



CEOLink Study on Benefits – Community Foundation of the Great River Bend – August 2011

On August 18, 2011, participants at the CEOLink gathering requested that a survey be sent to non-profit organization leaders regarding the types of benefits offered to their staff. Kristi Crafton provided a list of benefit categories of interest, which were entered into a Survey Monkey format and sent to a list of 160 non-profit organizations. Twenty-five organizations completed the survey.

ORGANIZATIONAL SIZE

Organizational Budget

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Under \$500,000	6	24.0	24.0	24.0
\$500,001 - \$1,000,000	4	16.0	16.0	40.0
\$1,000,001 - \$3,000,000	11	44.0	44.0	84.0
Over \$3,000.000	4	16.0	16.0	100.0
Total	25	100.0	100.0	

Full-Time Staff

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	2	8.0	8.0	8.0
	2	2	8.0	8.0	16.0
	4	1	4.0	4.0	20.0
	5	2	8.0	8.0	28.0
	6	1	4.0	4.0	32.0
	7	2	8.0	8.0	40.0
	8	3	12.0	12.0	52.0
	9	1	4.0	4.0	56.0
	10	1	4.0	4.0	60.0
	12	2	8.0	8.0	68.0
	15	1	4.0	4.0	72.0
	16	2	8.0	8.0	80.0
	19	1	4.0	4.0	84.0
	20	1	4.0	4.0	88.0
	27	1	4.0	4.0	92.0
	255	1	4.0	4.0	96.0
	300	1	4.0	4.0	100.0
	Total	25	100.0	100.0	

Part-Time Staff

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	5	20.0	20.0	20.0
	1	3	12.0	12.0	32.0
	3	4	16.0	16.0	48.0
	4	1	4.0	4.0	52.0
	5	2	8.0	8.0	60.0
	6	1	4.0	4.0	64.0
	9	1	4.0	4.0	68.0
	10	1	4.0	4.0	72.0
	11	1	4.0	4.0	76.0
	14	1	4.0	4.0	80.0
	15	1	4.0	4.0	84.0
	70	2	8.0	8.0	92.0
	95	1	4.0	4.0	96.0
	260	1	4.0	4.0	100.0
	Total	25	100.0	100.0	

Volunteers Engaged

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	6	24.0	24.0	24.0
	1	2	8.0	8.0	32.0
	4	1	4.0	4.0	36.0
	10	1	4.0	4.0	40.0
	25	3	12.0	12.0	52.0
	30	2	8.0	8.0	60.0
	40	1	4.0	4.0	64.0
	50	1	4.0	4.0	68.0
	100	2	8.0	8.0	76.0
	125	1	4.0	4.0	80.0
	650	1	4.0	4.0	84.0
	1330	1	4.0	4.0	88.0
	2500	1	4.0	4.0	92.0
	3000	1	4.0	4.0	96.0
	3500	1	4.0	4.0	100.0
	Total	25	100.0	100.0	

BENEFITS – HEALTH INSURANCE

Health Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	4	16.0	16.0	16.0
	Yes	21	84.0	84.0	100.0
Total		25	100.0	100.0	

What percentage of the insurance is paid by ... - the organization	What percentage of the insurance is paid by ... - the employee
100%	0
up to \$400 per month for medical, 50% for dental	remainder
depends on the coverage selected	depends on the coverage selected, self? full family?
75%	25%
95	5
\$275. of plan for health - organization pays life insurance in full	various based on their individual rate, balance not paid by organization is paid by employee
50%	50%
75%	25%
87%single 83% family	13% single 17% family
75	25
85	15
70	30
Health and dental: 1) coverage for employee only = 90%, 2) coverage for all other categories = 60%; life insurance = 100%	Health and dental: 1) coverage for employee only = 10%, 2) coverage for all other categories = 40%; life insurance = 0%
60% avg.	40%
0	100
100%	0%
65	35
90 for single, 60 for family	10 for single, 40 for family
40	60
50%	50%
75	25
75% of individual, 50% of family	25% of self, 50% of family

