

BENEFIT OFFERINGS
in the 2019 Nonprofit Organizations
Salary and Benefits Reports

Benefit Type	Benefit Offered
General Benefits	Adoption Benefits
	Association/Professional Society Dues
	Business Casual Days
	Carpooling/Transit Subsidy
	Charitable Payroll Deductions
	Child/Elder Care Assistance
	Childhood Obesity Program
	Compressed Work Week
	Computer for Employee Personal Use
	Credit Union
	Disease Management Program
	Domestic Partner Coverage
	Drug/Alcohol Treatment Programs
	Employee Assistance Plan (EAP)
	Employee Discounts on Organization's Goods/Services
	Financial Counseling
	Flextime
	Free/Subsidized Parking
	Full-Time Business Casual Policy
	Legal Counseling
	New-Hire Referral Bonus
	Onsite Child Care
	Onsite Fitness Facility
	On-Site Flu Shots
	Optional Long-Term Care Insurance
	Paid/Subsidized Offsite Fitness Facility
	Pre-Retirement Counseling
	Smoking Cessation Programs
	Subsidized Eating Facility
	Subsidized Training/Professional Development
	Telecommuting
	Teleworking
	Tuition Assistance
	Weight Reduction Programs
Flexible Spending Accounts	Healthcare Flexible Spending Account
	Dependent Care Flexible Spending Account
Employee Leave	Paid Vacation
	Paid Sick Leave
	Paid Personal Days
	Paid Company Holidays
	Paid Floating Holidays
	Paid Bereavement Time
	Extended Sick Leave Pool (ESLP)

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	Paid Time Off (PTO)
	Family Medical Leave Act (with Pay)
Overtime Practices	No Formal Policy
	Provide Compensatory Time Off
	Pay Straight Time
	Pay Overtime Rate
	Do Not Compensate
Medical Coverage	Preferred Provider Organization (PPO)
	Health Maintenance Organization (HMO)
	Point of Service (POS)
	High Deductible Health Plan (HDHP)
	Indemnity (Traditional Fee-for-Service)
Prescription Drug Coverage	Retail
	Mail Order
Dental Coverage	Dental Preferred Provider Organization (DPPO)
	Dental Point of Service (DPOS)
	Dental Health Maintenance Organization (DHMO)
	Dental Exclusive Provider Organization (DEPO)
	Indemnity (Traditional Fee-for-Service)
	Dental Reimbursement Plan
Vision Coverage	Vision Maintenance Organization (VMO)
	Vision Preferred Provider Organization (VPO)
Benefits for Part-Time Employees	Medical
	Dental
	Life Insurance
	Disability
	Vision
	Retirement
	Paid Vacation
	Paid Sick Leave
	Paid Holidays
Life and Disability Insurance	Basic Life Insurance for Employee
	Supplemental Life Insurance for Employee
	Supplemental Dependant Life
	Accidental Death and Dismemberment
	Short Term Disability
	Long Term Disability
	Employee Travel-Accident Insurance
Retirement Plans	Defined Benefit Pension Plan
	401(k) Plan
	403(b) Plan
	457 Plan
	SEP-IRA Plan

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Benefit Type	Benefit Offered
	Money Purchase Plan
Executive Perks	Car or Car Allowance
	Private Club Membership
	Excess Life Insurance (above amount offered to other employees)
	Supplemental Disability Insurance (full premium paid by organization)
	Executive Physical
	Financial, Legal, Tax, or Pre-Retirement Counseling
	Reserved Parking
	First-Class Air Travel
	Travel Expenses for Spouse
	Additional Vacation Days (above amount offered to other employee groups)
	Supplemental Executive Retirement Plan (SERP)