

Cost-saving Total Rewards Solutions



Partnering with Your Social Impact Organization for Total Rewards Success

Compensation is the largest expense impacting your organization, costing up to 70% of your annual budget's total operating expenses. Reviewing compensation bi-annually ensures that the salaries you pay your employees, and use to attract new talent to the organization, are externally competitive and internally equitable.

The impact of a neglected compensation program are systemic. Left unattended, your total rewards program can lead to talent management issues, such as increased turnover, decreased productivity, allegations of discrimination, and even lawsuits.

Cost-savings total rewards assessments can enable your organization to:

- Avoid or mitigate negative impacts when salary is an underlying issue
- Be aware of your market position and internal equity issues
- Be aware of what it takes to be externally competitive and internally equitable

In partnership with your organization, Nonprofit HR can customize a full compensation assessment solution to fit the unique needs of your strategic and talent management plan. We have offered the below services to social impact organizations nationwide:

- Compensation philosophy and pay process development
- Selection of market data comparators and evaluation of jobs
- Identification of problematic internal equities
- Compensation structure development
- Compensation remediation plans
- Job-leveling structure creation
- Incentive plan development
- Plan to communicate compensation program to your employees

Need help determining an approach for your organization?

Let's discuss what you would like to achieve!



Call us: 202.785.2060



Email us: info@nonprofithr.com

Nonprofit HR is the leading professional services firm focused exclusively on the talent and culture needs of the social impact sector.



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