Who is eligible for benefits - Health Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20+ Hours	2	8.0	9.1	9.1
	25+ Hours	2	8.0	9.1	18.2
	30+ Hours	7	28.0	31.8	50.0
	35+ Hours	4	16.0	18.2	68.2
	40+ Hours	7	28.0	31.8	100.0
	Total	22	88.0	100.0	
Missing	No Info	3	12.0		
Total		25	100.0		

BENEFITS - RETIREMENT

Retirement (IRA, 401's etc)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	8	32.0	32.0	32.0
	Yes	17	68.0	68.0	100.0
Total		25	100.0	100.0	

Who is eligible for benefits - Retirement

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20+ Hours	5	20.0	27.8	27.8
	30+ Hours	3	12.0	16.7	44.4
	35+ Hours	1	4.0	5.6	50.0
	40+ Hours	4	16.0	22.2	72.2
	All Employees	5	20.0	27.8	100.0
	Total	18	72.0	100.0	
Missing	No Info	7	28.0		
Total		25	100.0		

BENEFITS – OTHER

Prescription Coverage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	7	28.0	28.0	28.0
	Yes	18	72.0	72.0	100.0
Total		25	100.0	100.0	

Dental Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	9	36.0	36.0	36.0
	Yes	16	64.0	64.0	100.0
Total		25	100.0	100.0	

Vision Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	17	68.0	68.0	68.0
	Yes	8	32.0	32.0	100.0
Total		25	100.0	100.0	

Long Term Life Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	12	48.0	48.0	48.0
	Yes	13	52.0	52.0	100.0
Total		25	100.0	100.0	

Short Term Life Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	15	60.0	60.0	60.0
	Yes	10	40.0	40.0	100.0
Total		25	100.0	100.0	

Disability Insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	10	40.0	40.0	40.0
	Yes	15	60.0	60.0	100.0
Total		25	100.0	100.0	

Flex Spending Accounts

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	14	56.0	56.0	56.0
	Yes	11	44.0	44.0	100.0
Total		25	100.0	100.0	

If any, what other employee benefits do you provide?

Dental and Vision and Disability are available through AFLAC and paid by the employee - there is no financial assistance on these options from the organization; partial prescription coverage is part of the Health care plan.

8 days annual sick time (can accrue but capped at 30 days), EAP benefit, parking allotment, TDA's for employee retirement contributions

Time off with pay for all employees

Flex scheduling. Three personal days per year. Three weather emergency or travel disruption days per year

Who is eligible for benefits - Other benefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20+ Hours	1	4.0	5.9	5.9
	30+ Hours	5	20.0	29.4	35.3
	35+ Hours	1	4.0	5.9	41.2
	40+ Hours	6	24.0	35.3	76.5
	All Employees	4	16.0	23.5	100.0
	Total	17	68.0	100.0	
Missing	No Info	7	28.0		
	System	1	4.0		
	Total	8	32.0		
Total		25	100.0		

INSURANCE PROVIDERS AND BROKERS

What company provides your insurance?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	United Healthcare	12	48.0	57.1	57.1
	Health Alliance	1	4.0	4.8	61.9
	QC Community Health Care	2	8.0	9.5	71.4
	United Health River Valley	2	8.0	9.5	81.0
	Wellmark	1	4.0	4.8	85.7
	Mutual Of America	1	4.0	4.8	90.5
	The Employers Group	1	4.0	4.8	95.2
	Multiple Providers	1	4.0	4.8	100.0
	Total	21	84.0	100.0	
Missing	No Info	4	16.0		
Total		25	100.0		

Do you use a broker for your insurance needs?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	17	68.0	73.9	73.9
	No	6	24.0	26.1	100.0
	Total	23	92.0	100.0	
Missing	No Info	2	8.0		
Total		25	100.0		

Do you use a broker for your insurance needs? - If yes, who?		
Mel Foster Insurance		1
Mike Wernsman- Ruhl & Ruhl Insurance		1
Cleavland insurance		4
Ruhl & Ruhl		1
Butch May, Turner Vermont Insurance Agency		1
Willis		1
Trissel Graham & Toole		1
Holmes Murphy		1
Butler Insurance		1
Mike Kessel, Mel Foster Co.		1
The Employers Group		1

