

Nonprofit Organizations Benefits Report

BLUEWATER
NONPROFIT SOLUTIONS



2017 Nonprofit Organizations Benefits Report

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



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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

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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 25 years. To learn more, visit www.bwnps.com

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Introduction

Developing the Survey

The 2017 Nonprofit Organizations Benefits Survey was designed to address the unique 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 detailed benefits information. Where possible, detailed benefit 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 January 1, 2016.

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 2017 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 January 15th through November 7th, 2016. 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. 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.

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.

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.

SAMPLE

Overview of Survey Participants

Characteristics of Participating Organizations

This section provides information about the 487 nonprofit organizations that completed the 2017 Nonprofit Organizations Salary and Benefits Survey. These organizations provided detailed information on benefit practices and compensation data on 220 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	201
11-25	96
26-50	60
51-100	61
101-200	30
201 or more	39

Field of Work	Number of Organizations
Arts, Culture, and Humanities	42
Education	20
Environment and Animals	36
Health	61
Human Services	214
International, Foreign Affairs	8
Public, Societal Benefit	65
Religion Related	21
Mutual/Membership Benefit	9
Unknown, Unclassified	11

Operating Budget	Number of Organizations
Less than \$499,999	79
\$500,000 - \$999,999	67
\$1,000,000 - \$2,499,999	110
\$2,500,000 - \$4,999,999	69
\$5,000,000 - \$9,999,999	69
\$10,000,000 - \$24,999,999	47
\$25,000,000 - \$49,999,999	22
\$50,000,000 or more	24

Geographic Region	Number of Organizations
Northeast U.S.	217
Southeast U.S.	92
North Central U.S.	67
South Central U.S.	24
Northwest U.S.	61
Southwest U.S.	26

Survey Participants

826 National
 A Foundation Building Strength
 Ability Garden New Hanover
 County Extension Service
 Arboretum
 Academy For Lifelong Learning
 Access
 Access New Jersey
 Adaptive Sports Center
 Adirondack Center For Writing
 Adirondack Historical
 Association
 Adirondack Lakes Center For
 The Arts
 Advance Housing Incorporated
 Adventure Cycling Association
 AIDS Resource Center
 Albemarle Area United Way
 Alcohol & Drug Council Of
 Tompkins County
 Incorporated
 Alcohol And Drug Services
 Aldo Leopold Foundation
 Incorporated
 Alisa Ann Ruch Burn Foundation
 Alliance For Strong Families And
 Communities
 Allied Churches Of Alamanca
 County
 Almost Home Incorporated
 American Heart Association
 American Association Of
 Engineering Societies
 American Conference Of
 Cantors
 American Craft Council
 American Farm Bureau
 Federation
 American Humane Association

American Institute Of
 Ultrasound In Medicine
 American Kidney Fund
 American Life League
 American Morgan Horse
 Association
 American Society For The
 Prevention of Cruelty of
 Animals
 American-Scandinavian
 Foundation
 Anacostia Watershed Society
 Animal Lifeline Of Iowa
 AOAC International
 Arvada Community Food Bank
 Ashtabula Arts Center
 Association For Retarded
 Citizens Otsego
 Association For Retarded
 Citizens Of Monroe
 Autism Society Of Colorado
 Barrett Art Center Home Of
 Dutchess County Art
 Association
 Battery Dance Company
 Belle W Baruch Foundation
 Berkeley Rental Housing
 Coalition
 Bible League International
 Big Apple Greeter
 Big Brothers Big Sisters
 Birmingham Regional
 Empowerment And
 Development Center
 Incorporated
 Boise Public Schools Education
 Foundation
 Boy Scouts Of America
 Boys & Girls Club Of Greater

