Q1 What is your organization's annual operating budget?
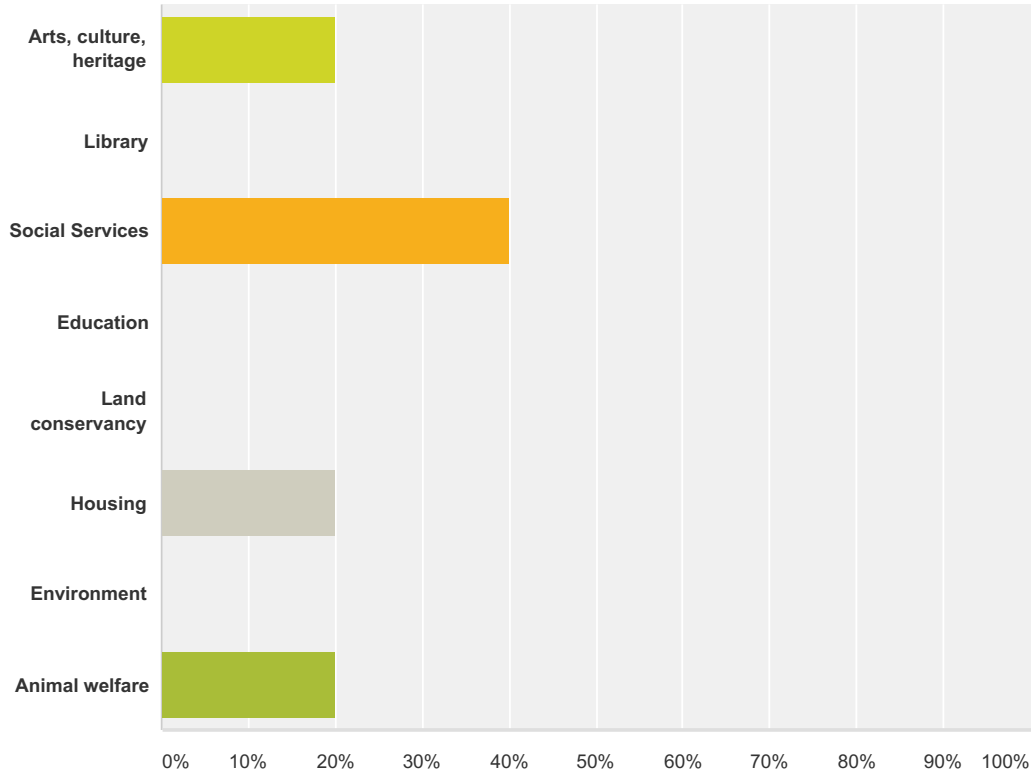
Answered: 7 Skipped: 0
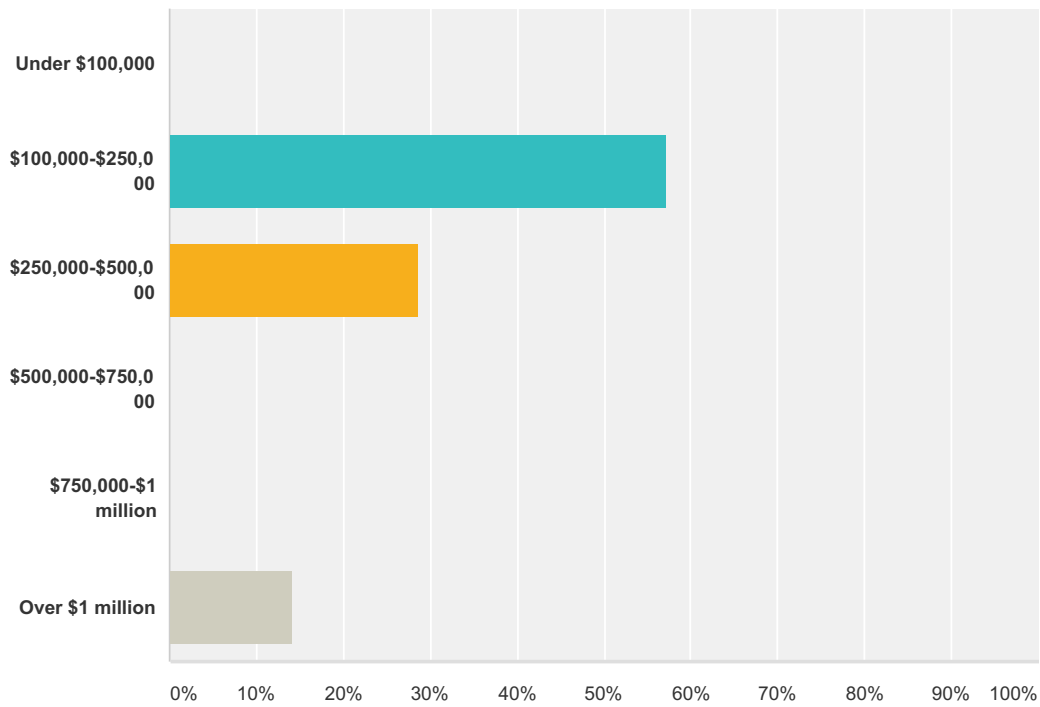
Answer Choices	Responses	
Under $100,000	0.00%	0
$100,000-$250,000	57.14%	4
$250,000-$500,000	28.57%	2
$500,000-$750,000	0.00%	0
$750,000-$1 million	0.00%	0
Over $1 million	14.29%	1
Total		**7**

