THE NON PROFIT TIMES

The Leading Business Publication For Nonprofit Management

2019

Nonprofit Organizations State of New York Salary and Benefits Report

BLUEWATER
NONPROFIT SOLUTIONS

The Leading Business Publication For Nonprofit Management

2019 Nonprofit Organizations
New York Salary and Benefits Report

NYCON

Based on a Salary and Benefits Survey of Nonprofit Organizations in the U.S.A., Authored and Administered by

BLUEWATER
NONPROFIT SOLUTIONS

Published by NPT Publishing Group and The NonProfit Times
201 Littleton Road -2nd floor
Morris Plains, NJ 07950
Tel: (973) 401-0202
Fax: (973) 401-0404

About The NonProfit Times Publishing Group

NPT Publishing Group, Inc. is structured for success in an increasingly more engaged, more connected media environment. Since 1987, NPT Publishing has been the leading information provider for the nonprofit sector delivering the most comprehensive, nonpartisan news and analysis to global audiences across many platforms. NPT's publishing platforms include: The NonProfit Times, Exempt Magazine, NPT-TV, nonprofit jobs, special reports, educational webinars, and informational E-Newsletters. For additional information please visit www.thenonprofittimes.com

About Bluewater Nonprofit Solutions

Bluewater Nonprofit Solutions is a leading provider of salary and benefits surveys and credit card processing to nonprofit organizations. Their leading edge survey tools offer unlimited customization and flexible reporting options that allow quick, affordable tailoring of a survey to meet the needs of any associations, industry groups, professional societies, or chambers of commerce. Bluewater was founded by former nonprofit executives, and was created out of their deep knowledge and experiences providing day-to-day leadership within charitable organizations for more than 30 years. To learn more, visit www.bwnps.com

Contact Information:

Bluewater Nonprofit Solutions

11285 Elkins Road, Suite D4

Roswell, GA 30076

Office Phone: 770-777-4828

Email: info@bwnps.com

Table of Contents

Table of Contents

Table of Contents

Introduction

Developing the Survey

The 2019 Nonprofit Organizations Salary and Benefits Survey was designed to address the unique compensation and benefit practices of nonprofits in the U.S.A. Prior to developing the survey, extensive research was completed to ensure the survey reports would satisfy the needs of the nonprofit sector. The survey used a state-of-the-art online questionnaire to collect total cash compensation data on 311 nonprofit specific positions from entry-level to executive directors. Where possible, detailed benefits information was collected to cover plan costs, participation rates and eligibility for medical, dental, vision, life, disability, and retirement plans. More than 34 general benefit offerings from employee leave to telecommuting are covered as well. An executive benefits section provides additional information on these benefits and on employment agreements.

Data Effective Date

Survey participants were asked to provide responses to all survey questions with data that was valid for their organization as of May 1, 2018.

Data Sources

Participation in the survey was open to all U.S. based nonprofit organizations with at least 1 full time employee working 30 or more hours per week. All Data within the 2019 Nonprofit Organizations Salary and Benefits Reports were obtained directly from nonprofit organizations. As a condition to participating in the survey, each participant was asked to verify that they were an employee that had been authorized by their organization to provide the information requested in the survey. Additionally, they acknowledged that they would provide accurate survey information for their organization. No third party data was used in this report.

Data Confidentiality

All questionnaire data have been handled in the strictest confidence by Bluewater Nonprofit Solutions. The data within this report is presented in aggregate to protect the confidentiality of participating organizations. In the case where data specific to a particular organization could possibly be identified, the results have not been published or the presentation of the data has been changed to protect the identity of the organization.

Survey Data Collection

Data was collected through an online questionnaire on the Bluewater Nonprofit Solutions' website. Nonprofits were invited to complete the survey from June 15th through November 15th, 2018. Prior to completing the questionnaire, participants were asked to register and verify that they were authorized by their organizations to complete the survey.

Survey Participation

Participation in the survey was promoted through a variety of channels. The NonProfit Times invited its subscribers to participate in the survey through a series of vehicles including email communications, social media, advertisements on its website, and print and electronic advertisements in its magazines, newsletters and publications. Bluewater Nonprofit Solutions promoted participation in the survey to its customers and other nonprofit organizations through emails, social media, and by advertising on its website. Additionally, the New York Council of Nonprofits (NYCON) invited their members to participate in the survey.

Survey Completion

Organizational Data

Survey participants were asked to provide information about their nonprofit organization to make it possible for the survey results to be displayed by operating budget size, number of full-time employees, geographic region, and field of work (based on the classifications in the National Taxonomy of Exempt Organizations). These data are used extensively throughout the report.

Position Matching and Entering Compensation Data

Prior to completing the compensation section of the questionnaire, participants were asked to match the organization's positions to benchmark jobs found in one of 28 job families. Job families are used to group relevant jobs together by functional area of responsibility (e.g., all jobs related to income development). The survey questionnaire made use of benchmark jobs during the - Position Code: matching process to accommodate the many differences between the size, field, and programs offered by various nonprofit organizations. Because of these differences, similar job titles used across multiple organizations are likely to have differing levels of responsibility and scope associated with them. The use of benchmark jobs helps level the playing field by asking survey participants to match their organization's positions to a predefined list of positions using job descriptions, not job titles.

Once the appropriate benchmark jobs were selected, participants were asked to enter compensation data for each position. They were instructed to enter data for full-time employees only and to match each employee to only one benchmark job description. If more than one employee was being reported for a position, participants were asked to provide average annual compensation data for the group. The majority of the fields on the - Position Code: entry page were mandatory to ensure data completeness. Participants were given the option to enter the - Position Code: title used by their organization.

Organizations that completed the survey by the deadline were provided a complimentary Executive Summary report of the survey results and were given a discount on the purchase price of the full survey report.

Understanding what Survey Responses are Displayed

The online survey questionnaire was designed with functionality and tools that helped survey participants provide accurate data. A series of business rules were used during the data entry process. These business rules help improve the quality of the survey data by providing data validation in real time. Once participation in the survey was closed, a series of additional data quality checks are made. Survey participants were contacted directly to verify suspect responses, and changes were made to these survey participants' data as necessary.

Salary data was not collected for part-time positions. However, the data can be used as a starting point for determining part-time pay by calculating a percentage of the base salary amount reported in the data.

As part of the quality control process, data display rules are used to determine what information is presented throughout the report. The following data display guidelines are utilized throughout the report.

Position Data Titles Removed For Insufficient Data
Individual job title reports are not displayed where fewer than 5 organizations have provided a response. In cases where fewer than 5 responses are available, the data is still used for the aggregated data reporting in the Job Family and Operating Unit Compensation Costs & Practices reports.

Survey Responses Not Displayed
Survey responses are displayed as a hyphen (-) in cases where data is not available or where an insufficient number of organizations provided a response to the survey question. In the case where a zero is displayed, this data should be considered valid and the response accurate.

Displaying Statistical Data (AVG, MIN, 25th PCTL, Median, 75th PCTL, MAX)
The key statistical measures of Average (AVG), Minimum (MIN), 25th Percentile (25th PCTL), Median (50th PCTL), 75th Percentile (75th PCTL), and Maximum (MAX) are used to display data throughout the report. In cases where fewer than 4 organizations have provided valid data, only the AVG field will display data. All other statistical fields will display a hyphen (-) when data is not available.