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BENEFITS - VACATION

How many paid holidays do you provide?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5.0	1	4.0	5.0
	6.0	1	4.0	10.0
	7.0	1	4.0	15.0
	8.0	2	8.0	25.0
	9.0	2	8.0	35.0
	9.5	1	4.0	40.0
	10.0	4	16.0	60.0
	11.0	6	24.0	90.0
	13.0	1	4.0	95.0
	14.0	1	4.0	100.0
Total	20	80.0	100.0	
Missing	.0	5	20.0	
Total	25	100.0		

Do you offer paid vacation?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	23	92.0	92.0
	No	2	8.0	100.0
Total		25	100.0	

Do you offer paid vacation? - If yes, when is employee eligible?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Immediately on Employment	10	40.0	52.6
	After 90 Days	2	8.0	63.2
	After 6 Months	3	12.0	78.9
	After 1 Year	4	16.0	100.0
Total		19	76.0	
Missing	No Info	6	24.0	
Total		25	100.0	

Do paid vacation days increase with length of employment?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	21	84.0	91.3	91.3
	No	2	8.0	8.7	100.0
	Total	23	92.0	100.0	
Missing	No Info	2	8.0		
Total		25	100.0		

How many days are earned per year?	Do paid vacation days increase with length of employment? - If yes, at what point in time, and how much?
5	after 2 years = 10 days after 3 years = 15 days
depends on years of service	up to 5 years - 2 weeks 5 plus - 3 weeks
depends on tenure	5 years, 10 years
15 to 25 depending on length of time at agency.	15 days after 1 year. 20 days after 2 years. 25 days after 3 years.
20 for full time	new to 18 months 2 to 5 5 to 10
Five vacation; Five sick	Every five years
depends on type of position and yrs of service	after 1 yr - increases by 1/2 week after 2 yrs - increases by 1/2 week after 4 yrs - increases by 1/2 week after 9 yrs - increases by 1/2 week
5 for regular staff; 10 for management	after 3 years; 10 for regular staff; 20 for management
21	four weeks or 28 days after 5 years
10	1 yr. 10 days 5 yrs. 15 days 10 yrs. 20 days
10 days after one full year	after 2 years 13 days, after 4 years 17 days, after 6 years 20 days and after 10 years 25 days...but this is Paid Time Off and includes sick, bereavement, everything.
10	
1 week	2 & 4
0-5 years = 17 days/year	5+ years = vacation increases to 22 days/year
two weeks for full time employee	
5	2 years - 10 days; 6 years - 11 days plus one day for each year of service over 6 not to exceed 20 days.
4 weeks	
10	after 5 yrs employment, goes up to 15 days/yr
16-31 days per year depending on years of service	3, 6, 10, and 11
15	05/10/2015
one week	each year one week up to 4 weeks
Varies	Less than 5 years, 10 days; 5 to 10 years, 15 days; 10 to 15 years, 20 days; 15 plus years, 25 days
12	1 yr goes to 20 days

ANNUAL WAGE INCREASES

Do you provide annual wage increases?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, Based on Cost of Living	2	8.0	8.0	8.0
	Yes, Based on Performance	9	36.0	36.0	44.0
	Yes, Based on Cost of Living and Performance	5	20.0	20.0	64.0
	Other	6	24.0	24.0	88.0
	No	3	12.0	12.0	100.0
	Total	25	100.0	100.0	

Do you provide annual wage increases? - Other (please specify)	
increase every few (3 or so) years	
based on grant payments	
based on funding available and performance	
if budget allows	
when funds allow	
Based on performance and availability of funds. No wage increases were given in 2010, 2009 or 2008	

What is the typical range for wage increase?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 1%	2	8.0	8.0	8.0
	1-2%	5	20.0	20.0	28.0
	3-4%	11	44.0	44.0	72.0
	Other	7	28.0	28.0	100.0
	Total	25	100.0	100.0	