Q2 In what field does your organization work?

Answered: 5 Skipped: 2

Answer Choices	Responses	
Arts, culture, heritage	**20.00%**	1
Library	**0.00%**	0
Social Services	**40.00%**	2
Education	**0.00%**	0
Land conservancy	**0.00%**	0
Housing	**20.00%**	1
Environment	**0.00%**	0
Animal welfare	**20.00%**	1
Total		**5**

#	Other (please specify)	Date
1	Business Services	8/7/2013 4:17 PM
2	Foundation	8/6/2013 3:45 PM

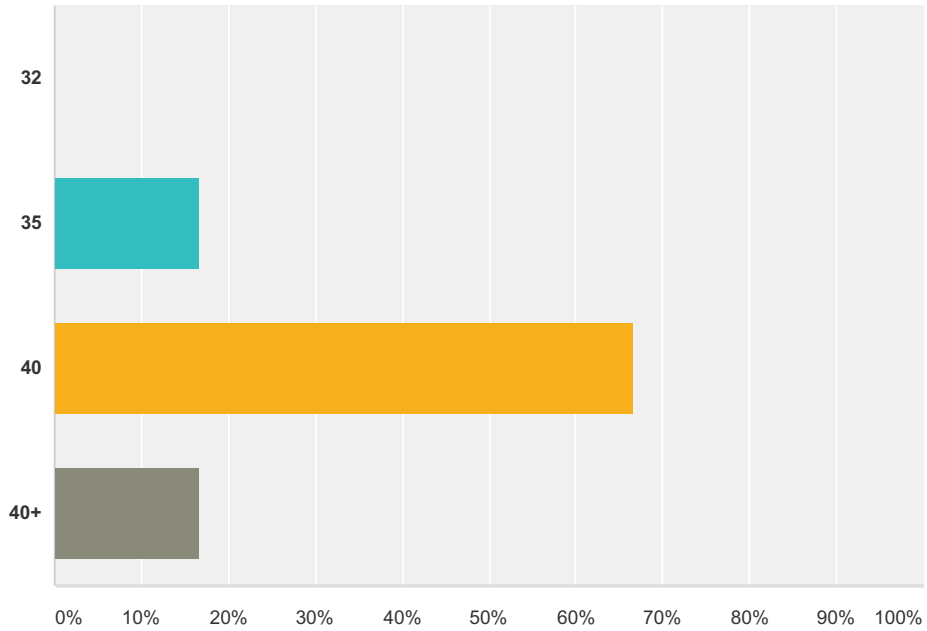## Q3 What is your staffing in FTEs (full time equivalents)?

Answered: 7   Skipped: 0

#	Responses	Date
1	0	8/15/2013 2:28 PM

2	1.2	8/13/2013 5:06 PM
3	3.6	8/8/2013 1:59 PM
4	1.5	8/7/2013 4:17 PM
5	2.0	8/6/2013 6:40 PM
6	1.53 FTE, no full time	8/6/2013 5:39 PM
7	2	8/6/2013 3:45 PM

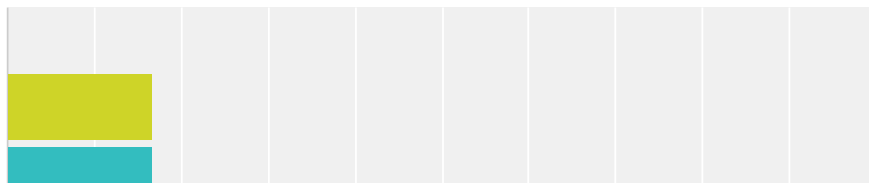## Q4 How many hours per week are full time employees required to work?

