Nonprofit turnover continues to rise, increasing agency expenses and potentially impacting employee morale and community engagement. Restricted funding and tight budgets make it difficult to offer the salaries and benefits we know our employees deserve.

Current trends focus on **incremental increases in traditional benefits** and more immediate implementation of **creative, alternative (non-salary) benefits**.

1. **Have a clear and transparent retention plan**

* Ask employees what benefits they value most (the answers may surprise you!)
* Develop a plan to incrementally increase traditional salary, health and retirement benefits
* Remember even small steps show staff that you’re listening and care

1. **Provide areas of autonomy and opportunity to do meaningful work**

* Inspire employees to feel ownership over their work
  + promote autonomy with up front expectations: outcomes, restrictions, check-in points
  + provide guidelines that empower employees to make day-to-day decisions independently
  + explicitly say what decisions require approval

1. **Re-think paid time off**

Nonprofit employees often identify “doing good” as their motivation. Being overworked and underpaid can make employees feel burned-out as well as lose sight of the good they are doing.

* increase the amount of paid time off (PTO)
* limit restrictions on PTO use (give employees freedom to use earned PTO as it best fits their needs)
* offer an additional mental health day per quarter
* offer paid volunteer days (reenergize employees and build agency recognition in the community)
* close the week between Christmas and New Year’s, and pay employees without requiring PTO

<http://commongoodcareers.org/index.php?/articles/detail/carrots-or-karats-rethinking-benefits-for-nonprofit-employees/>

1. **Offer flexible work schedules and arrangements**

In a recent study by Commongood Careers, nonprofit jobseekers ranked “vacation policies” and “flexible work plans such as 4-day work weeks and working from home” as the most important non-salary benefits available. (<https://bit.ly/2ECmcNn>)

* a remote work policy to benefit the agency as well as employees - (**Trello Pro Tips**: <https://bit.ly/2P7jArE>)
* options for a part-time schedule or unpaid leave during the summer
* option for interested employees to adopt a 4-day work week (work longer hours 4 days a week)
* a reduced full-time schedule, with no change in pay (36-hour work week, instead of 40)
* close early on Fridays
* paid 30-minute lunch break included in the normal workday Mon-Thurs