Lowell
 Bright Horizons Foundation For
 Children
 Brooklyn Academy Of Music
 Brooklyn Bar Association
 Volunteer Lawyers Project
 Broome County Arts Council
 Broome County Medical Society
 Brother's Brother Foundation
 Buffalo
 Building Bridges
 Camp Fire Central Texas
 Camp Sunshine
 Capabilities Partnership
 Incorporated
 Capital Region Theological
 Center
 Carelink Community Support
 Services
 Caritas Family Solutions
 Catholic Charities Brooklyn And
 Queens
 Catholic Club
 Catskill Area Hospice &
 Palliative Care Incorporated
 Catskill Center For
 Independence
 Catskill Symphony Orchestra
 Cayuga Community Health
 Network
 Cen-Tex Alcoholic Rehabilitation
 Center Incorporated
 Cenikor Foundation
 Center For Family Life And
 Recovery Incorporated
 Center for Prevention Services
 Chenango Health Network
 Chesterfield Colonial Heights
 Alliance For Social Ministry

Chicken & Egg Pictures
 Child Advocacy Center
 Incorporated
 Child Care Council Incorporated
 Child Care Council Of Nassau
 Incorporated
 Child Development Council Of
 Central New York Incorporated
 Child Start Incorporated
 Children's Action Alliance
 Children's Home Society Of
 Florida
 Children's Tumor Foundation
 Cincinnati Public Radio
 Civilian Marksmanship Program
 Clark County Food Bank
 Cleveland Manor Incorporated
 Coalition On Temporary Shelter
 Coastal Bend Community
 Foundation
 Colorado Physician Health
 Program
 Commerce Chenango
 Community Access Unlimited
 Community Action Partnership
 For Dutchess County
 Incorporated
 Community Assessment And
 Treatment Services
 Incorporated
 Community Foundation Of The
 Eastern Shore Incorporated
 Community Foundation Of The
 Upper Peninsula
 Community Foundations Of The
 Hudson Valley
 Community Interface Services
 Community Involved In
 Sustaining Agriculture

Community Loan Fund Of The
 Capital Region Incorporated
 Community Shares
 Community Shares Of Mid Ohio
 Connecticut Community Care
 Incorporated
 Consolidated Communications
 Converge Midamerica
 Cornell Cooperative Extension
 Sullivan County
 Corporate Supportive Housing
 Corporation
 Corporation For Supportive
 Housing
 Cottage Theatre
 Council Of Major Superiors Of
 Women Religious
 Council On Undergraduate
 Research
 Creek Recovery And Restoration
 Program
 Crossroads House
 Curamericas Global
 Dallas Casa
 Day Nursery Of Abilene
 Debra Of America
 Delta Montrose Youth Services
 Incorporated DBA Partners Of
 Delta, Montrose And Ouray
 Demos
 Devereux Foundation
 DoSomething.Org
 Drexel University
 Drueding Center
 Dutchess County Local
 Development Corporation
 Dutchess Tourism
 Early Care And Learning Council
 East Coast Greenway Alliance
 Easter Seals Florida
 Incorporated
 Eastside Baby Corner

EcoAdapt
 Economic Opportunity Council
 Of Suffolk Incorporated
 Emmanuel Gospel Center
 Incorporated
 Employee Assistance Programs
 Of WWS Counties Incorporated
 Epilepsy Foundation Of Florida
 Epilepsy Foundation Of
 Northeastern New York
 Incorporated
 Epilepsy Foundation Of Texas
 Exchange Club Center For The
 Prevention Of Child Abuse Of
 Iredell Incorporated
 Fairview Recovery Services
 Incorporated
 Family Justice Center Of Erie
 County
 Family Life Broadcasting
 Family Planning Of South
 Central New York Incorporated
 Family Service Of The
 Chautauqua Region
 Incorporated
 Family Services Incorporated
 Family Services Of Westchester
 Incorporated
 Fayette County Cultural Trust
 Fearrington Cares
 Feeding America
 First North Carolina
 Fiscal Policy Institute
 Fish & Wildlife Foundation Of
 Florida Incorporated
 Food Runners Collaborative
 Incorporated
 Foodbank Of Southeastern
 Virginia
 Foodnet Meals On Wheels
 Foodshare
 Foothold Foundation