What is the typical range for wage increase? - Other (please specify)	
4-10 %, just depends on budget/economy and time since last raise	
haven't been able to offer any increase in 3 years due to budget cuts	
based on funding available	
1-5% based on performance	
these are not typical times - have frozen salaries last year and now only 1.5%	
2-3%	
1-4 depending on financial situation - sometimes 0	

COMPARISONS BY BUDGET SIZE

The tables below show which organizations, by budget size: 1) offer the list of benefits; 2) use a broker for insurance needs; and 3) provide wage increases at certain levels.

Health Insurance * Organizational Budget Crosstabulation

Count		Organizational Budget				Total
		Under \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$3,000,000	Over \$3,000,000	
Health Insurance	No	2	1	1		4
	Yes	4	3	10	4	21
Total		6	4	11	4	25

Prescription Coverage * Organizational Budget Crosstabulation

Count		Organizational Budget				Total
		Under \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$3,000,000	Over \$3,000,000	
Prescription Coverage	No	2	2	3		7
	Yes	4	2	8	4	18
Total		6	4	11	4	25

Dental Insurance * Organizational Budget Crosstabulation

Count		Organizational Budget				Total
		Under \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$3,000,000	Over \$3,000,000	
Dental Insurance	No	3	1	5		9
	Yes	3	3	6	4	16
Total		6	4	11	4	25

Vision Insurance * Organizational Budget Crosstabulation

Count		Organizational Budget				Total
		Under \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$3,000,000	Over \$3,000,000	
Vision Insurance	No	5	2	8	2	17
	Yes	1	2	3	2	8
Total		6	4	11	4	25

Long Term Life Insurance * Organizational Budget Crosstabulation

Count		Organizational Budget				Total
		Under \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$3,000,000	Over \$3,000,000	
Long Term Life Insurance	No	4	4	4		12
	Yes	2		7	4	13
Total		6	4	11	4	25

Short Term Life Insurance * Organizational Budget Crosstabulation

Count		Organizational Budget				Total
		Under \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$3,000,000	Over \$3,000,000	
Short Term Life Insurance	No	4	3	6	2	15
	Yes	2	1	5	2	10
Total		6	4	11	4	25

Disability Insurance * Organizational Budget Crosstabulation

Count		Organizational Budget				Total
		Under \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$3,000,000	Over \$3,000,000	
Disability Insurance	No	3	2	4	1	10
	Yes	3	2	7	3	15
Total		6	4	11	4	25

Retirement (IRA, 401's etc) * Organizational Budget Crosstabulation

Count		Organizational Budget				Total
		Under \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$3,000,000	Over \$3,000,000	
Retirement (IRA, 401's etc)	No	3	3	2		8
	Yes	3	1	9	4	17
Total		6	4	11	4	25

Flex Spending Accounts * Organizational Budget Crosstabulation

Count		Organizational Budget				Total
		Under \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$3,000,000	Over \$3,000,000	
Flex Spending Accounts	No	6	3	4	1	14
	Yes		1	7	3	11
Total		6	4	11	4	25

Do you use a broker for your insurance needs? * Organizational Budget Crosstabulation

Count

		Organizational Budget				Total
		Under \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$3,000,000	Over \$3,000,000	
Do you use a broker for your insurance needs?	No Info	2				2
	Yes	3	4	7	3	17
	No	1		4	1	6
Total		6	4	11	4	25

What is the typical range for wage increase? * Organizational Budget Crosstabulation

Count

		Organizational Budget				Total
		Under \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$3,000,000	Over \$3,000,000	
What is the typical range for wage increase?	Less than 1%	2				2
	1-2%	3		1	1	5
	3-4%		1	8	2	11
	Other	1	3	2	1	7
Total		6	4	11	4	25



Community Foundation of the Great River Bend – 852 Middle Rd., Suite 100, Bettendorf, IA 52722
Phone 563-326-2840 Web www.cfgrb.org