Throughout the report, survey responses will be displayed as numbers unless otherwise indicated by the use of a percentage (%) or dollar ($) sign.

Overview of Survey Participants

Characteristics of Participating Organizations

This section provides information about the 152 nonprofit organizations in the state of New York that completed the 2019 Nonprofit Organizations Salary and Benefits Survey. These organizations provided detailed information on benefit practices and compensation data on 99 different nonprofit positions. The tables in this section provide an overview of the participants based upon where they are located, their operating budget size, field of services and the number of full-time staff they employ.

Full-Time Employees	Number of Organizations
1-10	79
11-25	8
26-50	28
51-100	6
101-200	16
201 or more	15

Operating Budget	Number of Organizations
Less than $499,999	38
$500,000 - $999,999	30
$1,000,000 - $2,499,999	13
$2,500,000 - $4,999,999	21
$5,000,000 - $9,999,999	3
$10,000,000 - $24,999,999	17
$25,000,000 - $49,999,999	2
$50,000,000 or more	28

Field of Work	Number of Organizations
Arts, Culture, and Humanities	27
Education	10
Environment and Animals	7
Health	14
Human Services	64
International, Foreign Affairs	1
Public, Societal Benefit	20
Mutual/Membership Benefit	6
Unknown, Unclassified	3

Survey Participants

ACR Health

Action for Older Persons

Adirondack Historical Association

Agricultural Stewardship Association

Always There In-Home Care

American Friends of the
Statens Museum for Kunst

Aphrodite Medical

Arts at the Palace

Association for Vision Rehabilitation and
Employment

Better Business Bureau of Upstate New York

Billie Jean King Leadership Institute

Binghamton University Community Schools

BRiDGES

Brooklyn Bridge Park Conservancy

Brooklyn Volunteer Lawyers Project

CAPTAIN Community Human Services

Care Net Pregnancy Center of
Central New York

Carroll Gardens Association

Catholic Charities Brooklyn and Queens

Catskill Hudson Area Health
Education Center

Cause Effective

Cazenovia Recovery Systems

Center for Applied Psychology at
Bikur Cholim

Central Adirondack Partnership for the
21st Century

Chenango Arts Council

Chicken & Egg Pictures

Child Care Council

Child Care Council of Orange County

Child Development Council

Children of Promise

Children's Home of Poughkeepsie

Chinatown Manpower Project

CITYarts

Clemens Center

Community Action Partnership for
Dutchess County

Community Care Network of Nichols

Comunilife

Consumer Directed Personal Assistance
Association of New York State

Crime Victims Assistance Center

Cub Care Children's Center

Day One

DDI

Dextra Baldwin McGonagle Foundation

Dutchess Tourism

Dyson Foundation

East Side Neighborhood Recreation Center

EmcArts

Employee Assistance Program of Warren,
Washington and Saratoga Counties

Environmental Advocates of New York

Epilepsy Foundation of
Northeastern New York

Episcopal Charities of the
Diocese of New York

Erie Canal Museum

Families First in Essex County

Family Justice Center of Erie County

Family of Woodstock

Family Planning of South Central New York

Family Resource Network

Family Service Communities

Family Services

Fence Magazine

Foodlink

Footsteps

Friends of Seniors of Dutchess County

Genesee Country Museum

Girl Be Heard

GiveWell Community Foundation

Great Schools For All

Greater Utica Chamber of Commerce

Handicapped Children's Association

Heights and Hills

Helpusadopt.org

Hofstra University Museum of Art

Hudson Valley LGBTQ Community Center

Hudson Valley Mental Health

Human Services Council of New York

Huntington Arts Council

Huntington Memorial Library

Huther Doyle

Integrate Autism Employment Advisors

Interfaith Partnership for the Homeless

Kali's Klubhouse

Kirkland Art Center

L'Arche Syracuse

Lakeview Health Services

Liberty Resources

LifeSong

Malignant Hyperthermia Association
of the United States

Meals on Wheels for Western New York

Mechanicville Area
Community Services Center

Mediation Center of Dutchess County

Mint Theater Company

Modern Language Association of America

Mohonk Preserve

Music Conservatory of Westchester

National Museum of Racing and
Hall of Fame

New York Cares

New York City Police Foundation

New York Council of Nonprofits

New York Foundation

New York International
Children's Film Festival

North Country Behavioral
Healthcare Network

Northside Center for Child Development

On Point for College

Oneida County Tourism

Otsego Land Trust

Otsego Rural Housing Assistance

Pathways, Inc.

Progressive Victory

Project Morry

PS21

Rainbow Chimes

Ralph E. Ogden Foundation

Regional Economic
Community Action Program

Rhinebeck Writers Retreat

Rise-NY

RUPCO

Safe Harbors of the Hudson

Schuyler Center for Analysis and Advocacy

Sculpture Space

Seven Valleys Health Coalition

Shared Interest

Social Enterprise and Training Center

Special Olympics New York

St Paul's Center

STOMP Out Bullying

Stray Haven Humane Society & SPCA

Strive International

Susquehanna SPCA

The Eye-Bank for Sight Restoration

The Felix Organization

The Institute for Human Services

The Legal Aid Society of
Rochester, New York

The Strong

The Transition Network

The Working World

TMI Project

Ulster Literacy Association

United Way of Broome County

United Way of Delaware & Otsego Counties

Urban Homesteading Assistance Board

Vera House

VISIONS/Services for the
Blind and Visually Impaired

Voelker Orth Museum

Wallkill River School

Warwick Community Bandwagon

Waterkeeper Alliance

Watervliet Civic Chest

West Islip Youth Enrichment Services

Westchester County Bar Association

Western New York Rural Area
Health Education Center

William B. Ogden Free Library

Woodstock School of Art

Guide to Locating and Using the Report Data

Changes in Data from 2017 to 2019

Each section within the report contains a table that shows changes in the data for each field from 2017 to 2019. This table gives the user a quick snapshot of the changes and possible future data trends for each area of information. Each positive or negative number shows the percentage change in the data from 2017 to 2019. A hyphen (-) is displayed when comparable data is not available from the previous year. All results presented in this table represent the nationwide average for the data (shown as, All Organizations). Below is a sample report section showing what the table looks like, and how the results will be displayed.

Chief Development Officer -- Position Code: 10004

Detailed Analysis

Scope				Base Salary						Bonus				Total Cash Compensation					
Geographic Region	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
Northeast U.S.	20	1	6.0	$111,065	$46,800	$72,005	$103,700	$132,000	$243,090	25.00%	40.00%	14.00%	3.37%	$113,066	$46,800	$72,005	$103,700	$132,000	$275,615
				,805	$45,000	$60,900	$82,000	$87,000	$200,000	33.33%	100.00%	12.00%	2.13%	$93,305	$45,000	$60,900	$83,500	$87,000	$200,000
				,240	$62,000	$85,000	$157,200	$187,000	$210,000	20.00%	100.00%	25.00%	23.14%	$149,960	$62,000	$85,000	$157,200	$187,000	$258,600
				,551	$50,000	$72,800	$80,000	$104,763	$175,400	11.11%	100.00%	4.00%	3.85%	$91,774	$50,000	$72,800	$80,000	$104,763	$175,400
				,599	$15,080	$83,150	$118,450	$133,660	$266,937	27.27%							$118,450	$133,660	$266,937
				,883	$66,796	$76,750	$86,000	$94,500	$135,500	33.33%						$86,000	$100,757	$135,500
All Organizations	61	1	5.7	$107,010	$15,080	$72,500	$90,000	$135,500	$266,937	26.23%						$90,000	$135,500	$275,615

This section of each report shows how the data has changed from 2017 to 2018

Each field in this report will display the positive or negative percentage change in the data from 2017 to 2018

Changes in Data from 2017 to 2018

The report below shows how the data has changed in each field from 2017 to 2018. A positive percentage represents a n____ percentage with a negative sign represents a number that has decreased in value from 2017 to 2018. This symbol ">" will be used whenever a positive percentage change is greate___an 100 percent. A hyphen (-) is displayed when comparable data is not available.