Foreign Policy Research
 Institute
 ForKids Incorporated
 Fort Worth Pregnancy Center
 Foundation For The
 Preservation Of The
 Mayhayana Tradition
 Foundation Of New York State
 Nurses Incorporated
 Friends Of KEXP
 Friends Of Scotchman Peaks
 Wilderness
 Friends Of The Columbia Gorge
 Friends Of The National Multiple
 Sclerosis Society
 Friends Of The Rockridge-
 Temescal Greenbelt
 Friends Of Van Cortlandt Park
 Fulton Friendship House
 Incorporated
 Garces Foundation
 Garden Empire Volleyball
 Association
 Girl Scout Council Of Southern
 Appalachians
 Girl Scouts In The Heart Of
 Pennsylvania
 Girl Scouts Of Silver Sage
 Givewell Community
 Foundation Incorporated
 Global Footprint Network
 Global Health Action
 Grace Smith House
 Gracepoint Church
 Grand Rapids Community
 Foundation
 Grant Writing Training
 Foundation
 Greater Washington Jewish
 Coalition Against Domestic
 Abuse
 GRID Alternatives

Gulf Coast Community
 Foundation
 Habitat For Humanity Choptank
 Habitat For Humanity Of New
 York State
 Habitat For Humanity Of Pitt
 County
 Hanford Mills Museum
 Harlem RBI Dream Charter
 School
 Health Assessment And
 Research For Communities
 Incorporated
 Health Care Access
 Heights-Hill Mental Health
 Service, South Beach
 Psychiatric Center Community
 Advisory Board Incorporated
 Hellenic American
 Neighborhood Action
 Committee Harmony JVL
 Innovative Senior Center
 Hemophilia Federation Of
 America
 Heritage Homes Incorporated
 Hero Dogs Incorporated
 Home Builders Association Of
 Northern Michigan
 Homework Hotline
 Hope Harbor Incorporated
 Hope Haven Incorporated
 Hope International
 Housing Leadership Council Of
 Palm Beach County
 Incorporated
 Housing Opportunities &
 Maintenance For The Elderly
 (H.O.M.E.)
 Houston Area Women
 Houston Area Women's Center
 Hudson Highlands Nature
 Museum

Hudson River Maritime Museum
Hudson Valley Mental Health Incorporated
Human Development Services Of Westchester
Human Services Leadership Council Of Central New York
Human Support Services Ideas
Immaculata Academy
Indiana Forest Alliance Incorporated
Indianhead Community Action Agency Incorporated
Institute For Human Services
Institute For Strategic Clarity
Interface Children & Family Services
Interim Incorporated
International Christian Ministries
International Rescue Committee
Ithaca Carshare
Ithaca Health Alliance Incorporated
Jannus Incorporated
Jazz Forum Arts
Jewish Adoption and Foster Care Options
Jewish Community
Jewish Community Centers
Jewish Community Foundation Of Greater Hartford Incorporated
Jewish Community Housing For The Elderly
Jewish Council For The Aging Of Greater Washington
Jewish Family & Career Services
Jewish Vocational Services
Julie Incorporated

Kairos
Kalusugan Community Services
Kentucky Coalition Of Nurse Practitioners & Nurse Midwives
L'Arche Syracuse Incorporated
Lakeview High School Incorporated
Land Trust Alliance Of British Columbia
Leadership Jacksonville Incorporated
Legal Aid Society Of Northeastern New York
Legal Services For Seniors
LeMay - America's Car Museum
Lexington Habitat For Humanity
Liberty Resources Incorporated
Lifetrack
Lincoln Training Center
Livengrin Foundation
Living Well Disability Services
Lummi Island Heritage Trust
LUNgevity Foundation
Lutheran Community Services
Lutheran Family And Children's Services
Lutheran Social Services Of Illinois
Lutheran Social Services Of Wisconsin & Upper Michigan
Make-A-Wish Mid-Atlantic
Make-A-Wish Mid-South
Manes And Tails Organization
Manna Food Bank
MANTEC Incorporated
Maryland Society For The Prevention of Cruelty of Animals
Massachusetts Legal Assistance Corporation
McHenry County Community

