Q1 What is your organization's annual operating budget?
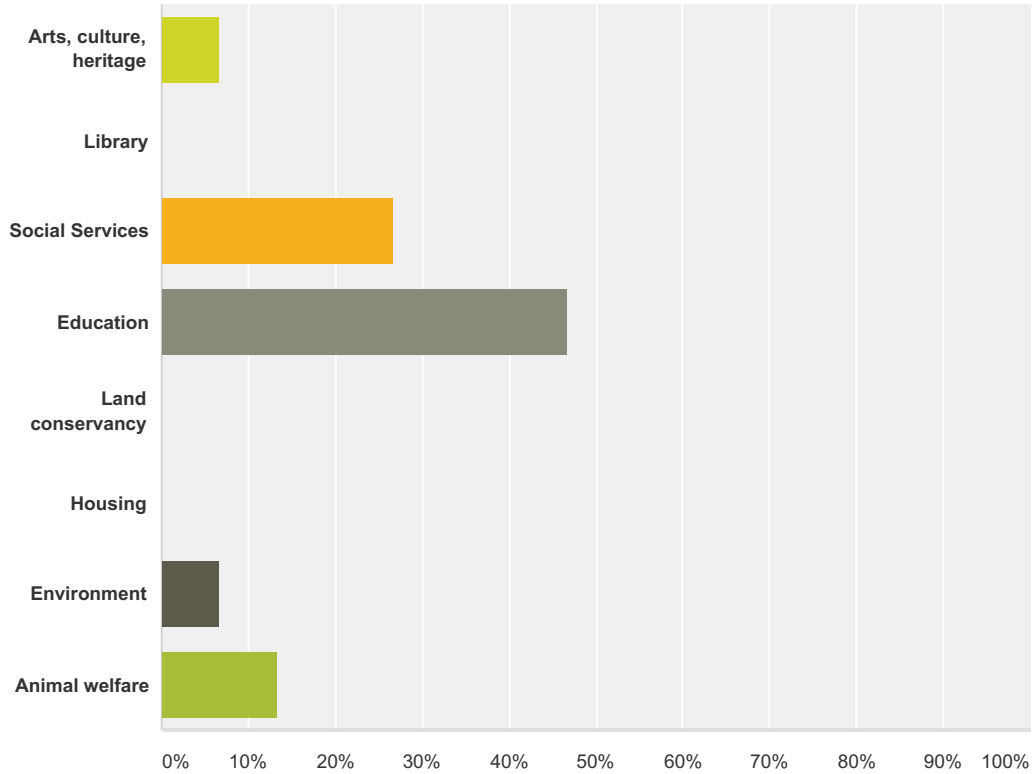
Answered: 17   Skipped: 0
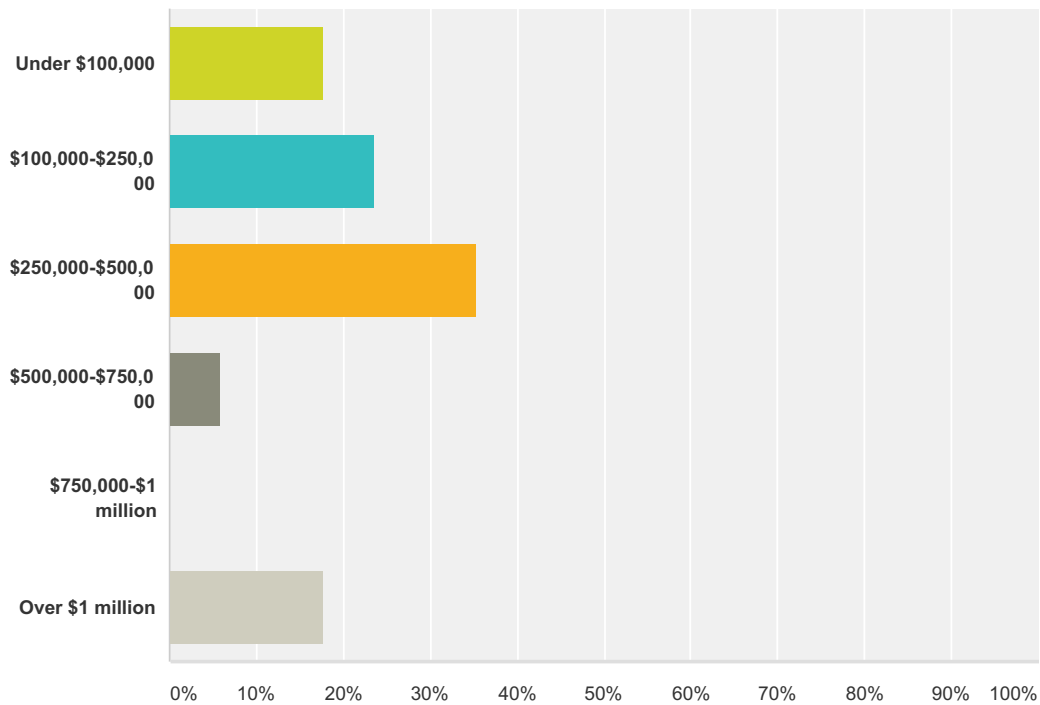
Answer Choices	Responses	
Under $100,000	**17.65%**	3
$100,000-$250,000	**23.53%**	4
$250,000-$500,000	**35.29%**	6
$500,000-$750,000	**5.88%**	1
$750,000-$1 million	**0.00%**	0
Over $1 million	**17.65%**	3
Total		**17**

Q2 In what field does your organization work?

Answered: 15   Skipped: 2

Answer Choices	Responses	
Arts, culture, heritage	**6.67%**	1
Library	**0.00%**	0
Social Services	**26.67%**	4
Education	**46.67%**	7
Land conservancy	**0.00%**	0
Housing	**0.00%**	0
Environment	**6.67%**	1
Animal welfare	**13.33%**	2
Total		**15**

#	Other (please specify)	Date
1	Camp	3/8/2011 6:13 PM
2	Business Association, Destination Travel	3/8/2011 11:28 AM
3	Foundation	2/19/2011 8:13 AM
4	5.66	2/17/2011 8:19 AM

Q3 What is your staffing in FTEs (full time equivalents)?

Answered: 14   Skipped: 3

#	Responses	Date
1	20 hours/month	3/11/2011 11:28 AM
2	Hard to calculate because of all of our seasonal staff - over 40??	3/8/2011 6:13 PM
3	4	3/8/2011 3:44 PM
4	3.6	3/8/2011 3:15 PM
5	1.5 FTE	3/8/2011 2:19 PM
6	1 (one 2/3 employee & one hourly employee)	3/8/2011 11:28 AM
7	2.75	3/8/2011 10:14 AM
8	1.5	2/19/2011 8:13 AM
9	3	2/18/2011 8:40 AM
10	4	2/18/2011 8:04 AM
11	10 year round, plus another 85 in the summer.	2/17/2011 2:34 PM
12	2	2/17/2011 9:15 AM
13	1	2/16/2011 9:00 PM
14	0	2/16/2011 6:47 PM