Scope			Base Salary						Bonus				Total Cash Compensation					
	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
All Organizations	-1.00%	2.80%	-6.6%%	-56.91%	-1.36%	-10.00%	-9.03%	-31.55%	-3.83%	9.19%	-50.00%	24.27%	-5.97%	-56.91%	-3.17%	-14.29%	-9.03%	-29.33%

Finding and Using the Compensation Data

This section will help you understand what information is available within the compensation reports and where to find it. Each report section presents unique information that can be used to quickly assess market competitiveness and benchmark compensation practices. The compensation data is organized and displayed through four different reports. When used in combination, the report sections provide a comprehensive view of compensation practices throughout all levels of an organization.

Quick Guide to the Compensation Report Sections

Type of Information Needed	Where to Find the Information
✓ Salary and bonus information for a single position	• Individual Job Title Reports
✓ Compensation data for a department or group of related positions	• Job Family Reports
✓ Compensation data for all positions within the organization	• Operating Unit Compensation Costs & Practices Report
✓ Employee data and compensation practices for the whole organization	• Employee Turnover & Salary Increases Report

The information available within each report section is presented by multiple views to allow for easy comparisons against relevant peer organizations by geographic location, operating budget, or field of work. Each compensation segment below contains a brief description of the information available within the report section. Look for the *Suggested Uses for the Data* component for recommendations and guidance on how the data might be used for comparison purposes.

Individual Job Title Reports

Individual Job Title reports provide base salary, bonus information, and total cash compensation data for a specific position title. Each report includes:

- Benchmark Job Description Used for the Position
- Total Number of Organizations Reporting Data for the Position
- Average Number of Full-Time Employees within the Position
- Average Number of Years Employed with the Organization
- Base Salary Compensation Statistics
- Percentage of Organizations Offering Bonus Pay
- Percentage of Employees Receiving Bonus Pay
- Maximum Bonus Offered
- Average Bonus Pay Received
- Total Cash Compensation Statistics

Suggested Uses for the Data:
- ✓ Benchmark your organization's base salary or total cash compensation practices for a specific job title.
- ✓ Compare employee length of service for a specific position within your organization.
- ✓ Evaluate your organization's bonus or incentive pay practices for a particular position.
- ✓ Find comparable data to satisfy IRS Intermediate Sanctions documentation requirements for your organization's top executives.

Job Family Reports

Job Family reports provide a department level view of compensation data for a group of related jobs. 22 unique Job Family Reports are displayed within the compensation section of the report. Each Job Family report includes:
- Listing of the Individual Position Titles Included within the Job Family
- Number of Organizations Reporting Data for the Job Family
- Number of Full-Time Employees within the Job Family
- Number of Years Job Family Employees have been with the Organization
- Total Cash Compensation Cost for each Employee within the Job Family
- Total Cash Compensation Cost Statistics for the Job Family
- Percentage of Job Family Total Cash Compensation Costs Comprised of Bonus Pay
- Percentage of Organizations Offering Bonus Pay to Job Family Positions
- Percentage of Employees within the Job Family Receiving Bonus Pay

Suggested Uses for the Data:
- ✓ Benchmark your organization's compensation costs for a department or group of related positions.
- ✓ Compare employee tenure within your organization at a department level.
- ✓ Evaluate your organization's incentive or bonus pay practices for a particular department.

Operating Unit Compensation Costs & Practices Report

The Operating Unit report provides aggregated compensation data for all positions within an organization. Each report includes:
- Number of Organizations Reporting Data
- Number of Full-Time Employees within the Organization
- Number of Years Employees have been with the Organization
- Total Cash Compensation Costs for each Employee within the Organization
- Total Cash Compensation Cost Statistics for the Organization
- Percentage of Total Cash Compensation Comprised of Bonus Pay
- Percentage of Organizations Offering Bonus Pay
- Percentage of Employees Receiving Bonus Pay

Suggested Uses for the Data:
- ✓ Benchmark your organization's total compensation costs.
- ✓ Compare the organization's overall employee tenure and retention practices.
- ✓ Evaluate your organization's incentive or bonus pay practices.

Employee Turnover & Salary Increases Report

This report section provides aggregated employee turnover & salary increase data at the organization level. Each report includes:
- Number of Organizations Reporting Data
- Number of Full-Time Employees within the Organization
- Percentage of Full-Time Exempt Level Staff
- Number of Part-Time Employees within the Organization
- Number of Years Employees have been with the Organization
- Full-Time Employee Turnover Statistics
- Annual Salary Increases for Prior Year
- Projected Salary Increases for Current Year

Suggested Uses for the Data:
- ✓ Benchmark your organization's full-time employee turnover.
- ✓ Analyze the organization's mix of exempt versus non-exempt employees.
- ✓ Compare the organization's projected and prior year annual salary increase practices.
- ✓ Evaluate the competitiveness of the organization's staffing model.

Finding and Using the Benefits Data

This section will help you understand what information is available within the benefit reports and where to find it. Each report section presents unique information that can be used to quickly assess market competitiveness and benefit practices. The benefits data is organized and displayed through eighteen different reports. When used in combination, the report sections provide a complete view of benefit practices throughout the nonprofit sector.

Quick Guide to the Benefit Report Sections

Type of Information Needed	Where to Find the Information
✓ Information about general benefits offered to employees	• General Benefit Offerings Report
✓ Flexible Spending Accounts offerings and practices	• Flexible Spending Accounts Report
✓ Type of leave benefits provided and number of days offered (e.g. vacation leave)	• Organizational Leave Reports
✓ Methods used to compensate employees for overtime	• Overtime Practices Report
✓ Medical plans offered and employee eligibility and participation rates	• Medical Plan Offerings Report
✓ Dental plans offered and employee eligibility and participation rates	• Dental Plan Offerings Report
✓ Vision plans offered and employee eligibility and participation rates	• Vision Plan Offerings Report
✓ Costs paid by the organization for employee for medical coverage	• Medical Plan Costs Report
✓ Costs paid by the organization for employee for dental coverage	• Dental Plan Costs Report
✓ Costs paid by the organization for employee for vision coverage	• Vision Plan Costs Report
✓ Prescription drug plan benefits and employee costs	• Prescription Drug Plan Offerings & Costs Report
✓ Life insurance and disability plan offerings and employee participation	• Life Insurance & Disability Plan Offerings Report
✓ Timeframe employees must wait before life and disability benefits are available	• Life Insurance & Disability Plan Eligibility Report
✓ Retirement plan options and employee participation	• Retirement Plan Offerings Report
✓ Employee vesting periods for retirement plans	• Retirement Plan Eligibility Report
✓ Maximum organization and employee retirement plan contributions	• Retirement Plan Contributions Report
✓ Additional perks offered to key executive positions	• Executive Benefit Offerings Report
✓ Composition and use of employment agreements for key executives	• Executive Employment Agreement Reports

The information available within each report section is presented by multiple views to allow for easy comparisons against relevant peer organizations by geographic location, operating budget, number of employees, or field of work. Each benefit segment below contains a brief description of the information available within the report section. Look for the *Suggested Uses for the Data* component for recommendations and guidance on how the data might be used for comparison purposes.