Foundation
Meals At Home
Meals On Wheels Of Chemung County Incorporated
Medical Teams International
Mental Health Association In Orange County Incorporated
Methodist Conference Home Incorporated
Metro United Way
Mid-Erie Counseling And Treatment Services
Mid-Michigan Industries Incorporated
Midwest Assistance Program Incorporated
Millbrook School
Ministry With Community
Mission Aviation Fellowship
Mission India
Mobile Baykeeper
Mohonk Preserve Incorporated
Monroe County Bar Association
Monroe Harding Incorporated
Montgomery Area Community Wellness Coalition
Morningside Center For Teaching Social Responsibility Incorporated
Morningside Retirement And Health Services Incorporated
Mothers Against Drunk Driving
Mozambique Initiative
MRC Industries Incorporated
National Academy Museum And School
National Association Of Church Personnel Administration
National Association Of Trial Lawyer Executives
National Committee On Us-China Relations

National Council On Public History
National Family Preservation Network
National Genealogical Society
National Marine Manufacturers Association
National Network To End Domestic Violence
National Older Worker Career Center
Neighborhood Network Of New York
NeighborWorks Orange County Network Enterprises Incorporated
Nevada Public Health Foundation
New Hampshire Coalition Against Domestic And Sexual Violence
New Horizons Mental Health Services
New Life Centers Of Chicagoland
New Mexico Environmental Law Center
New Mexico Environmental Law Center
New Opportunity School For Women Incorporated
New York Cerebral Palsy Association
New York Council For The Humanities
New York Foundation
New York Lawyers For The Public Interest
New York State Association For Computers And Technologies In Education
New York State Coalition

Against Sexual Assault
 Nexstar Legacy Foundation
 Niagara County Historical Society
 Nisei Goju Ryu Afterschool
 NonProfit Quarterly
 Northern Maine Development Commission
 Northwest Oklahoma Association Of Realtors Incorporated
 Oak Tree Corner
 Ogden Nature Center
 Ohio Ecological Food And Farm Association
 Old Colony YMCA
 Olde Towne Medical And Dental Center
 On Point For College Incorporated
 Openlands
 Orange Coast Interfaith Shelter
 Oregon Supported Living Program
 Orthodox Christian Mission Center Incorporated
 Oxfam America
 Pathways For Change Incorporated
 Pearl S. Buck International Incorporated
 Peconic Land Trust
 Penland School Of Crafts
 Pet Community Center
 Phoenixville Community Health Foundation
 Piedmont Wildlife Center
 Plant With Purpose
 Pleasant View Incorporated
 Pop Warner Little Scholars Incorporated
 Portland Home Builders

Association
 Positive Futures Network
 Pre-Trial Services
 Preservation Of Egyptian Theatre Incorporated
 PrimaryOne Health
 Princeton National Rowing Association
 Project HOPE
 Project PAVE
 Providence Connections Incorporated
 Public Employees For Environmental Responsibility
 Putnam County Housing Corporation
 Ralph E. Ogden Foundation Incorporated
 Read Ministries Incorporated
 Residence XII
 Resource Center For Accessible Living Incorporated
 River Revitalization Foundation
 Roadrunner Food Bank
 Rowan County Youth Services Bureau, Inc.
 Saint Dominic's Home
 Salvadori Center
 Saratoga Arts
 Schenectady Community Action Program
 Scleroderma Foundation Of The Delaware Valley
 Seeking Wisdom
 Senior Service Incorporated
 Seniors First Incorporated
 Services For Independent Living
 Shenandoah Valley Workforce Development Board
 Shifa Foundation
 Sightlife