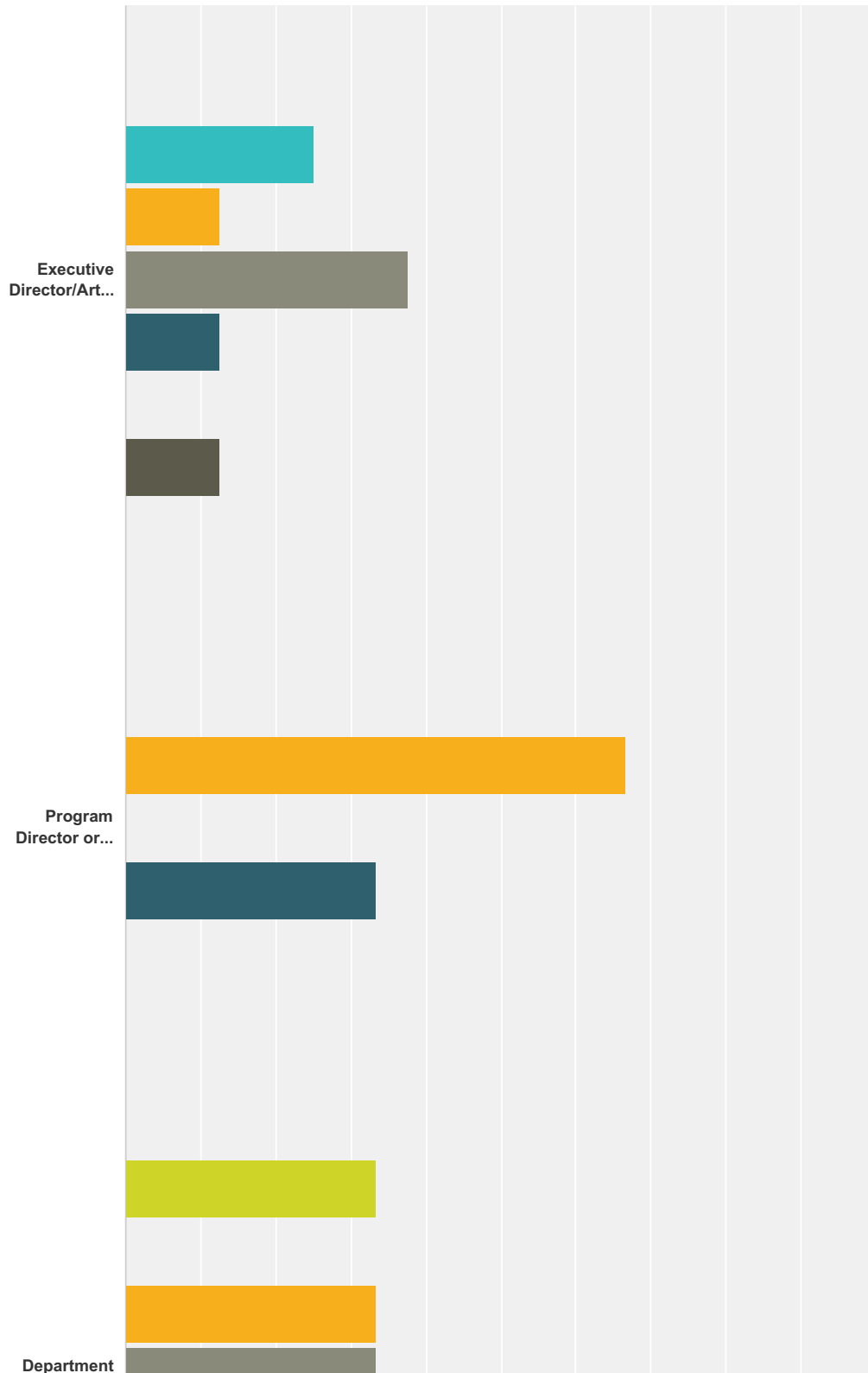## Q4 How many hours per week are full time employees required to work?

Answered: 15   Skipped: 2
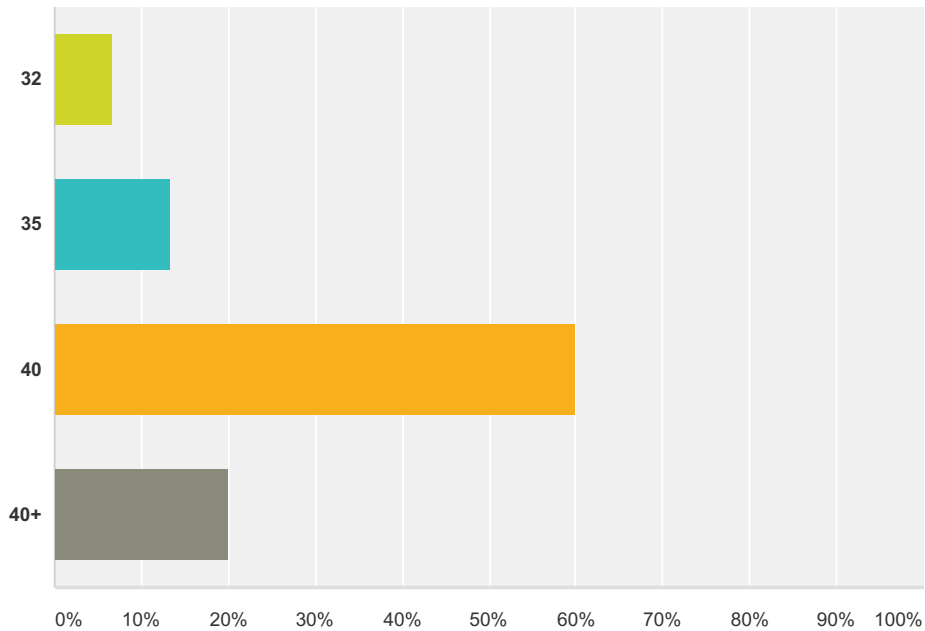
Answer Choices	Responses	
32	6.67%	1
35	13.33%	2
40	60.00%	9
40+	20.00%	3