General Benefit Offerings Report

This report section provides information about 34 different general benefits that are offered by organizations to their employees. Each report includes:
- Number of Organizations Reporting Data
- Percentage of Organizations Offering Each Benefit Type

Suggested Uses for the Data:
- ✓ Benchmark your organization's general benefit practices.
- ✓ Identify additional benefits that can be offered to increase market competitiveness.
- ✓ Evaluate the competitiveness of the organization's benefit package.

Flexible Spending Accounts Report

The Flexible Spending Account report provides information on healthcare and dependent care account usage and practices. Each report includes:
- Number of Organizations Reporting Data
- Percentage of Organizations Offering Flexible Spending Account Programs
- Maximum Employee Contribution Statistics

Suggested Uses for the Data:
- ✓ Analyze the use of flexible spending account benefit programs within the marketplace.
- ✓ Evaluate the competitiveness of your organization's flexible spending account program.

Organizational Leave Reports

Includes the following 9 Report Sections: Paid Vacation Leave, Paid Sick Leave, Paid Corporate Holidays, Paid Floating Holidays, Paid Personal Days, Paid Bereavement, Extended Sick Leave Pool, Paid Time Off (PTO), Family and Medical Leave (FMLA) with Pay

These reports provide data on the number of leave days provided to employees based upon the length of service with the organization. Each report includes:
- Number of Organizations Reporting Data
- Percentage of Organizations Offering Each Benefit Type
- Number of Leave Days Offered to Employees by Length of Employment with the Organization
- Percentage of Organizations Offering Benefits to Part-Time Employees

Suggested Uses for the Data:
- ✓ Benchmark your organization's employee leave practices.
- ✓ Identify emerging market trends in the use of employee leave programs.
- ✓ Evaluate the competitiveness of the organization's employee leave practices for part-time staff.

Overtime Practices Report

This report section provides information on how organizations compensate employees that work overtime. The report provides data on employees classified by the Fair Labor Standards Act as exempt and non-exempt. Each report includes:
- Number of Organizations Reporting Data
- Percentage of Organizations Utilizing Each Compensation Method

Suggested Uses for the Data:
- ✓ Benchmark your organization's overtime practices for exempt and non-exempt staff.

Medical, Dental and Vision Plan Offering Reports

These reports provide information on the scope and usage of medical, dental and vision plans made available by organizations to their employees. Each report includes:
- Number of Organizations Reporting Data
- Percentage of Organizations Offering Plan Benefits
- Percentage of Organizations Offering Each Plan Type
- Percentage of Employees Enrolled in Each Plan Type
- Eligibility Time Frame Requirements for Employee Plan Participation
- Percentage of Organizations Offering Plan Coverage to Part-Time Employees
- Percentage of Organizations Offering Reimbursement for Medical Plan Opt-Out

Suggested Uses for the Data:
- ✓ Benchmark your organization's medical, dental, or vision plan offerings.
- ✓ Identify emerging market trends in the use of medical, dental and vision plans.
- ✓ Assess the competitiveness of the organization's employee eligibility time frame for plan participation.
- ✓ Evaluate your organization's practice of providing medical, dental or vision plan benefits to part-time staff.

Medical, Dental and Vision Plan Cost Reports

These reports show the monthly cost and percentage of the cost paid by the organization for all medical, dental and vision plan offerings. Each report includes:
- Number of Organizations Reporting Data
- Total Monthly Cost for Plan Coverage
- Percentage of Monthly Cost Paid By the Organization

Suggested Uses for the Data:
- ✓ Benchmark your organization's medical, dental, or vision plan costs.
- ✓ Identify opportunities to reduce medical, dental, and vision plan costs.
- ✓ Evaluate the competitiveness of the organization's premium cost share coverage for each medical, dental, or vision plan offered.

Prescription Drug Plan Offerings & Costs Report

This report provides data on prescription drug plan offerings and the costs associated with filling a prescription through retail and mail order pharmacies.   Each report includes:
- Number of Organizations Reporting Data
- Percentage of Organizations Offering Prescription Drug Plan Benefits
- Cost to Fill a 30-Day Supply of Medication at a Retail Pharmacy
- Cost to Fill a 90-Day Supply of Medication Through a Mail Order Pharmacy

Suggested Uses for the Data:
- ✓ Compare your organization's prescription drug plan costs.
- ✓ Identify opportunities to reduce prescription drug plan costs.

Life Insurance & Disability Plan Offerings Report

This report provides information on the types of life insurance and disability plans offered to employees and participation rates by plan type. Each report includes:
- Number of Organizations Reporting Data
- Percentage of Organizations Offering Each Plan Type
- Percentage of Employees Enrolled in Each Plan Type
- Percentage of Organizations Offering Plan Coverage to Part-Time Employees

Suggested Uses for the Data:
- ✓ Benchmark your organization's life insurance and disability plan offerings.
- ✓ Evaluate the participation rates of your employees within each plan type.

Life Insurance & Disability Plan Eligibility Report

This report provides information on life insurance and disability plans eligibility time frames for each plan type offered to employees. Each report includes:
- Number of Organizations Reporting Data
- Eligibility Time Frame Requirements for Employee Plan Participation

Suggested Uses for the Data:
- ✓ Assess the competitiveness of the organization's employee eligibility time frame for plan participation.

Retirement Plan Offerings Report

This report provides information on the types of retirement plans offered to employees and participation rates by plan type. Each report includes:
- Number of Organizations Reporting Data
- Percentage of Organizations Offering Each Plan Type
- Percentage of Employees Enrolled in Each Plan Type
- Percentage of Organizations Offering Plan Coverage to Part-Time Employees

Suggested Uses for the Data:
- ✓ Compare your organization's retirement plan offerings.
- ✓ Evaluate employee participation rates within each plan type.

Retirement Plan Eligibility Report

This report provides information on retirement benefits eligibility time frames for each retirement plan option offered to employees. Each report includes:
- Number of Organizations Reporting Data
- Eligibility Time Frame Requirements for Employee Plan Participation

Suggested Uses for the Data:
- ✓ Assess the competitiveness of the organization's employee eligibility time frame for plan participation.

Retirement Plan Contributions Report

This report shows the maximum percentage an organization will contribute to each plan type as a percentage of an employee's salary. Each report includes:
- Number of Organizations Reporting Data
- Maximum Organization Contribution by Plan Type

Suggested Uses for the Data:
- ✓ Benchmark your organization's retirement plan benefits.
- ✓ Identify opportunities to reduce retirement plan costs.