Answered: 6   Skipped: 1

Answer Choices	Responses	
32	0.00%	0
35	16.67%	1
40	66.67%	4
40+	16.67%	1
Total		6

Q5 For each Full time position on your staff, please indicate the current salary range.

Answered: 6   Skipped: 1

Executive Director

Artistic Director

Program Director or...

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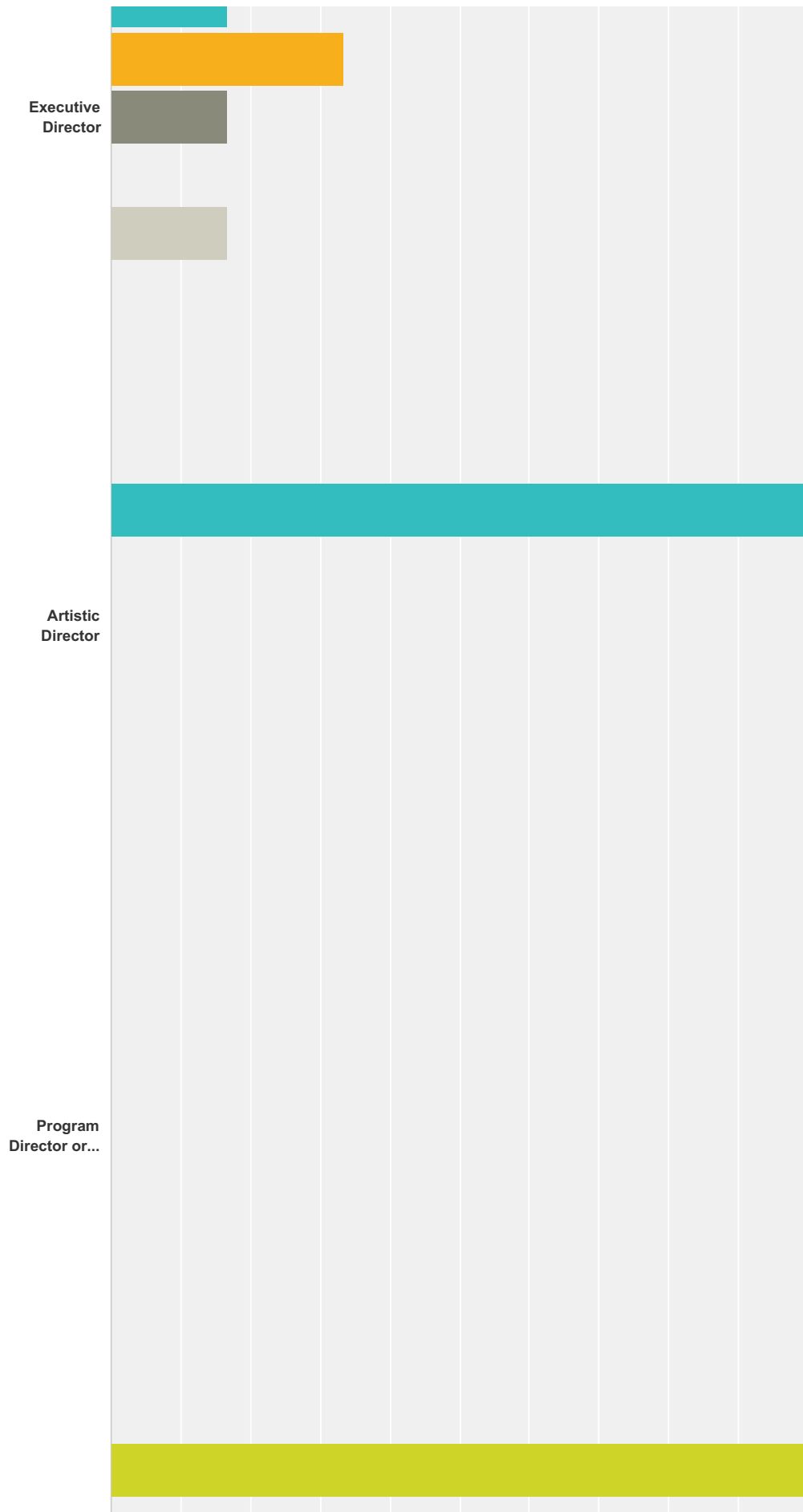
