
National Dental Examining Board
Nutrition Internation
OCAS

Ottawa Jewish Community Foundation
Perimeter Institute
Perk Canada
Public Policy Forum
Salvation Army Canada
Science North
Society of Obstetricians and
 Gynaecologists
United Way Centraide Canada
United Way Prescott-Russell, Ottawa,
 Lanark and Renfrew
VON Canada

HR Programs Survey

Focus on areas such as Bonus Design, Performance Management, Salary Administration and Pensions/RRSPs

Sample HR Programs Data



Sample Salary Data

JOB LEVEL	BASE SALARY AVERAGE	TOTAL COMPENSATION AVERAGE
Communications Analyst - Junior	\$49,643	\$50,278
Finance Analyst - Senior	\$86,328	\$88,030
Program Manager	\$98,298	\$99,777
Program Coordinator Intermediate	\$59,553	\$59,720

About BenchMarket

BenchMarket helps Canadian organizations get a solid grasp of their biggest investment and manage it effectively, by providing specialized compensation-related guidance, advice and market intelligence. Our mission is to offer our clients the knowledge, data and advice they need to make excellent business decisions: decisions that drive business results and make companies successful at recruiting, retaining and motivating highly skilled talent.

For more information, visit benchmarket.ca

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