

ERC Quick Survey – Non-Profit Practices

This survey was conducted in March of 2007; 29 Northeast Ohio non-profit organizations participated.

1. Percentage of participating organizations from the following counties:

- 57% Cuyahoga
- 4% Franklin
- 4% Lake
- 11% Lorain
- 4% Ottawa
- 4% Portage
- 18% Summit

2. Percentage of organizations with the following annual operating budget:

- 0% Under \$50,000
- 0% \$50,000 - \$99,999
- 4% \$100,000 - \$499,999
- 7% \$500,000 - \$2,499,999
- 26% \$2,500,000 - \$9,999,999
- 41% \$10,000,000 - \$24,999,999
- 22% \$25,000,000 and above

3. Average number of paid employees in non-profit organizations in Northeast Ohio (including full-time and/or full-time equivalents): 237 FTEs

Benefits

4. Average percentage of total health insurance premium that organizations pay: 70%

5. Percentage of organizations offering the following benefits:

	100% Paid by Employer	Paid Partially by the Employer	Voluntary - Employee Paid	Not Offered
Dental Insurance	17%	41%	31%	10%
Vision Insurance	15%	30%	26%	30%
Prescription Drug Coverage	7%	82%	0%	11%
Short Term Disability	36%	11%	14%	39%
Long Term Disability	50%	7%	11%	32%
Life Insurance	79%	11%	7%	4%

6. Percentage of organizations offering the following average amount of coverage for short term disability:

- 19% 50 percent of salary
- 10% 60 percent of salary
- 14% 66.6 percent of salary
- 57% Other (please specify)
 - 100% (5 organizations)
 - No short term disability offered (3 organizations)
 - Depends on coverage selected - voluntary/cafeteria plan (1 organization)
 - Varies on how long the employee is with the organization (1 organization)
 - Thru AFLAC, it is up to the employee the level of coverage (1 organization)

6a. Up to an average weekly maximum of: \$583

7. Percentage of organizations offering the following average amount of coverage for long term disability:

- 0% 50 percent of salary
- 64% 60 percent of salary
- 5% 66.6 percent of salary
- 32% Other (please specify)
- 70 percent of salary (1 organization)

7a. Up to an average weekly maximum of: \$2,198

8. Percent of organizations that provide the following benefits to executives/senior management in addition to the standard benefits package:

- 0% Short Term Disability
- 11% Long Term Disability
- 14% Life Insurance

9. Additional amount of long term disability coverage provided to executives:

- Age 65 own occupation definition (1 organization)
- Equivalent of 60% annual salary (1 organization)

10. If yes, what is the additional amount of life insurance coverage provided to executives?

- \$15,000 (1 organization)
- \$200,000 (1 organization)
- \$250,000 (1 organization)
- 1X base salary (1 organization)

Retirement Benefits

11. Organizations offering the following retirement savings plans:

- 35% 401(k)
- 82% 403(b)
- 39% Pension
- 23% Other

Paid Time Off

12. Percentage of organizations offering the following number of vacation days at the completion of each length of service.

	Less than 5 days	5 to 10 days	11 to 15 days	16 to 20 days	21 to 25 days	Unlimited
1 year	61%	29%	7%	0%	0%	0%
5 years	11%	63%	15%	11%	0%	0%
10 years	0%	29%	58%	13%	0%	0%
15 years	0%	14%	57%	29%	0%	0%
20 years	0%	5%	62%	33%	0%	0%

13. Percentage of organizations offering the following number of personal days at the completion of each length of service.

	Less than 2 days	2 to 4 days	5 to 6 days	7 to 9 days	Unlimited
1 year	5%	77%	14%	5%	0%
5 years	0%	86%	10%	5%	0%
10 years	0%	84%	11%	5%	0%
15 years	0%	83%	11%	6%	0%
20 years	0%	83%	11%	6%	0%

14. Percentage of organizations offering the following number of sick days at the completion of each length of service.

	Less than 2 days	2 to 4 days	5 to 6 days	7 to 9 days	Unlimited
1 year	0%	5%	10%	76%	10%
5 years	0%	5%	5%	81%	10%
10 years	0%	5%	5%	79%	11%
15 years	0%	0%	6%	81%	13%
20 years	0%	6%	6%	76%	12%

15. Percentage of organizations offering the following number of holidays.

	6 to 7 days	8 to 9 days	10 to 11 days	12 or more days	Unlimited
1 year	15%	41%	30%	15%	0%
5 years	15%	38%	31%	15%	0%
10 years	17%	38%	29%	17%	0%
15 years	14%	33%	33%	19%	0%
20 years	18%	32%	32%	18%	0%

16. Percent of organizations whose paid time off levels differ for executive/senior management positions:
38%

Executive Benefits and Perks

17. Percentage of organizations offering the following number of vacation days at the completion of each length of service.

	Less than 5 days	5 to 10 days	5 to 10 days	16 to 20 days	21 to 25 days	Unlimited
1 year	17%	25%	42%	17%	0%	0%
5 years	0%	25%	58%	17%	0%	0%
10 years	0%	0%	82%	18%	0%	0%
15 years	0%	0%	70%	30%	0%	0%
20 years	0%	0%	70%	20%	10%	0%

18. Percentage of organizations offering the following number of personal days at the completion of each length of service.

	Less than 2 days	2 to 4 days	5 to 6 days	7 to 9 days	Unlimited
1 year	0%	100%	0%	0%	0%
5 years	0%	100%	0%	0%	0%
10 years	0%	100%	0%	0%	0%
15 years	0%	100%	0%	0%	0%
20 years	13%	88%	0%	0%	0%

19. Percentage of organizations offering the following number of sick days at the completion of each length of service.

	Less than 2 days	2 to 4 days	5 to 6 days	7 to 9 days	Unlimited
1 year	0%	10%	10%	70%	10%
5 years	0%	0%	11%	78%	11%
10 years	0%	0%	11%	78%	11%
15 years	0%	0%	13%	75%	13%
20 years	0%	0%	13%	75%	13%

20. Percentage of organizations offering the following number of holidays.

	6 to 7 days	8 to 9 days	10 to 11 days	12 or more days	Unlimited
1 year	25%	33%	42%	0%	0%
5 years	25%	33%	42%	0%	0%
10 years	25%	33%	42%	0%	0%
15 years	27%	27%	45%	0%	0%
20 years	27%	27%	45%	0%	0%

21. What type of automobile benefits does your organization have in place for executives?

- 3% Organization owned
- 10% Organization leased
- 41% Mileage reimbursement
- 31% Monthly allowance
- 0% Other (please specify)

22. What club memberships does your organization provide to the executives, free of charge?

- 0% Business/Social Club
- 7% Country Club
- 7% Service Club
- 0% Athletic Club
- 21% Industry Related Association
- 0% Other (please specify)

23. Which of the following executive travel expenses does your organization cover?

- 17% Per diem covers all expenses
 - 72% Meals
 - 76% Lodging
 - 66% Transportation to and from airport
 - 31% Specified hotel/chain - full reimbursement
 - 45% Long-term airport parking
 - 0% First class airfare
 - 59% Business/coach airfare
 - 59% Car rental
 - 24% Mileage only
 - 3% Other (please specify)
- These apply to any employee traveling on company business.