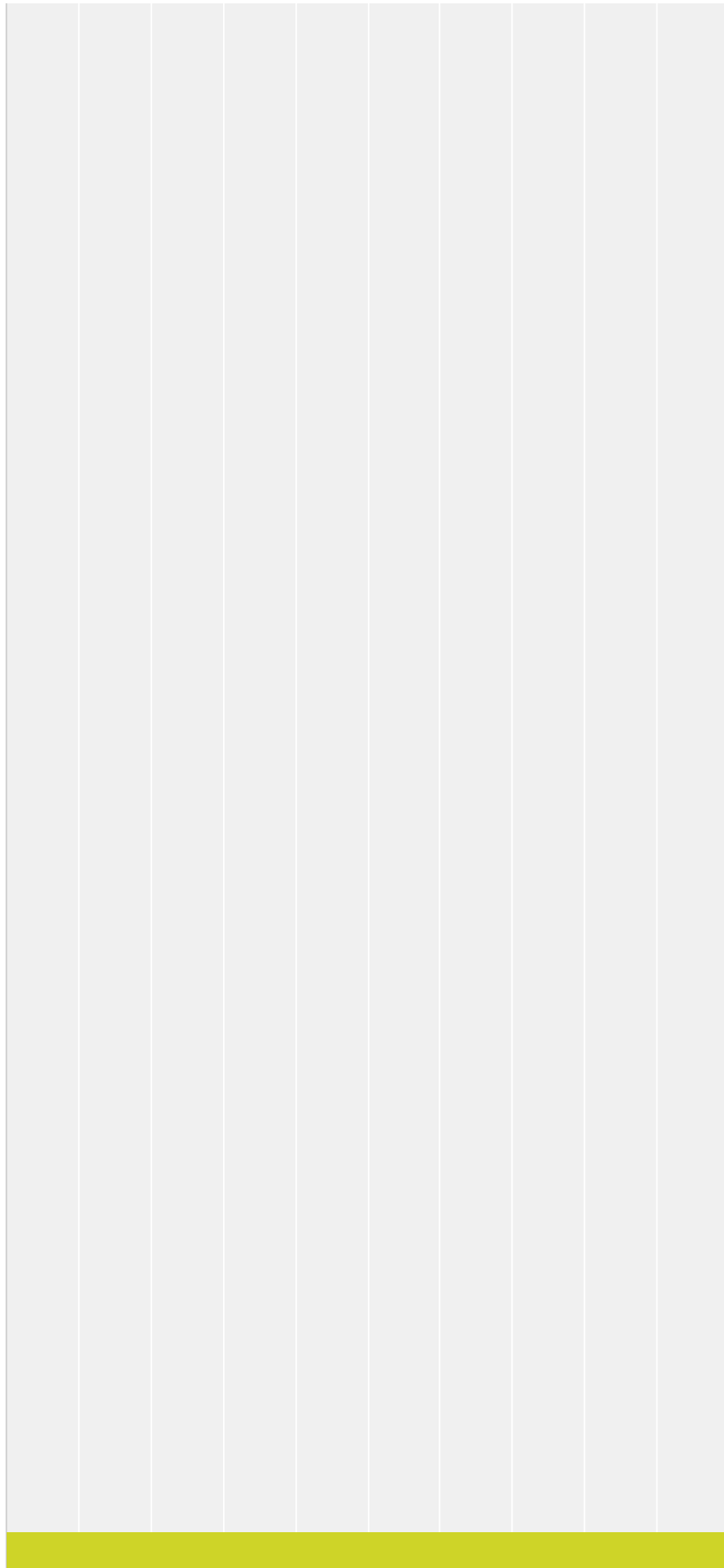**Department Director or...**

Technical Director

Development Director

Business Manager

Marketing Manager

Administrator
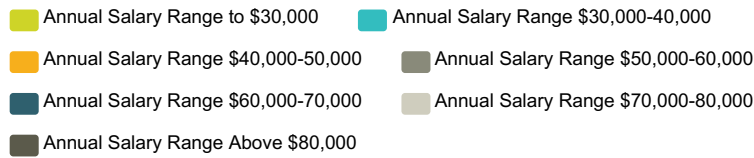
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Janitor

Customer
Service...

Technical
Services...

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Information Technology...