Signal Centers Incorporated
 Sisters Of St. Dominic
 Skid Row Housing Trust
 Society Of St. Vincent De Paul
 Soles4Souls Incorporated
 South Carolina Coastal Conservation League
 Southern California Golf Association Foundation
 Southwest Behavioral & Health Services
 Special Olympics Wyoming
 Springfield/Eugene Habitat For Humanity
 St. Mary Of The Woods
 St. Paul's Center
 Stardust Building Supplies
 Steel Valley Authority
 Stepping Stones Foundation
 Stepping Stones Learning Center
 Stringendo Incorporated
 Sullivan County Child Care Council Incorporated
 Summer Search
 Tamb-Jackson Of Tennessee Incorporated
 Tasks Unlimited Incorporated
 Teen Lifeline
 Teen Living Programs
 Telling The Truth
 Temple Chaverim
 Tennessee Association Of Alcohol, Drug & Other Addition Services
 The Alpha Workshops
 The Amyotrophic Lateral Sclerosis Association Of Georgia
 The Artist-Blacksmith's Association of North America
 The Association For Retarded Citizens Volusia

The Ayn Rand Institute
 The Center For Enriched Living
 The Children's Law Center New York
 The Children's Museum At Saratoga
 The Civic Council Of Greater Kansas City
 The Council On Alcohol And Drugs Incorporated
 The Doane Stuart School
 The Enrichment Center
 The Eye-Bank For Sight Restoration Incorporated
 The Family Giving Tree
 The Financial Clinic
 The Ivey
 The Learning Center For Families
 The Legal Project
 The Marfan Foundation Incorporated
 The Mariner's Museum
 The Morton Arboretum
 The Munshine Group LLC
 The Nonprofit Quarterly
 The North Carolina Public Health Foundation
 The Rachel Longstreet Foundation Incorporated
 The Sergei Foundation Incorporated
 The Shepherd's Center Of Kernersville
 The Utility Reform Network
 The V Foundation
 The Vegetarian Resource Group
 The Women's Center Incorporated DBA Compass Center For Women And Families
 Theatre Of The Oppressed New

York City
Theodore Roosevelt Inaugural
Site Foundation
Thomas Dunn Learning Center
Tillamook Estuaries Partnership
Tioga Opportunities
Incorporated
Tri-Lakes Cares
Troy Savings Bank Music Hall
Tuscarawas County YMCA
Un Mundo
United States Organization Of
North Carolina
United Way Of Buffalo & Erie
County
United Way Of Central Ohio
United Way Of Northwest
Louisiana
Unity Foundation
Unity House Of Troy
Until There's A Cure Foundation
Urban Homesteading Assistance
Board
Ursuline Academy Of Dallas
Vanguard Charitable
Endowment Program
Vera House Incorporated
Violence Intervention Program
Incorporated

VISIONS/Services for the Blind
and Visually Impaired
Vista Community Clinic
Vocational Services
Incorporated
Volunteer Legal Services Project
Volunteers Improving
Neighborhood Environments
Incorporated
Warhol Foundation
Wasatch Community Gardens
Wildacres Leadership Initiative
Wilderness Awareness School
Willie M. Knox Family
Foundation
Willie Mae Rock Camp For Girls
Wisconsin Council Of The Blind
And Visually Impaired
Women Deliver
Women's Caucus For Art
Women's Independence
Scholarship Program
Incorporated
Women's Project Theater
Word Of Life Fellowship
Incorporated
Workplace Fairness
World Vision Incorporated
Wycliffe Bible Translators

Incorporated
Yellowstone Association
YMCA Of Rochester New York
Young Survival Coalition
Young Women's Leadership
Network
Youth Empowered Solutions
Yes!
Youth Enrichment Services
Youth First Incorporated
Youth Haven
YWCA Elmira & The Twin Tiers
YWCA Evanston/North Shore
YWCA Of The Mohawk Valley
YWCA Ulster County
YWCA-Greater Capital Region
Incorporated