Executive Benefit Offerings Report

Reports are provided for the following 13 Executive Positions: Chief Executive Officer/ President/Executive Director, Chief Operating Officer/Associate Executive Director, Executive Vice President, Chief Administrative Officer, Chief Advocacy Officer, Chief Development Officer, Chief Financial Officer, Chief Human Resources Officer, Chief Information Officer, Chief Marketing Officer, Chief Medical Officer, Chief Program Officer, Chief of Staff

These reports provide market data on the percentage of organizations that offer 11 additional benefits to executive level positions. Each report includes:
- Number of Organizations Reporting Data
- Percentage of Organizations Offering Additional Benefits for Executives
- Percentage of Organizations Offering Each Benefit Type

Suggested Uses for the Data:
- ✓ Evaluate the competitiveness of the organization's executive compensation package.
- ✓ Find comparable data to satisfy IRS Intermediate Sanctions documentation requirements for your organization's top executives.
- ✓ Identify additional benefits that can be offered to increase market competitiveness.

Executive Employment Agreement Reports

Reports are provided for the following 13 Executive Positions: Chief Executive Officer/ President/Executive Director, Chief Operating Officer/Associate Executive Director, Executive Vice President, Chief Administrative Officer, Chief Advocacy Officer, Chief Development Officer, Chief Financial Officer, Chief Human Resources Officer, Chief Information Officer, Chief Marketing Officer, Chief Medical Officer, Chief Program Officer, Chief of Staff

These reports provide information on the use of five popular contract terms found within employment agreements. The reports also cover the length of the agreement and the percentage of organizations that use employment agreements for each position. Each report includes:
- Number of Organizations Reporting Data
- Percentage of Organizations Utilizing Employment Agreements for Executives
- Number of Years the Employment Agreement Covers
- Percentage of Organizations that Utilize Each Contract Term

Suggested Uses for the Data:
- ✓ Benchmark your organization's employment agreement practices.
- ✓ Identify what components and contract terms are used most frequently.
- ✓ Evaluate the competitiveness of the organization's executive compensation package.

Report Presentation Views

The information within the report is presented by multiple reporting views to allow the user to quickly identify the most relevant data set for comparison. The following four distinct reporting views are used throughout the report to display the data: 1) Operating Budget, 2) Geographic Region, 3) Field of Work, and 4) Number of Employees. Each section within the report utilizes three of the available reporting views to present the data. The reporting views utilized are dependent upon the content and the relevance to the data being displayed. Each of the four reporting views contains predefined "bands" or subcategories that organize the display of the data. One additional aspect of each reporting view is the All Organizations row. The All Organizations row provides a summary of the data being displayed within each band of the reporting view. See the charts below for definitions of the bands displayed within the reporting views.

Geographic Region	States within the Region
Northeast U.S.	Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
Southeast U.S.	Alabama, District of Columbia, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
North Central U.S.	Illinois, Indiana, Iowa, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
South Central U.S.	Arkansas, Louisiana, Missouri, Oklahoma, Texas, Kansas
Northwest U.S.	Alaska, California, Hawaii, Idaho, Montana, Oregon, Washington, Wyoming
Southwest U.S	Arizona, Colorado, Nevada, New Mexico, Utah

Operating Budget (Organization Fiscal-Year Operating Expenses)
Less than $499,999
$500,000 - $999,999
$1,000,000 - $2,499,999
$2,500,000 - $4,999,999
$5,000,000 - $9,999,999
$10,000,000 - $24,999,999
$25,000,000 - $49,999,999
$50,000,000 or more

Number of Employees (Full Time Staff)
1-10
11-25
26-50
51-100
101-200
201 or more

Field of Work	Sub-Categories
Arts, Culture, and Humanities	Arts, Culture, and Humanities
Education	Educational Institutions
Environment and Animal	Environmental Quality Protection, Beautification Animal Related
Health	Health - General & Rehabilitative Mental Health, Crisis Intervention Disease, Disorders, Medical Disciplines Medical Research
Human Services	Crime, Legal Related Employment, Job Related Agriculture, Food, Nutrition Housing, Shelter Public Safety, Disaster Preparedness and Relief Recreation, Sports, Leisure, Athletics Youth Development Human Services
International, Foreign Affairs	International, Foreign Affairs, and National Security
Public, Societal Benefit	Civil Rights, Social Actions, Advocacy Community Improvement, Capacity Building Philanthropy, Voluntarism, and Grantmaking Science and Technology Research Institutes Social Science Research Institute Public, Society Benefit
Religion Related	Religion, Spiritual Development
Mutual/Membership Benefit	Mutual/Membership Benefit Organizations, Other
Unknown, Unclassified	Unknown

Explanation of Data Fields Used

The sections within this report are laid out in a similar fashion throughout. The rows within each report segment the data by "bands" to allow the user to quickly identify the appropriate data point. The bands are a subset of each Reporting View (e.g., Geographic Region, Operating Budget, Field of Work, and Number of Employees). The Reporting View and related bands remain consistent and repeat throughout this report. The columns within the report are used to display the key report findings. Each data field column heading used within a report section has a precise definition that explains what information is being presented. Throughout the report, information will be displayed as numbers unless otherwise indicated by the use of a percentage (%) or dollar ($) sign. Standard abbreviations are also used within the column data field headings. See the section below for more information about the abbreviations and data fields definitions used throughout this report**.**

Data Field Abbreviations

In order to simplify the table headers used in this report, certain words were abbreviated throughout the report. Below is a list of the abbreviations used along with the definition of each.

- AVG (Average) - The result of dividing two or more values by the total number of values.
- COMP (Compensation) – Salary paid an employee for work performed.
- CTRB (Contribution) – Dollar amount employee or organization pays toward a specific employees benefit plan.
- EMPs (Employees) – Persons working for an organization.
- EXEC (Executive) – Typically the senior most staff working for an organization.
- MAX (Maximum) – The highest value within the data set.
- MIN (Minimum) – The lowest value within the data set.
- ORGs (Organizations) – Individual nonprofit organizations.
- PCTL (Percentile) - A value on a scale of one hundred.
- % (Percentage) - A rate or proportion per hundred.
- # (Number) – The count of organizations.
- RCVNG (Receiving) – Employees who receive the benefit noted.