Total	15

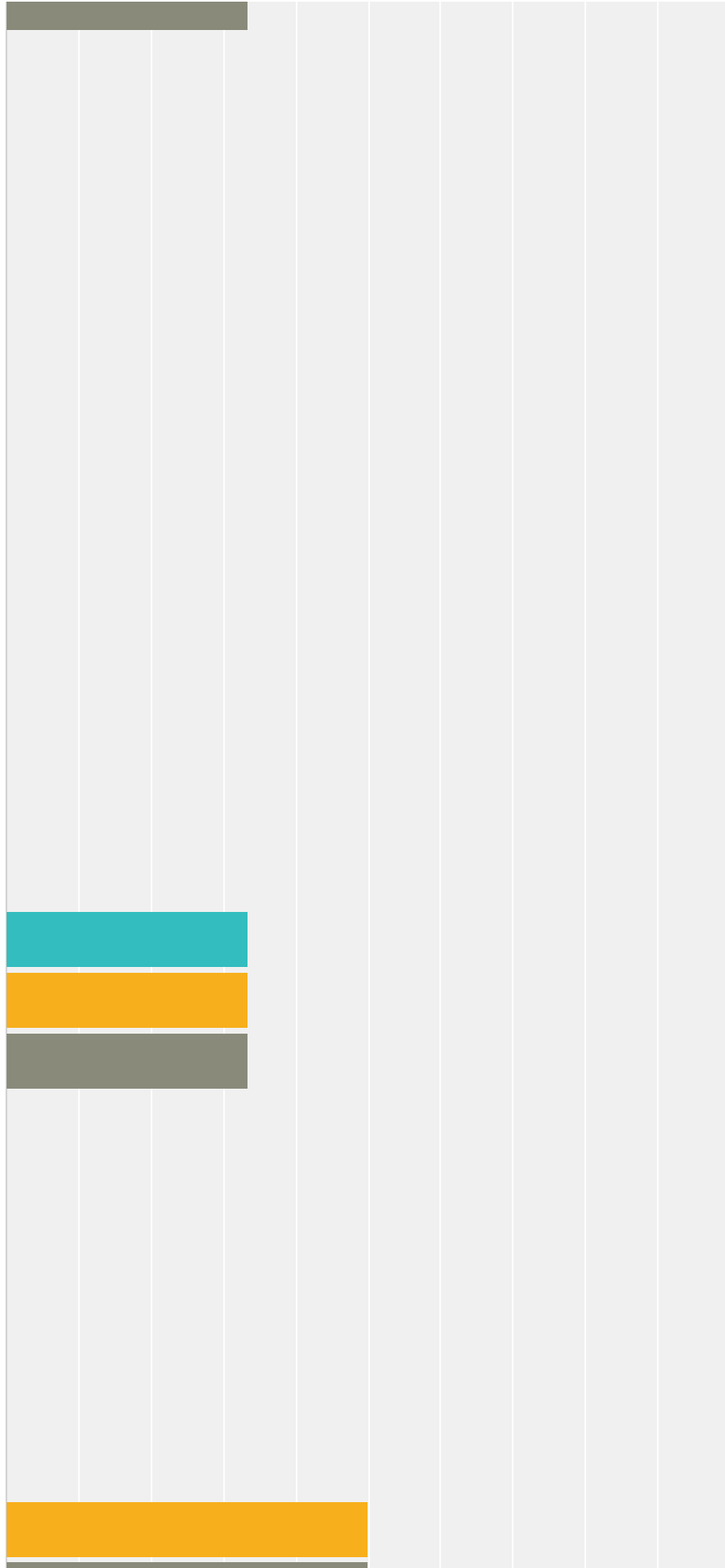## Q5 For each Full time position applicable to your staff, please indicate the current salary range.
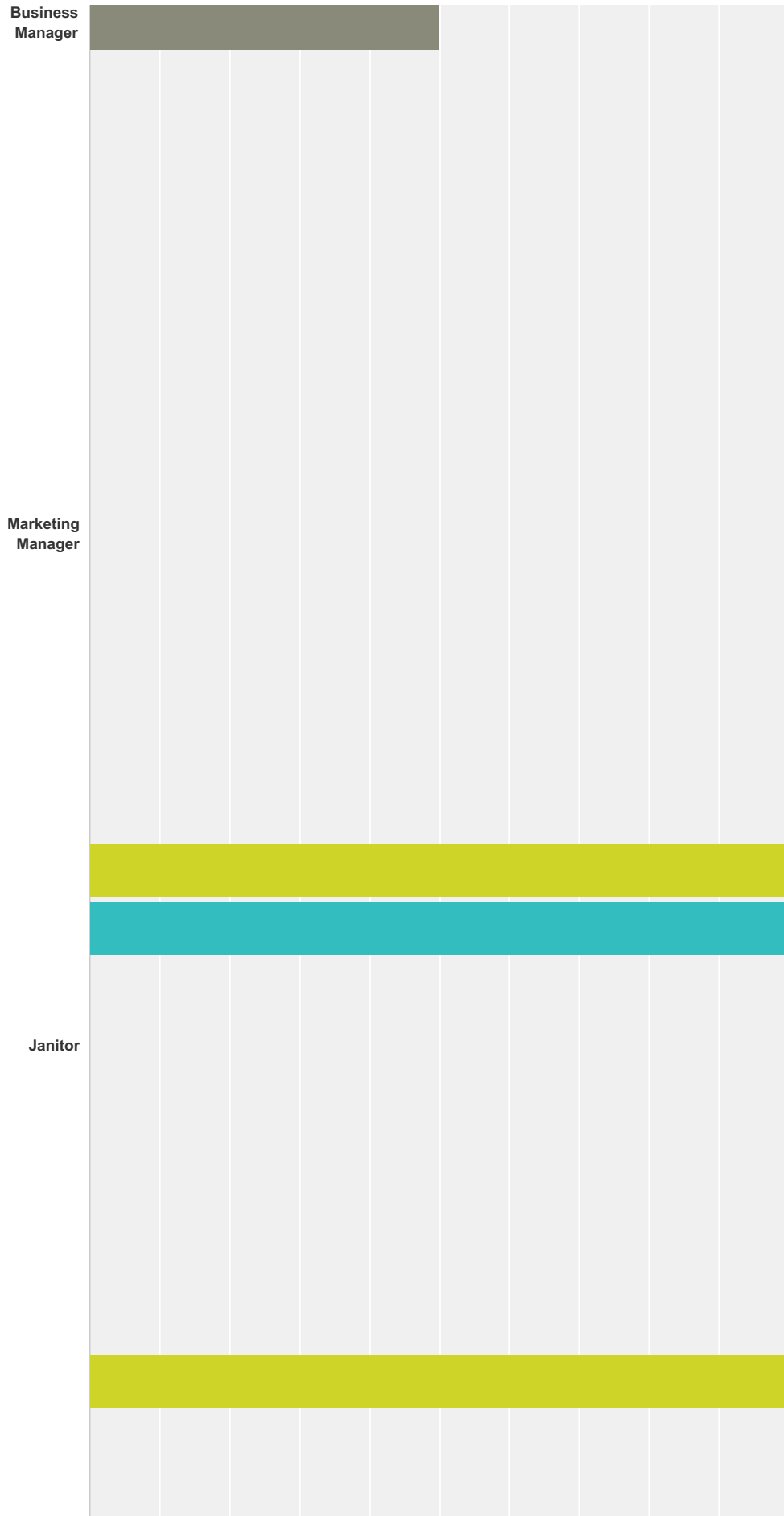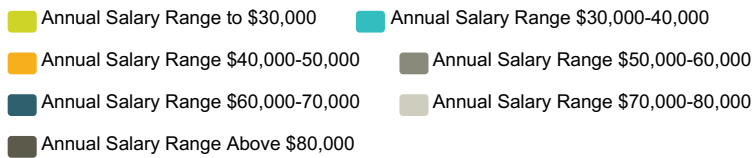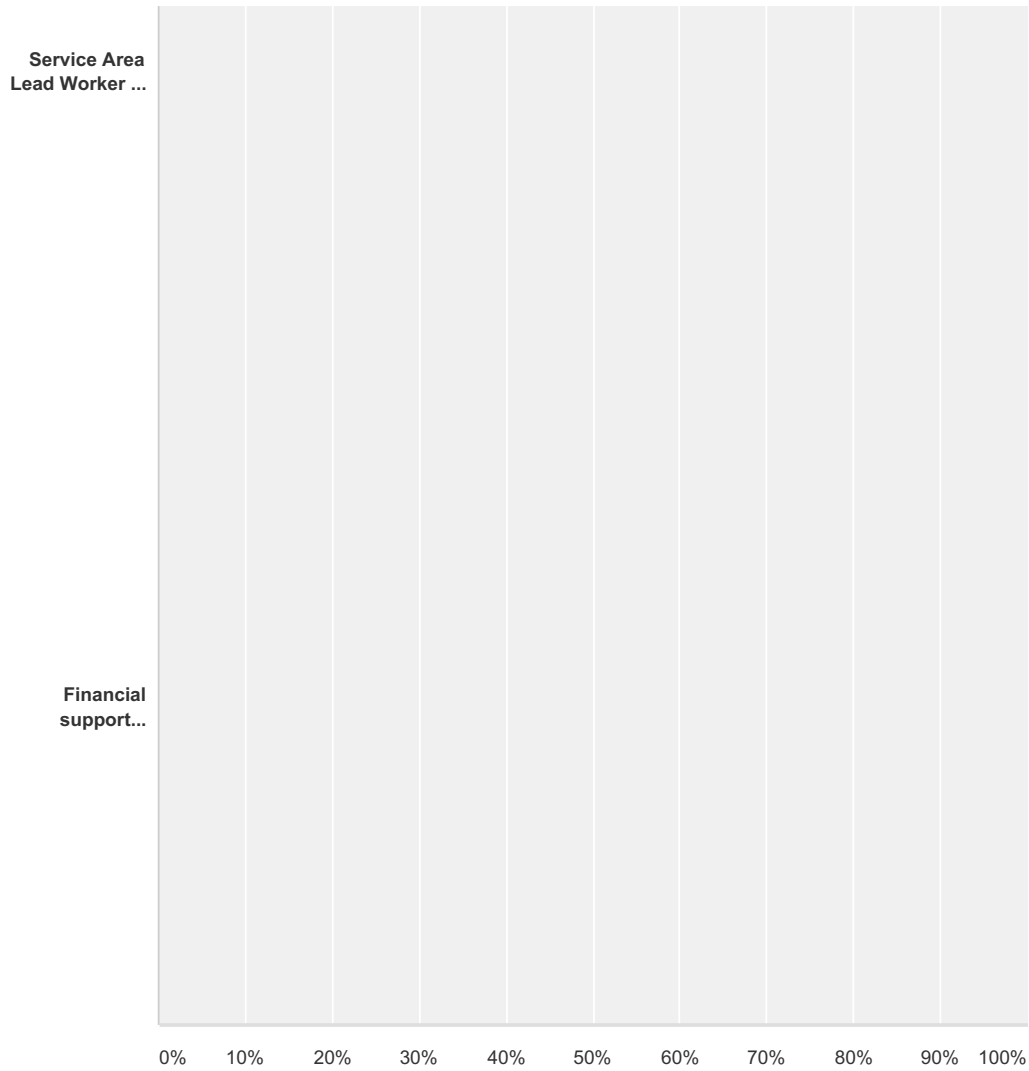
Answered: 11   Skipped: 6