Guide to Locating and Using the Report Data

Changes in Data from 2015 - 2016

Each section within the report contains a table that shows changes in the data for each field from 2015 to 2016. 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 2015 to 2016. 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.	34	1	6.4	\$136,831	\$48,000	\$88,070	\$117,082	\$168,938	\$390,000	32.35%	63.64%	10.00%	2.38%	\$137,905	\$48,000	\$88,725	\$118,332	\$171,250	\$390,000
			4.0	\$101,507	\$40,000	\$68,125	\$87,300	\$146,175	\$200,000	36.36%	75.00%	50.00%	7.14%	\$104,382	\$40,000	\$68,963	\$87,300	\$146,175	\$200,000
			5.8	\$119,541	\$45,000	\$82,500	\$121,500	\$150,000	\$215,300	11.76%	50.00%	5.50%	2.86%	\$120,129	\$45,000	\$82,500	\$121,500	\$150,000	\$215,300
			5.8	\$95,030	\$50,000	\$77,250	\$100,000	\$121,000	\$126,900	0.00%	0.00%	0.00%		\$77,250	\$100,000	\$121,000	\$126,900		
			4.8	\$108,752	\$35,000	\$76,400	\$100,000	\$132,600	\$200,000	35.29%	50.00%	15.00%		\$6,400	\$105,000	\$132,600	\$200,000		
			6.9	\$72,464	\$49,920	\$62,200	\$62,200	\$92,000	\$96,000	0.00%	0.00%	0.00%		\$2,200	\$62,200	\$92,000	\$96,000		
All Organizations	101		5.5	\$116,127	\$35,000	\$72,000	\$100,000	\$150,000	\$390,000	26.73%	62.96%	50.00%		\$3,350	\$105,000	\$150,000	\$390,000		

This section of each report shows how the data has changed from 2015 to 2016

Each field in this report will display the positive or negative percentage change in the data from 2015-2016

Changes in Data from 2015 - 2016

The report below shows how the data has changed in each field from 2015 to 2016. A positive percentage represents a number that has increased in value from 2015 to 2016, and a percentage with a negative sign represents a number that has decreased in value from 2015 to 2016. 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	-1.60%	-16.01%	6.26%	16.67%	6.94%	13.48%	11.11%	1.38%	6.93%	4.03%	66.67%	-24.65%	4.87%	16.67%	8.87%	18.09%	9.49%	-22.01%

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 15 Executive Positions: Chief Executive Officer/ President/Executive Director, Chancellor/President, 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 Scientific 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 15 Executive Positions: Chief Executive Officer/ President/Executive Director, Chancellor/President, 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 Scientific 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

Employee Benefits Section

SAMPLE

Medical Plan Offerings

Detailed Analysis

Scope			Medical Plan Offerings & Employee Participation Rates									
# of Employees	# of ORGs	% of ORGs Offering	PPO Plan		HMO Plan		POS Plan		HDHP Plan		Indemnity 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	% of ORGs Offering	% of EMPs in Plan
1-10	151	69.54%	73.33%	68.21%	19.05%	42.57%	8.57%	58.22%	18.10%	49.16%	0.95%	50.00%
11-25	72	95.83%	59.42%	63.82%	28.99%	62.13%	8.70%	61.67%	20.29%	42.51%	0.00%	0.00%
26-50	51	100.00%	50.98%	65.23%	29.41%	29.75%	11.76%	36.93%	43.14%	49.25%	5.88%	68.67%
51-100	52	98.08%	70.59%	47.08%	29.41%	54.53%	7.84%	25.38%	47.06%	57.54%	0.00%	0.00%
101-200	29	100.00%	65.52%	50.84%	34.48%	60.00%	10.34%	26.67%	37.93%	34.92%	6.90%	80.00%
201 or more	36	97.22%	60.00%	40.69%	42.86%	44.39%	25.71%	43.88%	42.86%	29.52%	0.00%	0.00%
All Organizations	391	86.96%	64.71%	59.46%	27.94%	48.68%	10.88%	45.73%	30.88%	45.91%	1.76%	69.33%