Compensation Data Field Definitions

Data Field Name	Data Field Definition
# of Full-Time EMPs	The average number of full-time employees being reported for the specific data set.
# of ORGs	The total number of organizations that provided a response for the data being reported.
# of Part-Time EMPs	The average number of part-time employees being reported for the specific data set.
# of Years with ORG	The average number of years an employee (s) has worked for the organization.
% of Eligible EMPs RCVNG	The average percentage of bonus eligible employees that have received a bonus or incentive payment within organizations that offer bonus/incentive pay.
% of Exempt EMPs	The average percentage of employees within an organization that are classified as being exempt from the Fair Labor Standard Act (FLSA).
% of ORGs Paying	The percentage of organizations paying a bonus or incentive in addition to base salary.
% of TOTAL CASH COMP	The average percentage of total cash compensation that is comprised of bonus or incentive pay.
25th PCTL	Represents the data value at the 25th percentile. In this case, 25 percent of all reported values are lower than this point and 75 percent of all reported values are higher than this point.
75th PCTL	Represents the data value at the 75th percentile. In this case, 75 percent of all reported values are lower than this point and 25 percent of all reported values are higher than this point.
AVG	Represents the statistical average for the reported data.
AVG % Paid	Of those organizations paying bonus or incentive pay, this field identifies the average percentage of base pay being given to employees within the position.
Cost Per EMP	The average total cash compensation cost of a full-time employee for the data being reported.
Current Year Projection All Staff	The current year projected average salary percentage increase for all staff within an organization.
MAX	Represents the highest value for the reported data.
MAX % Payout	For those organizations paying bonus or incentive pay, this field shows the maximum percentage of base salary that is offered to employees within the position.
Median	The exact middle point of the data. It is also referred to as the 50th percentile (the point at which 50 percent of the reported values are lower and 50 percent of the reported value reports are higher).
MIN	Represents the lowest value for the reported data.
Prior Year All Staff	The prior year average salary percentage increase for all staff within an organization.
Prior Year EXEC Staff	The prior year average salary percentage increase for executive level staff within an organization.
Total Cash Compensation	The combination of base salary and all bonuses or incentive payments made to an employee on an annual basis that would be considered W2 income to the employee.
Total Cash Compensation Costs as a Percentage of the Operating Budget	The percentage of an organization's operating budget that is comprised of total cash compensation expenses.

Employee Benefits Data Field Definitions

Data Field Name	Data Field Definition
# of ORGs	The total number of organizations that provided a response for the data being reported.
% Paid by ORG	The average percentage of the monthly benefit cost paid for by the organization.
% of EMPs in Plan	The average percentage of employees that participate in the plan.
% of ORGs Offering	The percentage of organizations offering the benefit.
% of ORGs Offering After 5 Years	The percentage of organizations that offer retirement benefits to employees after 5 years of employment.
After 30 Days	The percentage of organizations that offer the benefit between 30-90 days following the employee's start date.
% of ORGs Offering at 30 Days Following EMP Start Date	The percentage of organizations that offer the benefit between 30-90 days following the employee's start date.
After 90 Days	The percentage of organizations that offer the benefit more than 90 days following the employee's start date.
% of ORGs Offering at 90 Days Following EMP Start Date	The percentage of organizations that offer the benefit more than 90 days following the employee's start date.
% of ORGs Offering Benefit to Part-Time EMPs	The percentage of organizations offering the benefit to part-time employees.
% of ORGs Offering in years 1-3	The percentage of organizations that offer retirement benefits to employees between 1-3 years after the start of employment.
% of ORGs Offering in years 3-4	The percentage of organizations that offer retirement benefits to employees between 3-4 years after the start of employment.
On 1st of Month	The percentage of organizations that offer the benefit at the first of the month following the employee's start date.
% of ORGs Offering on 1st of the Month Following EMP Start Date	The percentage of organizations that offer the benefit at the first of the month following the employee's start date.
On EMP Start Date	The percentage of organizations that offer the benefit on the employee's start date.
% of ORGs Offering on EMP Start Date	The percentage of organizations that offer the benefit on the employee's start date.
% of ORGs Offering Opt Out Benefit Option To EMPs	The percentage of organizations that offer employees the option to opt-out of medical benefits and receive reimbursement.
% of ORGs Utilizing	The percentage of organizations that utilize employment agreements for executive positions.
% of ORGs Utilizing (Exempt Staff)	The percentage of organizations using the overtime practice for employees classified as exempt by the Fair Labor Standards Act (FLSA).
% of ORGs Utilizing (Non-Exempt Staff)	The percentage of organizations using the overtime practice for employees not classified as exempt by the Fair Labor Standards Act (FLSA).
% ORGs Offering Within 1st Year	The percentage of organizations that offer retirement benefits to employees within the first year of employment.

Data Field Name	Data Field Definition
25th PCTL	Represents the data value at the 25th percentile, where 25 percent of all reported values are lower than this point and 75 percent of all reported values are higher than this point.
75th PCTL	Represents the data value at the 75th percentile, where 75 percent of all reported values are lower than this point and 25 percent of all reported values are higher than this point.
AVG	Represents the statistical average for the reported data.
Disability Benefit: % Of ORGs Offering Benefit to Part-Time EMPs	The percentage of organizations offering disability benefits to part-time employees.
Life Insurance Benefit: % Of ORGs Offering Benefit to Part-Time EMPs	The percentage of organizations offering life insurance benefits to part-time employees.
Mail Order Formulary Cost	The average cost to an employee to fill a 90-day mail order pharmacy prescription for a brand name medication listed on the organization's drug formulary.
Mail Order Generic Cost	The average cost to an employee to fill a 90-day mail order pharmacy prescription for a generic medication listed on the organization's drug formulary.
Mail Order Non-Formulary Cost	The average cost to an employee to fill a 90-day mail order pharmacy prescription for a brand name medication not listed on the organization's drug formulary.
MAX	Represents the highest value for the reported data.
Median	The exact middle point of the data. It is also referred to as the 50th percentile (the point at which 50 percent of the reported values are lower and 50 percent of the reported value reports are higher).
Medical Plan Opt Out	The percentage of organizations that offer employees the option to opt-out of medical benefits and receive reimbursement.
MIN	Represents the lowest value for the reported data.
ORG Max CTRB %	The average percentage the organization will contribute to each retirement plan type as a percentage of an employee's salary.
Percentage of Organizations Offering Each Benefit	The percentage of organizations offering the benefit.
Percentage of Organizations Offering Each Executive Benefit	The percentage of organizations that offers each executive benefit.
Percentage of Organizations Utilizing Each Contract Term	The percentage of organizations that utilize each contract term in an employment agreement.
Retail Formulary Cost	The average cost to an employee to fill a 30-day retail pharmacy prescription for a brand name medication listed on the organization's drug formulary.
Retail Generic Cost	The average cost to an employee to fill a 30-day retail pharmacy prescription for a generic medication listed on the organization's drug formulary.
Retail Non-Formulary Cost	The average cost to an employee to fill a 30-day retail pharmacy prescription for a brand name medication not listed on the organization's drug formulary.
Term of Agreement (Years)	The average number of years the employment agreement covers.
Total Monthly Cost	The average monthly cost for the benefit provided.

Navigating the Report Using Bookmarks

This report utilizes the Adobe bookmark process. The bookmark hierarchy displayed in the navigation pane on the left-hand side of the page works like other graphical "trees." If there are bookmarks nested inside, the branch will be marked with a plus sign (+). Click on the plus sign to expand the branch and show the bookmarks at that level. If the branch is already expanded, it will be marked with a minus sign (-). Click on the minus sign to collapse the branch and hide the bookmarks from view.

When you select (click on) a specific bookmark, Adobe® Reader closes the navigation pane and automatically scrolls to that specific page within the document. You can then easily re-display the navigation pane by clicking on the "Show Navigation Pane" button in the toolbar.

Compensation Section

Administrative Assistant, Intermediate Level -- Position Code: 2001

Detailed Analysis

Performs routine clerical and administrative functions such as drafting correspondence, scheduling appointments and travel, organizing and maintaining paper and electronic files, updating databases, or providing information to callers. Prepares and formats reports, presentations, program materials, and other documents as necessary using the full suite of office productivity software.