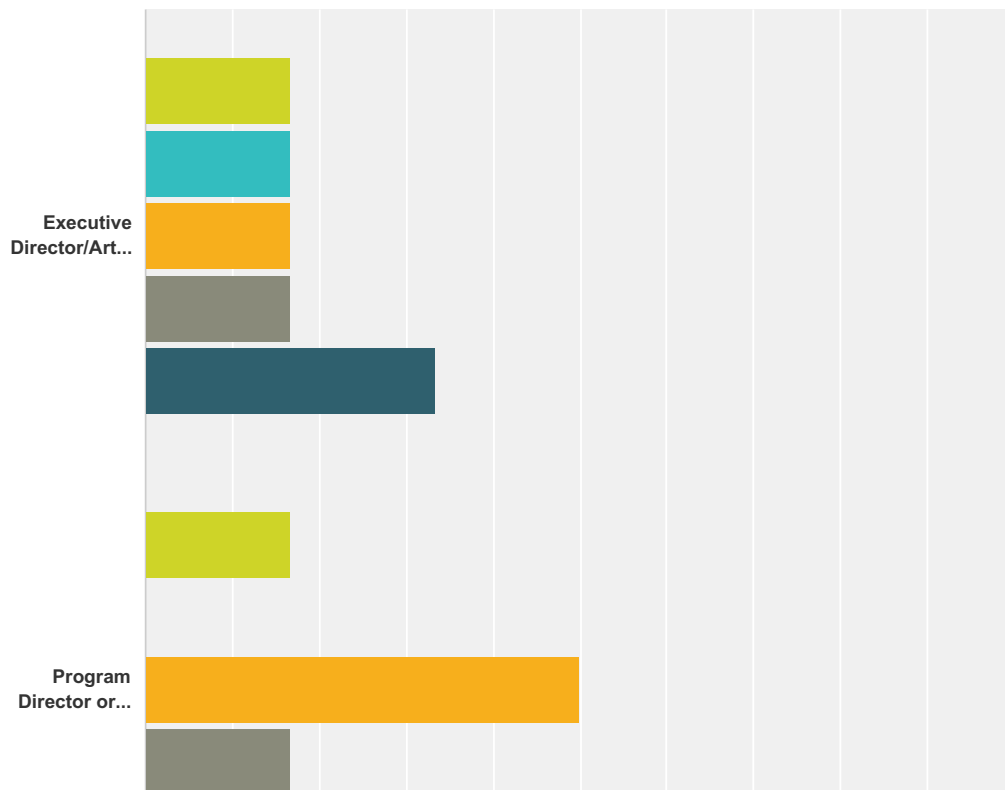Director or...

Technical
Director

Development
Director

Business Manager

Marketing Manager

Janitor

Customer Service...

7 / 19

Technical Services...

Information Technology...

Legend:
- Annual Salary Range to $30,000
- Annual Salary Range $30,000-40,000
- Annual Salary Range $40,000-50,000
- Annual Salary Range $50,000-60,000
- Annual Salary Range $60,000-70,000
- Annual Salary Range $70,000-80,000
- Annual Salary Range Above $80,000

	Annual Salary Range to $30,000	Annual Salary Range $30,000-40,000	Annual Salary Range $40,000-50,000	Annual Salary Range $50,000-60,000	Annual Salary Range $60,000-70,000	Annual Salary Range $70,000-80,000	Annual Salary Range Above $80,000	Total Respondents
Executive Director/Artistic Director	0.00% 0	25.00% 2	12.50% 1	37.50% 3	12.50% 1	0.00% 0	12.50% 1	8
Program Director or Manager	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	0.00% 0	0.00% 0	3
Department Director or Manager	33.33% 1	0.00% 0	33.33% 1	33.33% 1	0.00% 0	0.00% 0	0.00% 0	3
Technical Director	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0

Development Director	**0.00%** 0	**33.33%** 1	**33.33%** 1	**33.33%** 1	**0.00%** 0	**0.00%** 0	**0.00%** 0	3
Business Manager	**0.00%** 0	**0.00%** 0	**50.00%** 1	**50.00%** 1	**0.00%** 0	**0.00%** 0	**0.00%** 0	2
Marketing Manager	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	0
Janitor	**100.00%** 1	**100.00%** 1	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	1
Customer Service Assistant	**100.00%** 1	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	1
Technical Services Assistant	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	0
Information Technology Coordinator	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	0
Service Area Lead Worker or Specialist	**0.00%** 0	**100.00%** 2	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	2
Financial support (bookkeeping, accounting)	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	0

Q6 For each part time position applicable to your staff, please indicate the hourly pay range.

Answered: 13   Skipped: 4
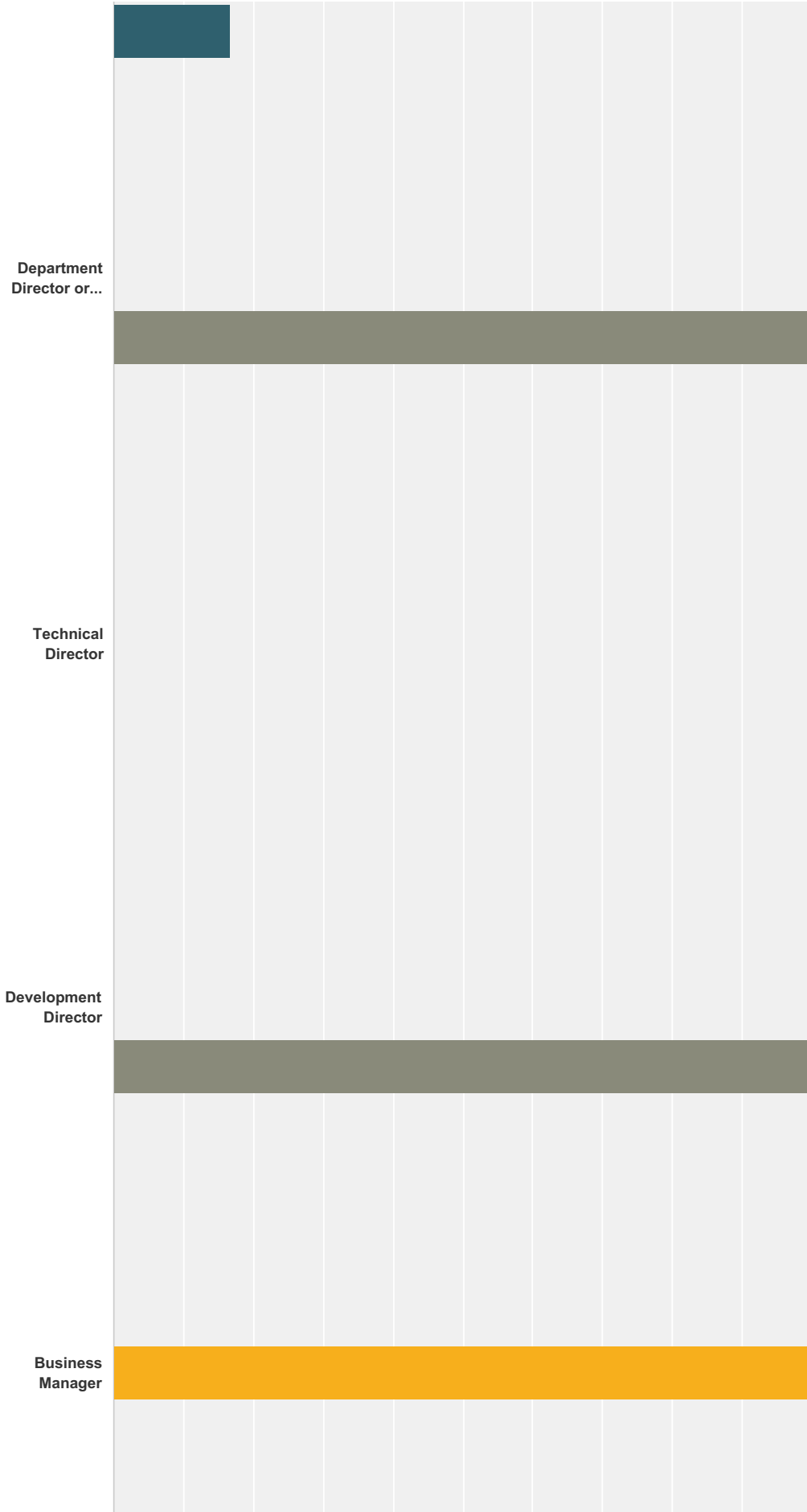
Department
Director or...