Service Area Lead Worker ...

Financial support...

0%   10%   20%   30%   40%   50%   60%   70%   80%   90%   100%

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
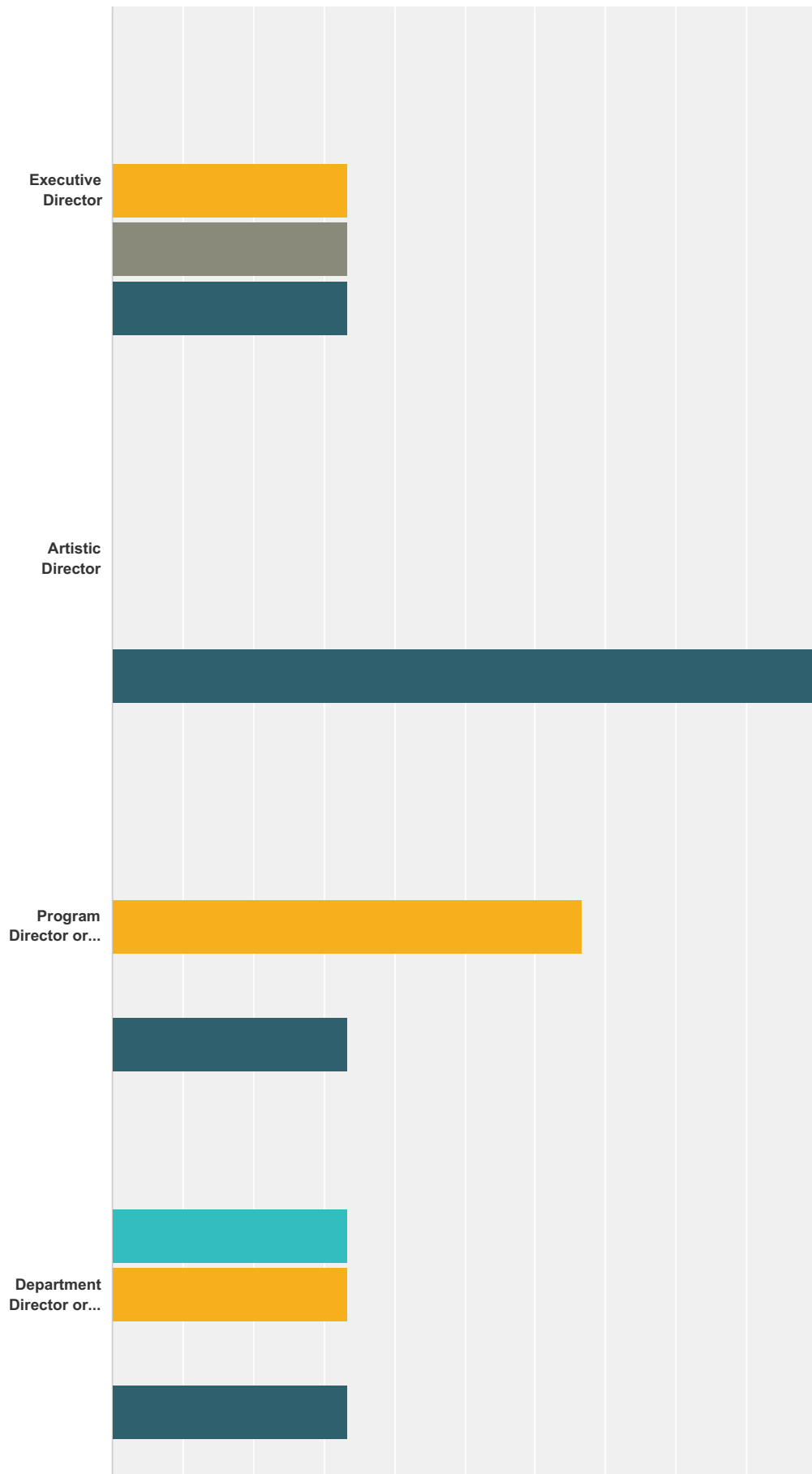