Scope			Eligibility Time Frame for Employee Participation in Medical Plans			
# 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
			1-10	151	69.54%	20.95%
11-25	72	95.83%	17.39%	36.23%	26.09%	14.49%
26-50	51	100.00%	17.65%	43.14%	31.37%	7.84%
51-100	52	98.08%	9.80%	29.41%	45.10%	13.73%
101-200	29	100.00%	6.90%	34.48%	34.48%	24.14%
201 or more	36	97.22%	11.43%	20.00%	45.71%	20.00%
All Organizations	391	86.96%	15.88%	33.24%	32.65%	15.88%

Part Time Employee Coverage	Medical Plan Opt Out
% of ORGs Offering Benefit to Part Time EMPs	% of ORGs Offering Opt Out Benefit Option To EMPs
16.67%	24.76%
24.62%	15.94%
30.00%	21.57%
26.00%	15.69%
10.71%	20.69%
38.24%	28.57%
23.40%	21.18%

Medical Plan Offerings

Detailed Analysis

Scope			Medical Plan Offerings & Employee Participation Rates									
Field of Work	# of ORGs	% of ORGs Offering	PPO Plan		HMO Plan		POS Plan		HDHP Plan		Indemnity 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	% of ORGs Offering	% of EMPs in Plan
Arts, Culture, and Humanities	32	71.88%	73.91%	71.12%	13.04%	53.83%	13.04%	30.67%	30.43%	56.86%	0.00%	0.00%
Education	12	75.00%	77.78%	66.29%	22.22%	54.50%	11.11%	10.00%	11.11%	29.00%	0.00%	0.00%
Environment and Animals	31	74.19%	78.26%	60.28%	34.78%	56.00%	13.04%	48.00%	13.04%	25.94%	0.00%	0.00%
Health	48	87.50%	64.29%	66.44%	14.29%	40.55%	9.52%	58.38%	45.24%	43.41%	7.14%	72.00%
Human Services	181	91.71%	62.65%	54.50%	32.53%	46.36%	9.04%	42.26%	31.93%	44.85%	0.60%	50.00%
International, Foreign Affairs	6	100.00%	83.33%	77.20%	33.33%	48.00%	0.00%	0.00%	16.67%	22.00%	0.00%	0.00%
Public, Societal Benefit	49	89.80%	56.82%	60.44%	29.55%	59.85%	22.73%	49.36%	25.00%	55.55%	2.27%	50.00%
Religion Related	17	88.24%	80.00%	52.54%	26.67%	45.50%	0.00%	0.00%	20.00%	59.67%	0.00%	0.00%
Mutual, Membership Benefit	7	85.71%	33.33%	75.00%	16.67%	25.00%	0.00%	0.00%	50.00%	55.33%	16.67%	100.00%
Unknown, Unclassified	8	75.00%	50.00%	61.00%	33.33%	39.00%	16.67%	85.00%	66.67%	34.00%	0.00%	0.00%
All Organizations	391	86.96%	64.71%	59.46%	27.94%	48.68%	10.88%	45.73%	30.88%	45.91%	1.76%	69.33%

Scope			Eligibility Time Frame for Employee Participation in Medical Plans			
Field of Work	# of ORGs	% of ORGs Offering	% 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
Arts, Culture, and Humanities	32	71.88%	13.04%	30.43%	34.78%	13.04%
Education	12	75.00%	44.44%	0.00%	22.22%	33.33%
Environment and Animals	31	74.19%	4.35%	65.22%	21.74%	8.70%
Health	48	87.50%	11.90%	40.48%	42.86%	4.76%
Human Services	181	91.71%	11.45%	29.52%	34.94%	21.69%
International, Foreign Affairs	6	100.00%	50.00%	33.33%	16.67%	0.00%
Public, Societal Benefit	49	89.80%	31.82%	25.00%	31.82%	11.36%
Religion Related	17	88.24%	33.33%	33.33%	13.33%	13.33%
Mutual, Membership Benefit	7	85.71%	0.00%	66.67%	33.33%	0.00%
Unknown, Unclassified	8	75.00%	0.00%	50.00%	16.67%	16.67%
All Organizations	391	86.96%	15.88%	33.24%	32.65%	15.88%