Technical
Director

Development
Director

Business
Manager

Legend:
- Under $10 per hour
- $10-$15 per hour
- $15-$20 per hour
- $20-$25 per hour
- Over $25 per hour
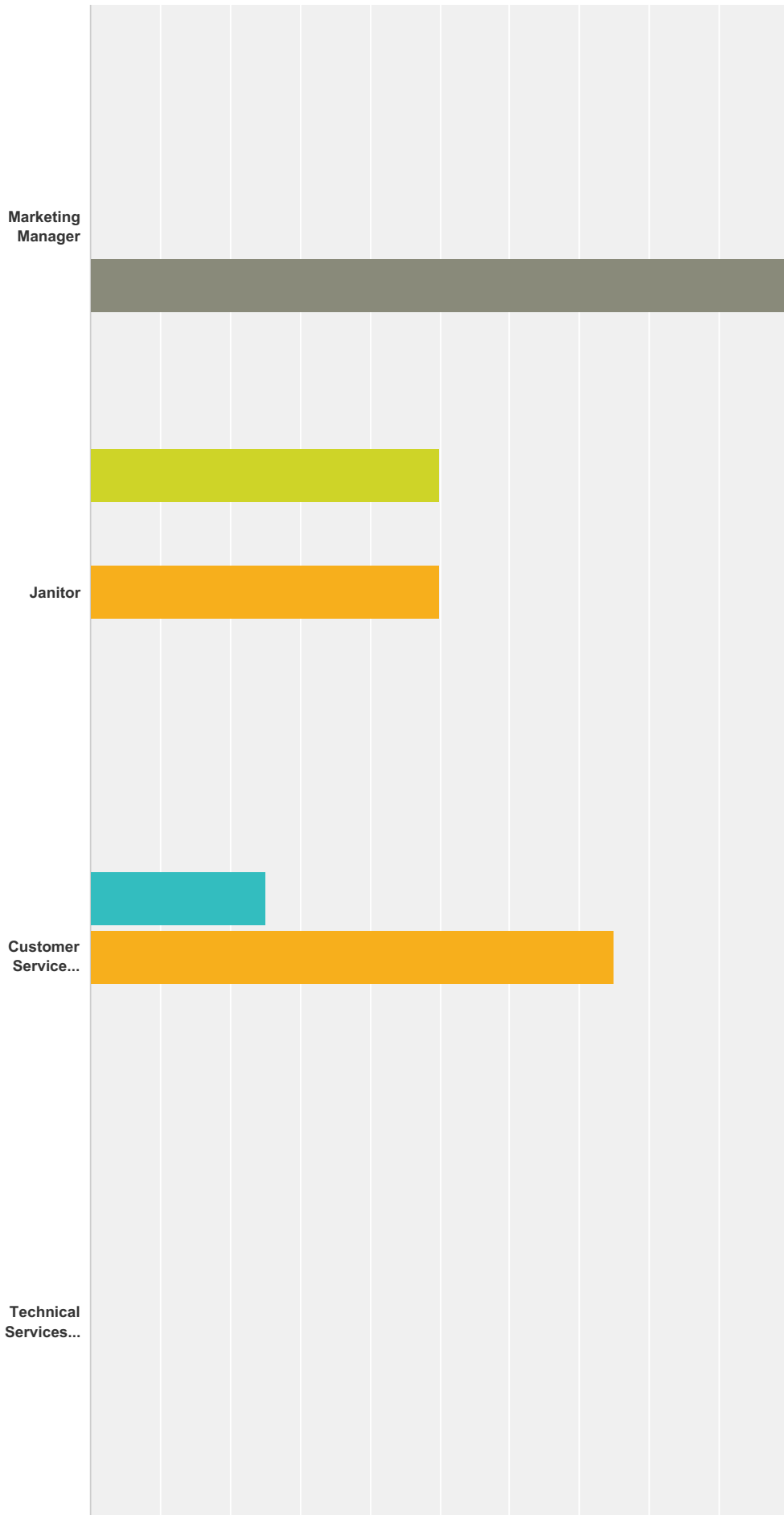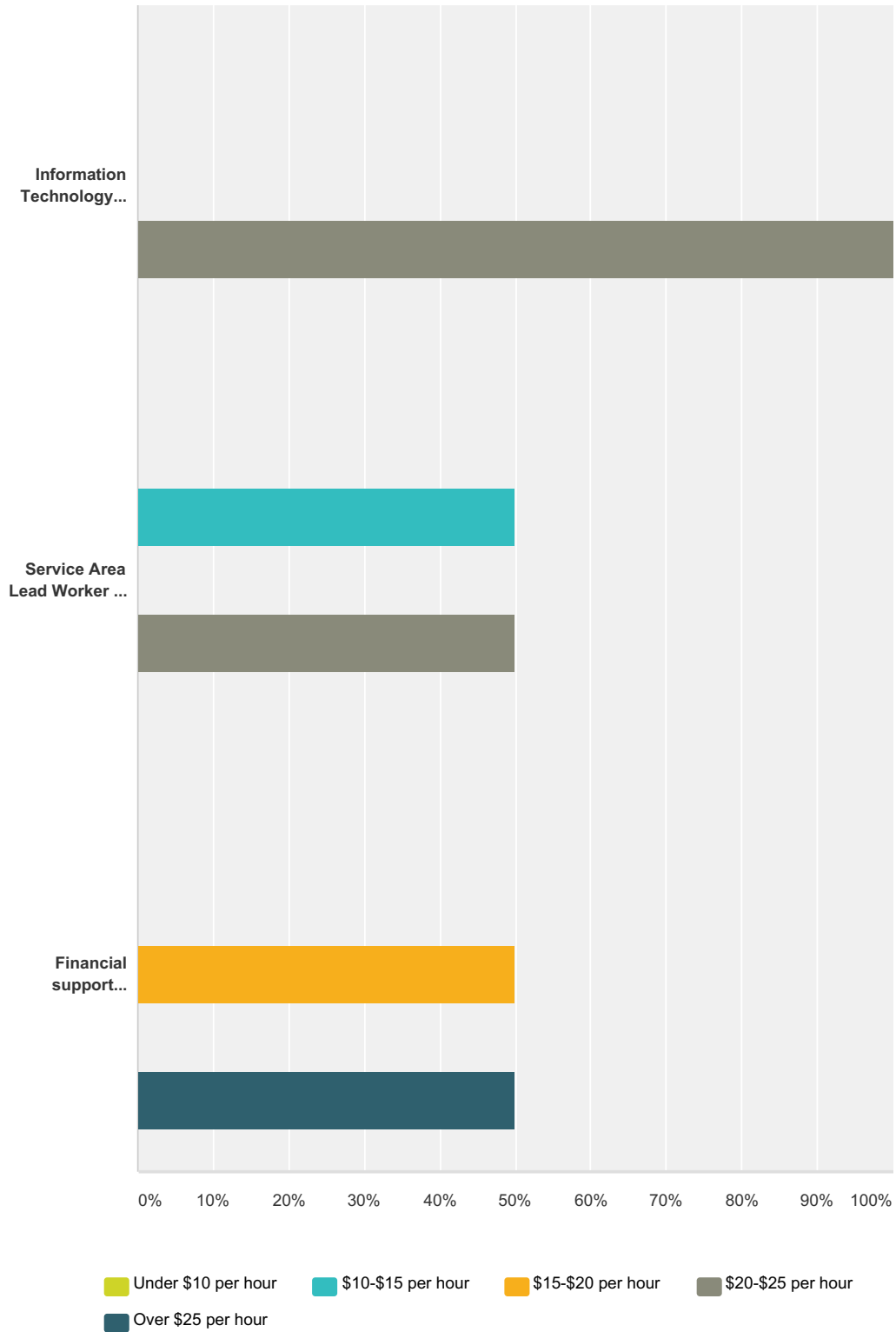
	Under $10 per hour	$10-$15 per hour	$15-$20 per hour	$20-$25 per hour	Over $25 per hour	Total
Executive Director/Artistic Director	16.67% 1	16.67% 1	16.67% 1	16.67% 1	33.33% 2	6
Program Director or Manager	16.67% 1	0.00% 0	50.00% 3	16.67% 1	16.67% 1	6

