# Employee Compensation Strategy Survey

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**1. How many paid employees (full-time or part-time) work for your organization? ***

○ 1-10

○ 11-30

○ 31 - 60

○ 61-100

○ 100+

○ Not sure

**2. Where is your organization based? ***

○ United States

○ Canada

○ Europe

○ Asia

○ Australia

○ Other

## 3. Please specify (optional)

## 4. **What best describes your role at the organization?** *

- ○ Executive Director (or equivalent)
- ○ Director (or equivalent)
- ○ Human Resources
- ○ Operations
- ○ Other

## 5. Specify job title (optional)

## 6. **How many years has your organization been in operation?** *

- ○ 0-2
- ○ 2-4
- ○ 4-6
- ○ 6-8
- ○ 10+

**7. What is the annual operating budget of your organization? Options are in USD. \***

- ○ $500,000 or less
- ○ $500,000 - $1,000,000
- ○ $1,000,000 - $5,000,000
- ○ More than $5,000,000

**8. What is your organization type? Select all that apply. \***

- ☐ For-profit
- ☐ Non-profit
- ☐ Effective altruism organization
- ☐ Animal charity / organization
- ☐ Other

  [                    ]

**9. What is your office model? \***

- ○ Co-located (we all work out of an office at one or more locations and have no remote employees)
- ○ Hybrid (some of us work at the office and some of us work remotely)
- ○ No location / distributed (we all work remotely)

10. **When developing salary structures, what tools or reports were used for bench-marking [pay bands](#)? Select all that apply.**

☐ Formal paid reports (such as Guidestar, CharityNavigator, etc.)

☐ Online tools (such as LinkedIn, Salary.com, etc. )

☐ Another company's salary structure

☐ We hired an analyst to do this for us

☐ Not sure

☐ None

☐ Other - Write In

[                    ]

11. **What was the process for determining the current Executive Director's compensation (where "compensation" refers to monetary and non-monetary pay provided for the role)?** (If you don't know, you can say 'don't know'!) *

[                    ]

**12. If you were to hire a new Executive Director, what would be the process for determining compensation?**

**13. What is the salary of your highest paid full-time role? Options are in USD.**

- ○ Under $20,000
- ○ $20,000 - $40,000
- ○ $40,000 - $60,000
- ○ $60,000 - $80,000
- ○ $80,000 - $100,000
- ○ $100,000 - $150,000
- ○ Above $150,000

14. **What is the salary of your lowest paid full-time role? Options are in USD.**

- ○ Under $20,000
- ○ $20,000 - $40,000
- ○ $40,000 - $60,000
- ○ $60,000 - $80,000
- ○ $80,000 - $100,000
- ○ $100,000 - $150,000
- ○ Above $150,000

15. **What factors are considered when determining salary for a new hire? Select all that apply.** *

- ☐ Job type
- ☐ Experience and/or relevant skills
- ☐ Education
- ☐ Geographic location/Cost of living
- ☐ Pay for a new hire is not based on consistent factors
- ☐ Other

16. **Are salaries for remote employees determined differently than they are for non-remote employees?**

- ○ Yes

- ○ No

17. **What factors are different when determining a remote employee's salary?** *

18. **Do you pay interns?**

- ○ Yes

- ○ No

- ○ Not applicable (we do not have interns)

**19. If yes, at what rate?**

**20. If no, do you intend on implementing payment for interns in the future? Why or why not?**

## 21. **Which of the following are part of your benefits package? Select all that apply.**

- ☐ Health insurance
- ☐ Life insurance
- ☐ Dental insurance
- ☐ Retirement savings programs
- ☐ Flexible spending accounts
- ☐ Paid vacation and sick leave
- ☐ Paid holidays
- ☐ Paid medical leave
- ☐ Unlimited time off
- ☐ Flexible schedule
- ☐ Education assistance
- ☐ Other

  [                    ]

## 22. **How do you feel your organization's benefit and time-off packages compare to other similar organizations'?**

[                                        ]

**23. In your view, what are the primary factors influencing your organization's choice of compensation strategy?** *

**24. Does your compensation strategy include measures to account for issues of pay equity (where "pay equity" refers to equal pay for equal work)?**

- ○ Yes
- ○ No
- ○ Not Sure

LOGIC Show/hide trigger exists.

**25. How are raises determined? Select all that apply.** *

- ☐ Standard annual % increase
- ☐ Based on performance
- ☐ Given only when requested
- ☐ We do not have a set strategy for giving raises
- ☐ Other

26. **What metrics do you use to measure employee performance that factor into raise decisions?**

☐ Formal performance reviews

☐ Performance-based metrics (e.g. hitting targets)

☐ Determined by supervisor's assessment

☐ None of the above

☐ Not sure

☐ Other

[                    ]

27. **How often do you review your compensation packages (salary, benefits, time off, etc.)?**

[                    ]

**28. Has your organization made any recent changes in terms of compensation, or do you plan on making changes in the near future?**

- ○ Yes
- ○ No
- ○ Not sure

**29. If yes, what are those changes, and how were those decisions made?**

**30. Which of the following best describes how you gauge employee satisfaction with compensation?**

○ Regularly scheduled surveys

○ Ad hoc surveys

○ Ad hoc informal receipt of feedback (we consider feedback when given)

○ Ad hoc informal solicitation of feedback (we informally ask for feedback)

○ We do not attempt to determine this

○ Other

[                    ]

LOGIC Show/hide trigger exists.

**31. Overall, do you think your employees are satisfied with their compensation? ***

○ Yes

○ No

○ Not sure

**Overall, do you think your employees are satisfied with their compensation?**

"

32. Explain (optional)

33. **Which of the following best describes the level of salary transparency at your organization?** *

- ○ Full internal and external transparency (everyone inside and outside of the organization has access to what employees are making)

- ○ Full internal transparency (everyone inside the organization has access to what all employees are making)

- ○ Semi-transparent (everyone inside the organization has access to the pay bands for all or most roles)

- ○ Some transparency (everyone inside the organization has access to what some employees are making, but not others)

- ○ Little or no transparency (no disclosure of pay or pay ranges to all employees, except for HR and upper management)

- ○ No transparency (no disclosure of pay)

34. **As an organization, what are your thoughts on internal pay transparency (i.e., everyone working at the organization knows each other's salaries)? Should employee compensation be internally transparent? Why or why not?**

35. **As an organization, do you believe your staff should be compensated more?**

- ○ Yes

- ○ No

**As an organization, do you believe your staff should be compensated more?**

" is one of the following answers ("Yes")

36. **If yes, what are the main barriers to doing so?**

**As an organization, do you believe your staff should be compensated more?**

37. **If no, why not?**

38. **To what extent do you expect a change in your compensation strategy would help better attract the talent you want?**

39. **To what extent do you expect a change in your compensation strategy would help better retain the talent you have?**

40. **Do you know of any organizations that you think handle compensation particularly well, and/or are there salary strategies that you're particularly interested in?**

41. **Do you think being an EA organization affects employees' expectations about pay? If so, how?**

42. **Does the fact that you are an EA organization affect the way you determine your compensation strategy? If so, how?**

43. **Would you be willing to share more information about your compensation strategy? All information would be kept confidential outside of relevant ACE department heads and the team working on this project. Whether or not you choose to provide this information, and the information you may provide, will have no effect on potential ACE evaluations of your organization.**

    ○  Sure!

    ○  Would rather not

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" is one of the following answers ("Sure!")

44. Please leave an email we can contact you at.  *

**45. Is there anything else you'd like to add? In general, we would love to hear your thoughts on this topic.**