Part Time Employee Coverage	Medical Plan Opt Out
% of ORGs Offering Benefit to Part Time EMPs	% of ORGs Offering Opt Out Benefit Option To EMPs
19.05%	21.74%
44.44%	11.11%
17.39%	39.13%
35.71%	16.67%
16.88%	22.89%
16.67%	16.67%
36.36%	13.64%
14.29%	26.67%
0.00%	0.00%
80.00%	16.67%
23.40%	21.18%

Medical Plan Offerings

Detailed Analysis

Scope			Medical Plan Offerings & Employee Participation Rates									
Geographic Region	# of ORGs	% of ORGs Offering	PPO Plan		HMO Plan		POS Plan		HDHP Plan		Indemnity 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	% of ORGs Offering	% of EMPs in Plan
Northeast U.S.	176	90.91%	58.13%	57.81%	30.00%	45.76%	16.88%	41.22%	31.88%	39.51%	1.88%	52.00%
Southeast U.S.	67	80.60%	72.22%	62.96%	20.37%	33.95%	12.96%	51.29%	31.48%	56.35%	1.85%	75.00%
North Central U.S.	57	87.72%	70.00%	53.54%	24.00%	40.70%	2.00%	75.00%	40.00%	51.38%	0.00%	0.00%
South Central U.S.	22	81.82%	77.78%	59.63%	11.11%	25.00%	11.11%	72.50%	27.78%	58.40%	0.00%	0.00%
Northwest U.S.	48	83.33%	57.50%	66.09%	47.50%	68.90%	0.00%	0.00%	15.00%	45.00%	5.00%	92.50%
Southwest U.S.	20	85.00%	88.24%	67.67%	17.65%	69.00%	0.00%	0.00%	29.41%	32.60%	0.00%	0.00%
All Organizations	391	86.96%	64.71%	59.46%	27.94%	48.68%	10.88%	45.73%	30.88%	45.91%	1.76%	69.33%

Scope			Eligibility Time Frame for Employee Participation in Medical Plans			
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
			Northeast U.S.	176	90.91%	21.88%
Southeast U.S.	67	80.60%	16.67%	35.19%	29.63%	18.52%
North Central U.S.	57	87.72%	8.00%	36.00%	42.00%	10.00%
South Central U.S.	22	81.82%	22.22%	11.11%	50.00%	11.11%
Northwest U.S.	48	83.33%	5.00%	40.00%	37.50%	15.00%
Southwest U.S.	20	85.00%	0.00%	52.94%	41.18%	5.88%
All Organizations	391	86.96%	15.88%	33.24%	32.65%	15.88%

Part Time Employee Coverage	Medical Plan Opt Out
% of ORGs Offering Benefit to Part Time EMPs	% of ORGs Offering Opt Out Benefit Option To EMPs
33.55%	23.13%
5.56%	20.37%
10.42%	18.00%
5.88%	16.67%
32.43%	17.50%
23.53%	29.41%
23.40%	21.18%

Medical Plan Offerings

Detailed Analysis

Changes in Data from 2015 - 2016

The report below shows how the data has changed in each field from 2015 to 2016. A positive percentage represents a number that has increased in value from 2015 to 2016, and a percentage with a negative sign represents a number that has decreased in value from 2015 to 2016. 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 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	11.26%	5.37%	-8.26%	-3.31%	-14.88%	-7.68%	-14.93%	51.81%	-8.24%	16.03%	18.27%

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 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	11.26%	-16.46%	19.74%	1.61%	6.44%	0.35%