Department Director or Manager	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1
Technical Director	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Development Director	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1
Business Manager	0.00% 0	0.00% 0	100.00% 2	0.00% 0	0.00% 0	2
Marketing Manager	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1
Janitor	50.00% 1	0.00% 0	50.00% 1	0.00% 0	0.00% 0	2
Customer Service Assistant	0.00% 0	25.00% 1	75.00% 3	0.00% 0	0.00% 0	4
Technical Services Assistant	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Information Technology Coordinator	0.00% 0	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2
Service Area Lead Worker or Specialist	0.00% 0	50.00% 2	0.00% 0	50.00% 2	0.00% 0	4
Financial support (bookkeeper, accounting)	0.00% 0	0.00% 0	50.00% 3	0.00% 0	50.00% 3	6

Q7 Please indicate which benefits are offered to employees as part of their total compensation package

Answered: 7   Skipped: 10

Legend: ■ For full time employees   ■ For part time employees
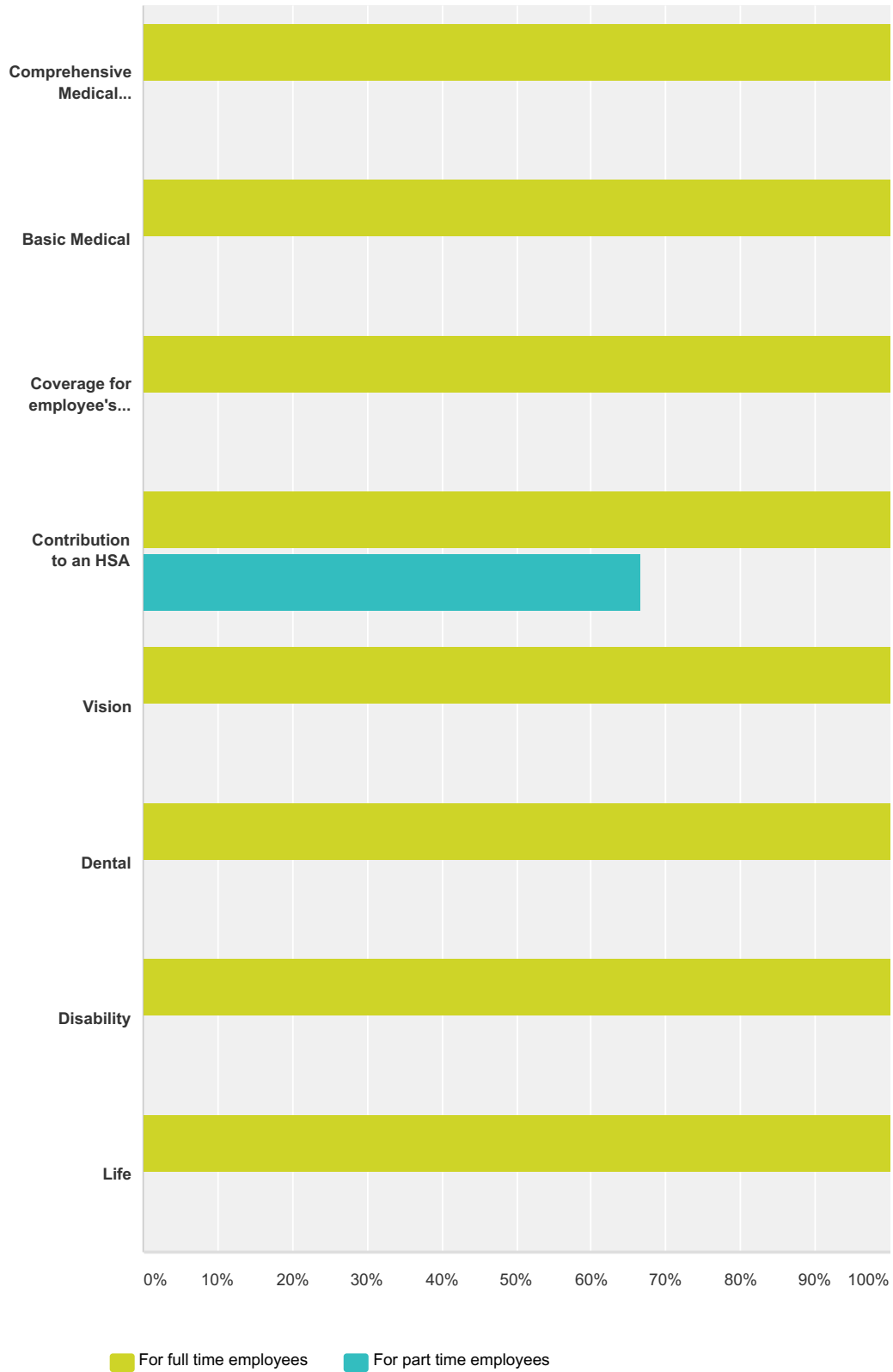
	For full time employees	For part time employees	Total Respondents
Comprehensive Medical (including preventive care)	**100.00%** 4	**0.00%** 0	4
Basic Medical	**100.00%** 3	**0.00%** 0	3

Coverage for employee's family members (with or without co-pay requirement)	**100.00%** 4	**0.00%** 0		4
Contribution to an HSA	**100.00%** 3	**66.67%** 2		3
Vision	**100.00%** 3	**0.00%** 0		3
Dental	**100.00%** 3	**0.00%** 0		3
Disability	**100.00%** 1	**0.00%** 0		1
Life	**100.00%** 1	**0.00%** 0		1

Q8 Please indicate what type and amount of leave is provided to full time employees.