Scope				Base Salary						Bonus				Total Cash Compensation					
Operating Budget	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
$0 to $499,999	1	1	1.0	$15,080	-	-	-	-	-	0.00%	0.00%	0.00%	0.00%	$15,080	-	-	-	-	-
$500,000 to $999,999	3	1	4.3	$36,380	-	-	-	-	-	66.67%	0.00%	0.00%	0.00%	$36,380	-	-	-	-	-
$1,000,000 to $2,499,999	3	2	1.0	$40,667	-	-	-	-	-	0.00%	0.00%	0.00%	0.00%	$40,667	-	-	-	-	-
$2,500,000 to $4,999,999	1	1	2.0	$42,000	-	-	-	-	-	0.00%	0.00%	0.00%	0.00%	$42,000	-	-	-	-	-
$5,000,000 to $9,999,999	4	2	4.5	$34,100	$21,900	$27,375	$33,250	$39,975	$48,000	0.00%	0.00%	0.00%	0.00%	$34,100	$21,900	$27,375	$33,250	$39,975	$48,000
$10,000,000 to $24,999,999	7	2	4.9	$35,377	$22,600	$30,125	$34,000	$39,550	$51,688	28.57%	0.00%	0.00%	0.00%	$35,377	$22,600	$30,125	$34,000	$39,550	$51,688
$25,000,000 to $49,999,999	2	5	4.0	$31,994	-	-	-	-	-	0.00%	0.00%	0.00%	0.00%	$31,994	-	-	-	-	-
$50,000,000 or More	1	9	21.0	$32,188	-	-	-	-	-	0.00%	0.00%	0.00%	0.00%	$32,188	-	-	-	-	-
All Organizations	**22**	**2**	**4.6**	**$34,929**	**$15,080**	**$29,213**	**$35,650**	**$40,000**	**$51,688**	**18.18%**	**0.00%**	**0.00%**	**0.00%**	**$34,929**	**$15,080**	**$29,213**	**$35,650**	**$40,000**	**$51,688**

Scope				Base Salary						Bonus				Total Cash Compensation					
Field of Work	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
Arts, Culture, and Humanities	1	3	2.0	$39,100	-	-	-	-	-	0.00%	0.00%	0.00%	0.00%	$39,100	-	-	-	-	-
Education	2	2	2.5	$33,500	-	-	-	-	-	50.00%	0.00%	0.00%	0.00%	$33,500	-	-	-	-	-
Environment and Animals	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health	2	4	7.0	$40,844	-	-	-	-	-	50.00%	0.00%	0.00%	0.00%	$40,844	-	-	-	-	-
Human Services	15	2	5.2	$32,976	$15,080	$27,932	$32,188	$38,232	$51,000	13.33%	0.00%	0.00%	0.00%	$32,976	$15,080	$27,932	$32,188	$38,232	$51,000
International, Foreign Affairs	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public, Societal Benefit	2	1	1.0	$43,000	-	-	-	-	-	0.00%	0.00%	0.00%	0.00%	$43,000	-	-	-	-	-
Religion Related	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mutual, Membership Benefit	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unknown, Unclassified	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Organizations	**22**	**2**	**4.6**	**$34,929**	**$15,080**	**$29,213**	**$35,650**	**$40,000**	**$51,688**	**18.18%**	**0.00%**	**0.00%**	**0.00%**	**$34,929**	**$15,080**	**$29,213**	**$35,650**	**$40,000**	**$51,688**

Administrative Assistant, Intermediate Level -- Position Code: 2001

Detailed Analysis

Scope				Base Salary						Bonus				Total Cash Compensation					
Geographic Region	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
Northeast U.S.	22	2	4.6	$34,929	$15,080	$29,213	$35,650	$40,000	$51,688	18.18%	0.00%	0.00%	0.00%	$34,929	$15,080	$29,213	$35,650	$40,000	$51,688
Southeast U.S.	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
North Central U.S.	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Central U.S.	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Northwest U.S.	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Southwest U.S.	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Organizations	22	2	4.6	$34,929	$15,080	$29,213	$35,650	$40,000	$51,688	18.18%	0.00%	0.00%	0.00%	$34,929	$15,080	$29,213	$35,650	$40,000	$51,688

Changes in Data from 2017 to 2018

The report below shows how the data has changed in each field from 2017 to 2018. A positive percentage represents a number that has increased in value from 2017 to 2018, and a percentage with a negative sign represents a number that has decreased in value from 2017 to 2018. This symbol ">" will be used whenever a positive percentage change is greater than 100 percent. A hyphen (-) is displayed when comparable data is not available.

Scope		Base Salary						Bonus				Total Cash Compensation					
	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
All Organizations	-37.76%	-27.61%	1.34%	-17.84%	-2.62%	6.33%	5.26%	-28.66%	10.10%	-100.00%	-100.00%	-100.00%	0.98%	-17.84%	-2.62%	5.33%	5.26%	-28.66%

Employee Benefits Section

Medical Plan Offerings

Detailed Analysis

Scope			Medical Plan Offerings & Employee Participation Rates								
			PPO Plan		HMO Plan		POS Plan		HDHP Plan		Indemnity Plan	
# of Employees	# of ORGs	% of ORGs Offering	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan
1-10	56	76.79%	69.77%	54.46%	9.30%	56.00%	9.30%	51.00%	23.26%	51.30%	0.00%	0.00%
11-25	19	94.74%	55.56%	56.60%	16.67%	35.00%	5.56%	80.00%	44.44%	54.85%	0.00%	0.00%
26-50	14	100.00%	64.29%	63.58%	7.14%	90.00%	7.14%	74.00%	50.00%	39.98%	0.00%	0.00%
51-100	12	100.00%	58.33%	42.86%	0.00%	0.00%	8.33%	78.00%	66.67%	55.50%	8.33%	73.00%
101-200	8	100.00%	50.00%	28.31%	50.00%	41.25%	0.00%	0.00%	50.00%	22.94%	12.50%	1.00%
201 or more	5	100.00%	80.00%	27.85%	20.00%	40.00%	40.00%	14.50%	40.00%	34.02%	0.00%	0.00%
All Organizations	114	87.72%	64.00%	51.51%	13.00%	48.00%	9.00%	51.67%	39.00%	47.06%	2.00%	37.00%

Scope			Eligibility Time Frame for Employee Participation in Medical Plans				Part Time Employee Coverage	Medical Plan Opt Out
# of Employees	# of ORGs	% of ORGs Offering	% of ORGs Offering on EMP Start Date	% of ORGs Offering on 1st of the Month Following EMP Start Date	% of ORGs Offering at 30 Days Following EMP Start Date	% of ORGs Offering at 90 Days Following EMP Start Date	% of ORGs Offering Benefit to Part Time EMPs	% of ORGs Offering Opt Out Benefit Option To EMPs
1-10	56	76.79%	34.88%	30.23%	9.30%	18.60%	17.95%	30.23%
11-25	19	94.74%	16.67%	33.33%	16.67%	33.33%	23.53%	22.22%
26-50	14	100.00%	7.14%	64.29%	7.14%	14.29%	38.46%	28.57%
51-100	12	100.00%	25.00%	50.00%	8.33%	16.67%	41.67%	50.00%
101-200	8	100.00%	0.00%	12.50%	50.00%	37.50%	50.00%	50.00%
201 or more	5	100.00%	0.00%	0.00%	40.00%	60.00%	20.00%	20.00%
All Organizations	114	87.72%	22.00%	35.00%	15.00%	24.00%	27.66%	32.00%

