

HSN Survey on Nonprofit Job Losses

April 15, 2010

Survey

In January 2010, HSN conducted a simple four-question survey to gather data on the impacts of the recession on nonprofit staff, wages and benefits:

- (1) Reduction of positions from FY 2008-09 to FY 2009-10 in FTE
- (2) Increase in overall benefit costs from FY 2008-09 to FY 2009-10 in percent
- (3) Some organizations addressed reduced revenues by asking their staff to accept salary reductions or unpaid furlough days. Has your organization used any mechanism to reduce salaries in FY 2009-10? (yes/no)
- (4) Some organizations addressed reduced revenues by offering fewer benefits or making changes to their benefit plans. Has your organization used any mechanism to reduce benefits in FY 2009-10? (yes/no)

Preliminary responses

We received **48 responses** to this survey. We are sending it out again, and will update it next month with additional responses.

- (1) FTE lost FY2008 to FY2009:

35 of 48 nonprofits reduced their staffing by a total of 441.8 FTE.

- (2) % benefit cost increase FY2008 to 2009:

33 of 48 nonprofits paid more for benefits. About half of the others reduced benefits in order to avoid an increase. About 36% experienced increases of less than 10%; about 46% had increases between 10-15%; and 18% had increases of 16-27%.

- (3) Reduced salaries or implemented unpaid furlough days:

18 of 48 nonprofits implemented salary reductions or unpaid furlough days.

- (4) Benefit reductions:

27 of 48 nonprofits offered fewer benefits or changed their benefit plans

The responses demonstrate the impacts of reduced local, state and private funding on community-based health and human service providers. As the city looks to nonprofits for additional budget cuts, our sector has already suffered serious losses in staff, wages and benefits. The problems are further exacerbated by the lack of COLAs and cost-of-doing-business increases to nonprofits over a three-year period.