Answered: 13   Skipped: 4
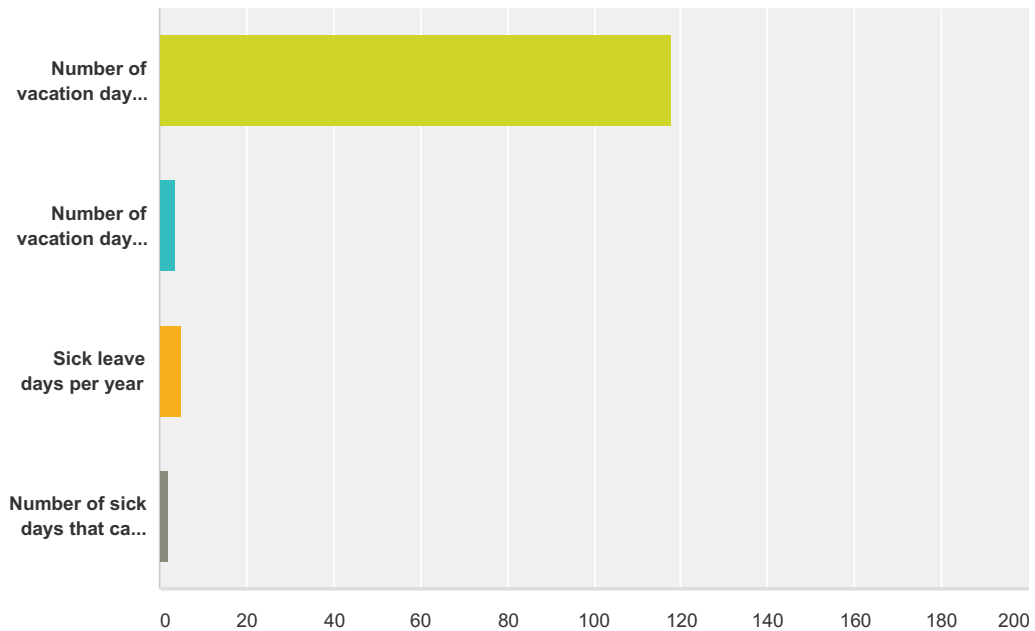
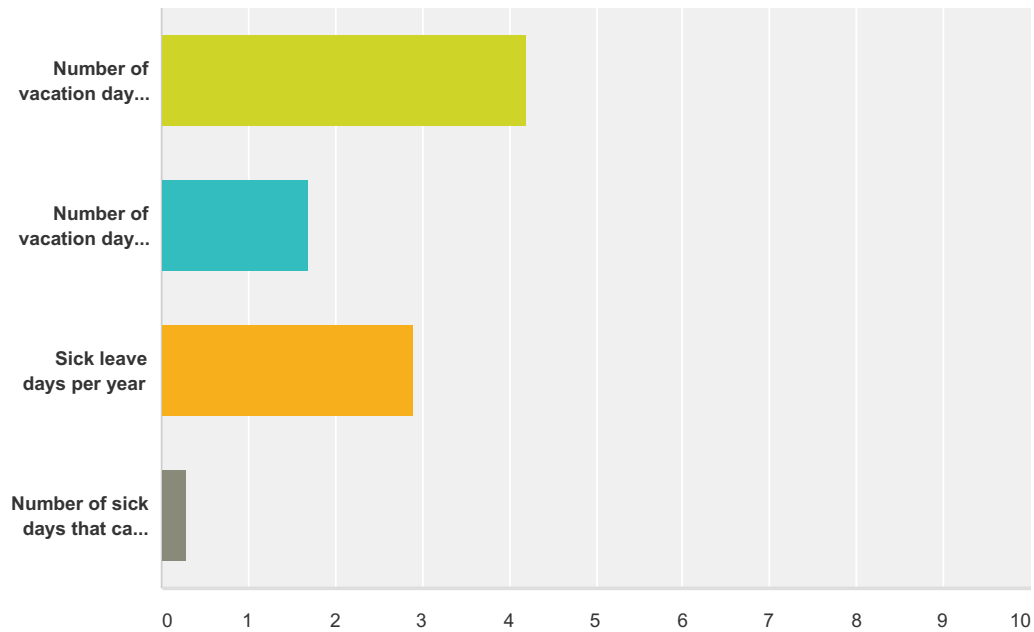| Answer Choices	Average Number	Total Number	Responses
Number of vacation days per year	118	1,531	13
Number of vacation days that can be carried over to next employment year	4	47	12
Sick leave days per year	5	61	12
Number of sick days that can be carried over to next employment year	2	23	12
Total Respondents: 13			

#	Number of vacation days per year	Date
1	0	3/11/2011 11:28 AM
2	20	3/10/2011 12:49 PM

3	1424	3/8/2011 3:44 PM
4	28	3/8/2011 3:15 PM
5	0	3/8/2011 11:28 AM
6	2	3/8/2011 10:14 AM
7	12	2/19/2011 8:13 AM
8	0	2/18/2011 8:04 AM
9	15	2/17/2011 2:34 PM
10	10	2/17/2011 9:15 AM
11	10	2/17/2011 8:19 AM
12	0	2/16/2011 9:00 PM
13	10	2/16/2011 6:47 PM

#	Number of vacation days that can be carried over to next employment year	Date
1	0	3/11/2011 11:28 AM
2	0	3/10/2011 12:49 PM
3	14	3/8/2011 3:44 PM
4	28	3/8/2011 3:15 PM
5	0	3/8/2011 11:28 AM
6	0	3/8/2011 10:14 AM
7	5	2/19/2011 8:13 AM
8	0	2/18/2011 8:04 AM
9	0	2/17/2011 2:34 PM
10	0	2/17/2011 8:19 AM
11	0	2/16/2011 9:00 PM
12	0	2/16/2011 6:47 PM

#	Sick leave days per year	Date
1	0	3/11/2011 11:28 AM
2	0	3/10/2011 12:49 PM
3	10	3/8/2011 3:44 PM
4	5	3/8/2011 3:15 PM
5	0	3/8/2011 11:28 AM
6	7	3/8/2011 10:14 AM
7	6	2/19/2011 8:13 AM
8	8	2/18/2011 8:04 AM
9	20	2/17/2011 2:34 PM
10	0	2/17/2011 8:19 AM
11	0	2/16/2011 9:00 PM
12	5	2/16/2011 6:47 PM

#	Number of sick days that can be carried over to next employment year	Date
1	0	3/11/2011 11:28 AM
2	0	3/10/2011 12:49 PM
3	12	3/8/2011 3:44 PM

4	5		3/8/2011 3:15 PM
5	0		3/8/2011 11:28 AM
6	0		3/8/2011 10:14 AM
7	6		2/19/2011 8:13 AM
8	0		2/18/2011 8:04 AM
9	0		2/17/2011 2:34 PM
10	0		2/17/2011 8:19 AM
11	0		2/16/2011 9:00 PM
12	0		2/16/2011 6:47 PM

Q9 Please indicate what type and amount of leave is provided to part time employees.

Answered: 11   Skipped: 6

| Answer Choices	Average Number	Total Number	Responses
Number of vacation days per year	4	42	10
Number of vacation days that can be carried over to next employment year	2	17	10
Sick leave days per year	3	32	11
Number of sick days that can be carried over to next employment year	0	3	10
Total Respondents: 11			

#	Number of vacation days per year	Date
1	0	3/11/2011 11:28 AM
2	5	3/10/2011 12:49 PM
3	5	3/9/2011 11:27 AM

4	14	3/8/2011 3:44 PM
5	0	3/8/2011 11:28 AM
6	2	3/8/2011 10:14 AM
7	6	2/19/2011 8:13 AM
8	10	2/17/2011 8:19 AM
9	0	2/16/2011 9:00 PM
10	0	2/16/2011 6:47 PM
#	**Number of vacation days that can be carried over to next employment year**	**Date**
1	0	3/11/2011 11:28 AM
2	0	3/10/2011 12:49 PM
3	0	3/9/2011 11:27 AM
4	14	3/8/2011 3:44 PM
5	0	3/8/2011 11:28 AM
6	0	3/8/2011 10:14 AM
7	3	2/19/2011 8:13 AM
8	0	2/17/2011 8:19 AM
9	0	2/16/2011 9:00 PM
10	0	2/16/2011 6:47 PM
#	**Sick leave days per year**	**Date**
1	0	3/11/2011 11:28 AM
2	0	3/10/2011 12:49 PM
3	5	3/9/2011 11:27 AM
4	12	3/8/2011 3:44 PM
5	0	3/8/2011 11:28 AM
6	7	3/8/2011 10:14 AM
7	3	2/19/2011 8:13 AM
8	5	2/18/2011 8:04 AM
9	0	2/17/2011 8:19 AM
10	0	2/16/2011 9:00 PM
11	0	2/16/2011 6:47 PM
#	**Number of sick days that can be carried over to next employment year**	**Date**
1	0	3/11/2011 11:28 AM
2	0	3/10/2011 12:49 PM
3	0	3/9/2011 11:27 AM
4	0	3/8/2011 3:44 PM
5	0	3/8/2011 11:28 AM
6	0	3/8/2011 10:14 AM
7	3	2/19/2011 8:13 AM
8	0	2/17/2011 8:19 AM
9	0	2/16/2011 9:00 PM
10	0	2/16/2011 6:47 PM