Medical Plan Offerings

Detailed Analysis

Scope			Medical Plan Offerings & Employee Participation Rates									
			PPO Plan		HMO Plan		POS Plan		HDHP Plan		Indemnity Plan	
Field of Work	# of ORGs	% of ORGs Offering	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan
Arts, Culture, and Humanities	21	61.90%	69.23%	55.89%	7.69%	84.00%	0.00%	0.00%	46.15%	59.50%	0.00%	0.00%
Education	6	66.67%	100.00%	78.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Environment and Animals	6	83.33%	40.00%	12.80%	0.00%	0.00%	20.00%	90.00%	40.00%	50.42%	0.00%	0.00%
Health	10	100.00%	70.00%	51.89%	30.00%	40.00%	10.00%	74.00%	30.00%	36.67%	10.00%	1.00%
Human Services	50	98.00%	65.31%	48.46%	12.24%	38.33%	10.20%	41.40%	38.78%	43.98%	2.04%	73.00%
International, Foreign Affairs	1	100.00%	100.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Public, Societal Benefit	12	91.67%	54.55%	64.00%	18.18%	70.00%	9.09%	80.00%	45.45%	41.60%	0.00%	0.00%
Religion Related	-	-	-	-	-	-	-	-	-	-	-	-
Mutual, Membership Benefit	5	80.00%	50.00%	29.00%	25.00%	50.00%	0.00%	0.00%	50.00%	58.00%	0.00%	0.00%
Unknown, Unclassified	3	100.00%	33.33%	57.00%	0.00%	0.00%	33.33%	14.00%	66.67%	54.00%	0.00%	0.00%
All Organizations	114	87.72%	64.00%	51.51%	13.00%	48.00%	9.00%	51.67%	39.00%	47.06%	2.00%	37.00%

Scope			Eligibility Time Frame for Employee Participation in Medical Plans				Part Time Employee Coverage	Medical Plan Opt Out
Field of Work	# of ORGs	% of ORGs Offering	% of ORGs Offering on EMP Start Date	% of ORGs Offering on 1st of the Month Following EMP Start Date	% of ORGs Offering at 30 Days Following EMP Start Date	% of ORGs Offering at 90 Days Following EMP Start Date	% of ORGs Offering Benefit to Part Time EMPs	% of ORGs Offering Opt Out Benefit Option To EMPs
Arts, Culture, and Humanities	21	61.90%	30.77%	38.46%	7.69%	15.38%	27.27%	23.08%
Education	6	66.67%	25.00%	50.00%	0.00%	25.00%	0.00%	25.00%
Environment and Animals	6	83.33%	60.00%	40.00%	0.00%	0.00%	0.00%	60.00%
Health	10	100.00%	10.00%	40.00%	10.00%	40.00%	30.00%	40.00%
Human Services	50	98.00%	16.33%	30.61%	22.45%	28.57%	25.00%	30.61%
International, Foreign Affairs	1	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Public, Societal Benefit	12	91.67%	27.27%	36.36%	9.09%	18.18%	40.00%	27.27%
Religion Related	-	-	-	-	-	-	-	-
Mutual, Membership Benefit	5	80.00%	25.00%	25.00%	0.00%	25.00%	66.67%	50.00%
Unknown, Unclassified	3	100.00%	33.33%	33.33%	33.33%	0.00%	66.67%	33.33%
All Organizations	114	87.72%	22.00%	35.00%	15.00%	24.00%	27.66%	32.00%

Medical Plan Offerings

Detailed Analysis

Scope			Medical Plan Offerings & Employee Participation Rates									
			PPO Plan		HMO Plan		POS Plan		HDHP Plan		Indemnity Plan	
Geographic Region	# of ORGs	% of ORGs Offering	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan
Northeast U.S.	114	87.72%	64.00%	51.51%	13.00%	48.00%	9.00%	51.67%	39.00%	47.06%	2.00%	37.00%
Southeast U.S.	-	-	-	-	-	-	-	-	-	-	-	-
North Central U.S.	-	-	-	-	-	-	-	-	-	-	-	-
South Central U.S.	-	-	-	-	-	-	-	-	-	-	-	-
Northwest U.S.	-	-	-	-	-	-	-	-	-	-	-	-
Southwest U.S.	-	-	-	-	-	-	-	-	-	-	-	-
All Organizations	114	87.72%	64.00%	51.51%	13.00%	48.00%	9.00%	51.67%	39.00%	47.06%	2.00%	37.00%

Scope			Eligibility Time Frame for Employee Participation in Medical Plans				Part Time Employee Coverage	Medical Plan Opt Out
Geographic Region	# of ORGs	% of ORGs Offering	% of ORGs Offering on EMP Start Date	% of ORGs Offering on 1st of the Month Following EMP Start Date	% of ORGs Offering at 30 Days Following EMP Start Date	% of ORGs Offering at 90 Days Following EMP Start Date	% of ORGs Offering Benefit to Part Time EMPs	% of ORGs Offering Opt Out Benefit Option To EMPs
Northeast U.S.	114	87.72%	22.00%	35.00%	15.00%	24.00%	27.66%	32.00%
Southeast U.S.	-	-	-	-	-	-	-	-
North Central U.S.	-	-	-	-	-	-	-	-
South Central U.S.	-	-	-	-	-	-	-	-
Northwest U.S.	-	-	-	-	-	-	-	-
Southwest U.S.	-	-	-	-	-	-	-	-
All Organizations	114	87.72%	22.00%	35.00%	15.00%	24.00%	27.66%	32.00%

Medical Plan Offerings

Detailed Analysis

Changes in Data from 2017 to 2018

The report below shows how the data has changed in each field from 2017 to 2018. A positive percentage represents a number that has increased in value from 2017 to 2018, and a percentage with a negative sign represents a number that has decreased in value from 2017 to 2018. This symbol ">" will be used whenever a positive percentage change is greater than 100 percent. A hyphen (-) is displayed when comparable data is not available.

Scope		Medical Plan Offerings & Employee Participation Rates									
		PPO Plan		HMO Plan		POS Plan		HDHP Plan		Indemnity Plan	
	% of ORGs Offering	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan
All Organizations	0.71%	0.17%	-13.57%	-54.22%	-2.33%	-16.69%	13.77%	23.88%	3.44%	8.00%	-46.63%

Scope		Eligibility Time Frame for Employee Participation in Medical Plans				Part Time Employee Coverage	Medical Plan Opt Out
	% of ORGs Offering	% of ORGs Offering on EMP Start Date	% of ORGs Offering on 1st of the Month Following EMP Start Date	% of ORGs Offering at 30 Days Following EMP Start Date	% of ORGs Offering at 90 Days Following EMP Start Date	% of ORGs Offering Benefit to Part Time EMPs	% of ORGs Offering Opt Out Benefit Option To EMPs
All Organizations	0.71%	37.08%	5.00%	-54.15%	55.52%	19.86%	48.11%