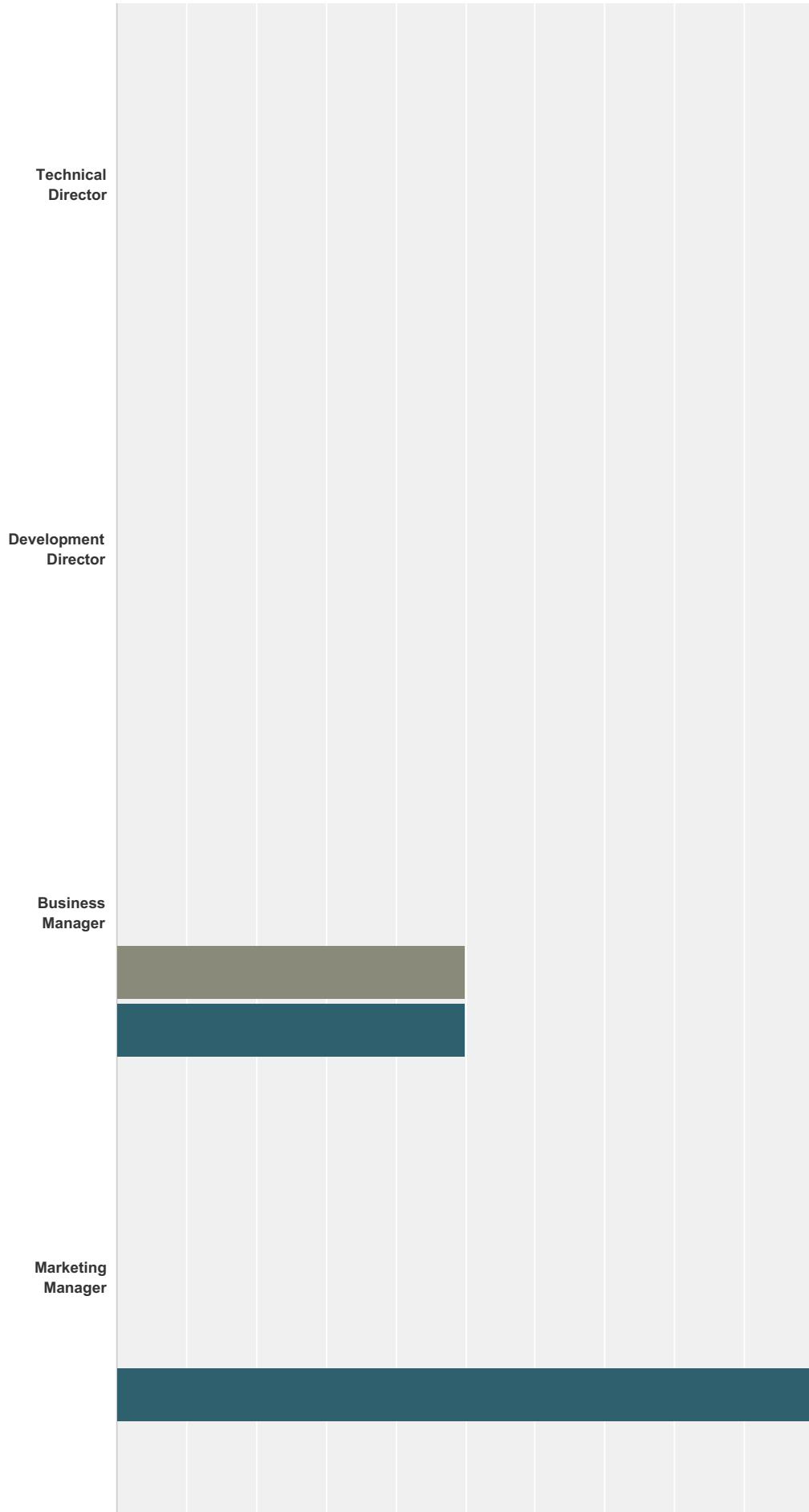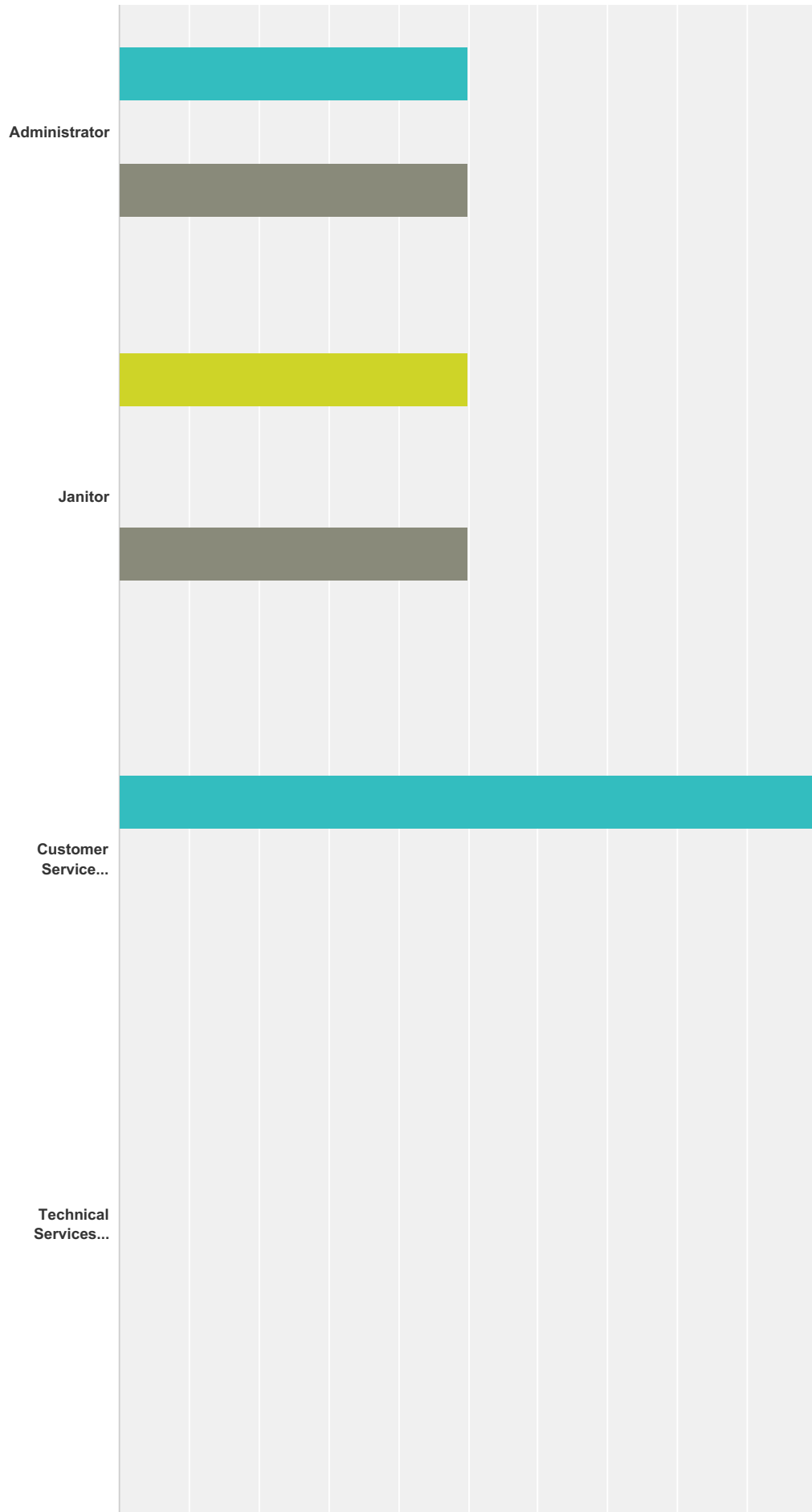
Annual Salary Range Above $80,000