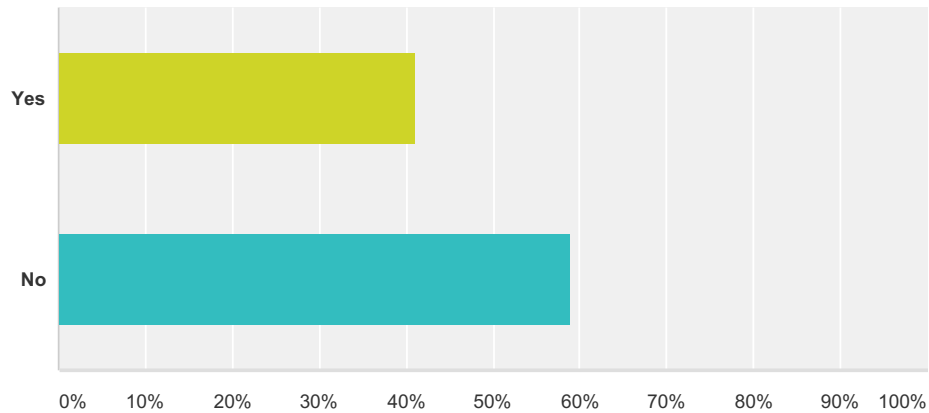## Q10 Does your organization ever provide bonuses to reward employee performance?

Answered: 17   Skipped: 0
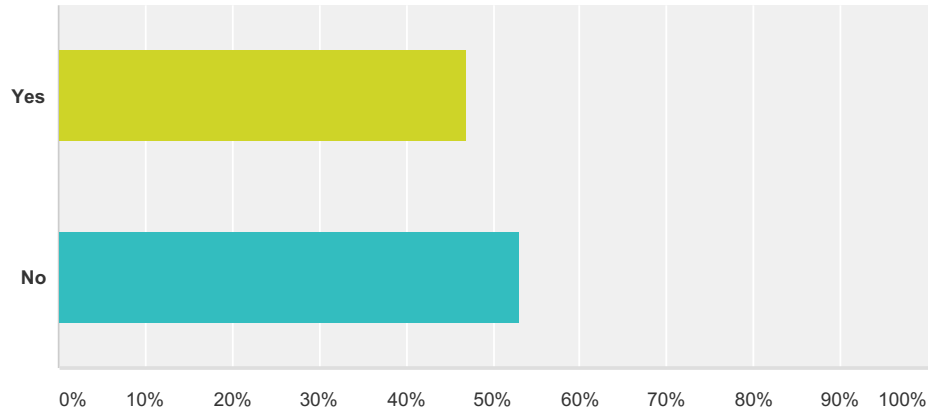
Answer Choices	Responses	
Yes	**47.06%**	8
No	**52.94%**	9
Total		**17**

Q1 Does your organization provide family leave for the birth, death, or illness of a family member?

Answered: 17   Skipped: 0

Answer Choices	Responses	
Yes	41.18%	7
No	58.82%	10
Total		**17**

Q2 Which, if any, retirement plans are offered to employees?

Answered: 5   Skipped: 12
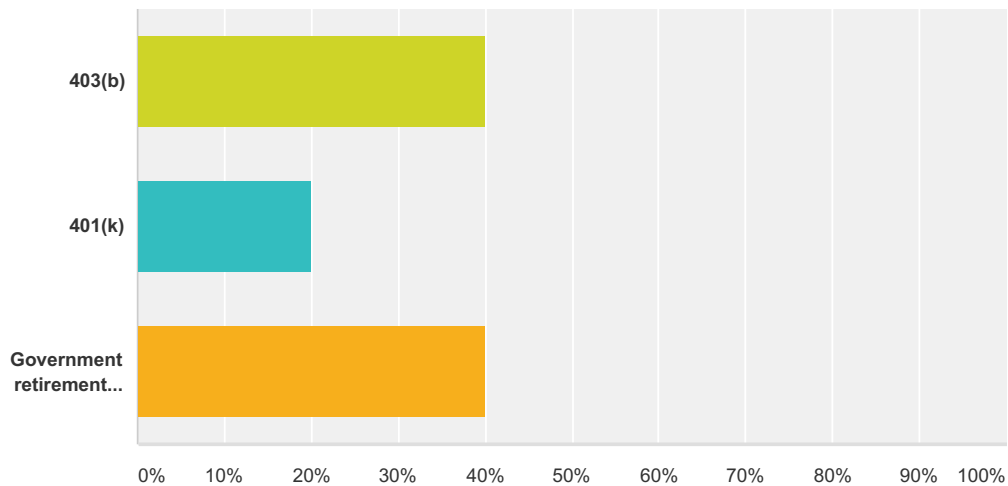
Answer Choices	Responses	
403(b)	40.00%	2
401(k)	20.00%	1

	Government retirement system	40.00%	2

Total Respondents: 5

#	Other (please specify)	Date
1	none	3/28/2011 3:40 PM
2	Our ED is a retiree and so has PERS. OICMF does not fund anything additional.	3/8/2011 2:12 PM
3	None	2/18/2011 8:38 AM
4	SIMPLE-IRA	2/17/2011 2:24 PM
5	none	2/17/2011 8:15 AM
6	None	2/16/2011 8:58 PM
7	none	2/16/2011 6:42 PM

Q3 Does your organization match any or all employee contributions?

Answered: 14   Skipped: 3
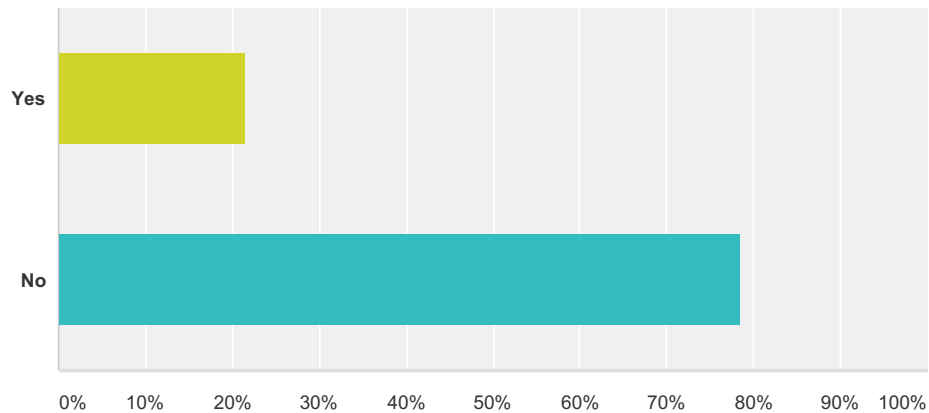
Answer Choices	Responses	
Yes	21.43%	3
No	78.57%	11
Total		**14**

#	Other (please specify)	Date
1	12% paid retirement (does not require match)	3/8/2011 6:02 PM

Q4 If your organization matches employee contributions to the retirement plan, please comment on the conditions and matching amount.

Answered: 3   Skipped: 14

#	Responses	Date
1	not to exceed 3%	3/8/2011 3:27 PM
2	Not to retirement plan but OICMF does contribute to the employees' individual medical insurance premium cost.	3/8/2011 2:12 PM
3	Employees can participate starting after 1 year of employment. We match employee contributions up to 3%.	2/17/2011 2:24 PM

Q5 If your organization offers employee sabbaticals, please indicate the conditions and eligibility.

Answered: 3   Skipped: 14

#	Responses	Date
1	no	3/8/2011 3:27 PM
2	Board has been generous to approve time away on an as-needed, case by case basis.	3/8/2011 2:12 PM
3	We do not offer sabbaticals.	2/17/2011 2:24 PM