

2011 Benefits in Nonprofit Organizations Survey

Eleventh Edition

Overview

SURVEY SCOPE/METHODOLOGY

Questionnaires for the eleventh edition of *Benefits in Nonprofit Organizations Survey* were designed and distributed in October 2010. The design of the 2011 survey questionnaire continued with content used in the 2010 survey with a strong focus on medical, prescription, and dental costs. Participation was solicited from employers in the nonprofit sector between October 2010 and March 2011. Data submissions were collected within the same period. The requested effective date of benefits data was January 1, 2011.

Ninety-two (92) nonprofit organizations contributed data to the eleventh edition of this survey, down from 116 respondents in 2010. Characteristics of participants vary greatly and are illustrated in the “Characteristics of Participating Organizations” section of the survey. Twenty-four (24) types of nonprofit organizations are represented in the sample showing prevalence, costs, and provisions of a complete set of benefits. There were no respondents in the 2011 survey representing the following organization types:

- Chambers of Commerce & Industry
- Credit Unions
- Sheltered Workshop Organizations

In accordance with our objective to publish only the most accurate and representative information possible, each data submission was thoroughly reviewed by our experienced research staff before it was included in the survey. Areas in question were reconciled with participants before inclusion.

The data received have been analyzed to the maximum degree possible. Because of this, some small sample sizes are displayed for some organization types and descriptions. Data cuts are provided by type of nonprofit organization, organization size (by number of employees), organizational scope, and geographic region. Please note that percentages in tables that are intended to represent the entire sample may not total 100% due to rounding. The total number of responses may also vary from section to section since all respondents do not necessarily provide input on each question asked, and some questions may not be applicable to every organization.

In situations where minimal response was received, data will not be reported. This applies to out-of-network co-insurance for medical benefits, methods used to control sick leave, and sick leave/vacation carryover in the 2011 survey.

Users of this survey are encouraged to exercise caution when generalizing results of this research. Results presented in this survey report represent only those nonprofit organizations responding to specific

questions in the survey questionnaire. Individual circumstances and experiences should be considered when drawing conclusions from research data.

Although questions were asked in the survey questionnaire regarding health care benefits for part-time employees, no contribution information or costs were requested. As such, employee and organization contributions reported in this survey are reported for full-time employees only. Part-time employees were assumed not to be covered and were excluded from the calculations.

Geographic regions in this survey are defined as follows:

North Central Region: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Wisconsin, Ohio, Indiana, Illinois, Michigan, Wyoming, Idaho, Montana

Northeast Region: Connecticut, Massachusetts, Maine, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Delaware, Maryland

South Central Region: Oklahoma, Texas, New Mexico, Arkansas, Louisiana, Colorado, Utah, Arizona

Southeast Region: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia, District of Columbia, Puerto Rico

West Coast Region: Alaska, California, Hawaii, Oregon, Washington, Nevada

A companion benefit report, the **2011 Health Care Benefits Benchmarking Survey**, which includes nonprofit organizations, government entities, privately owned for-profit, and publicly owned for-profit organizations, was published in April 2011. This report, covering health care data, medical insurance, dental insurance, and vision insurance, is also offered by ERI Salary Surveys and may be purchased online at <http://salary-surveys.eri.com>.

ERI Salary Surveys wishes to express sincere appreciation for data contributions made by numerous participating organizations. Their active participation was indispensable in making this reference report an accurate representation of employee health care benefits programs effective as of January 1, 2011.

NEXT YEAR'S SURVEY - 2012

The **Benefits in Nonprofit Organizations Survey** will continue to be an annual survey. Questionnaires for the twelfth edition of this survey will be mailed on October 1, 2011 to nonprofit organizations that have participated in the survey in past years. Data collection will continue until March 31, 2012, and the survey report will be released on July 1, 2012.

Suggestions for improvement of this survey by users of this report are encouraged and welcomed. Your suggestions may be forwarded to us at survey.sales@erieri.com.