	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	16.67% 1	16.67% 1	33.33% 2	16.67% 1	0.00% 0	16.67% 1	0.00% 0	6
Artistic Director	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Program Director or Manager	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Department Director or Manager	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
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	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Business Manager	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Marketing Manager	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Administrator	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	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Customer Service Assistant	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
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	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
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 on your staff, please indicate the hourly pay range.

Answered: 7   Skipped: 0

Executive Director

Artistic Director

Program Director or...

Department Director or...

Administrator

Janitor

Customer Service...

Technical Services...
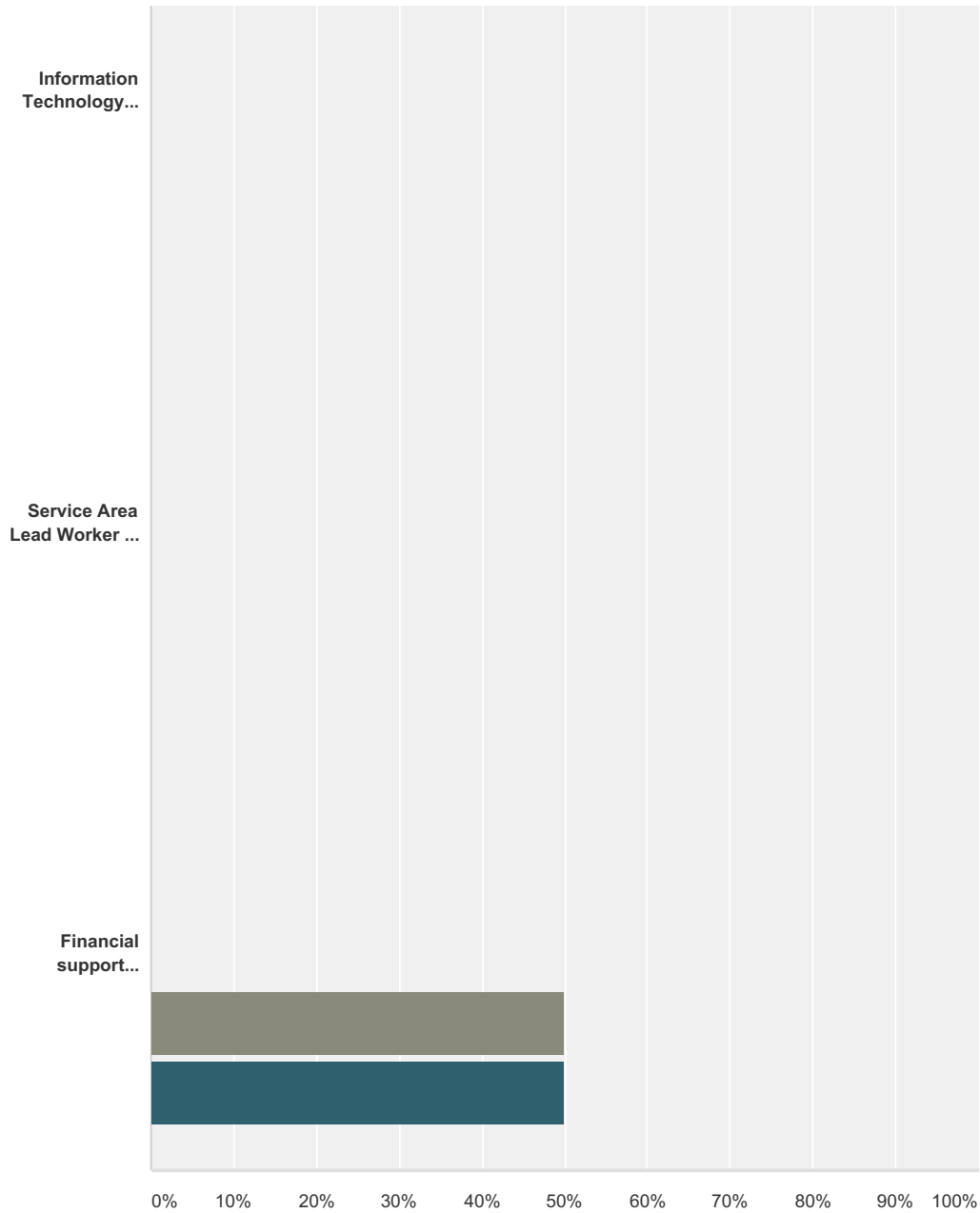
Legend:
- Under $10 per hour
- $10-$15 per hour
- $15-$20 per hour
- $20-$25 per hour
- Over $25 per hour

	Under $10 per hour	$10-$15 per hour	$15-$20 per hour	$20-$25 per hour	Over $25 per hour	Total
Executive Director	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	3
Artistic Director	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1
Program Director or Manager	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3
Department Director or Manager	0.00% 0	33.33% 1	33.33% 1	0.00% 0	33.33% 1	3

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	**0.00%** 0	**0.00%** 0	0
Business Manager	**0.00%** 0	**0.00%** 0	**0.00%** 0	**50.00%** 1	**50.00%** 1	2
Marketing Manager	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**100.00%** 1	1
Administrator	**0.00%** 0	**50.00%** 1	**0.00%** 0	**50.00%** 1	**0.00%** 0	2
Janitor	**50.00%** 1	**0.00%** 0	**0.00%** 0	**50.00%** 1	**0.00%** 0	2
Customer Service Assistant	**0.00%** 0	**100.00%** 1	**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
Information Technology Coordinator	**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	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	0
Financial support (bookkeeper, accounting)	**0.00%** 0	**0.00%** 0	**0.00%** 0	**50.00%** 1	**50.00%** 1	2

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

Answered: 5　　Skipped: 2
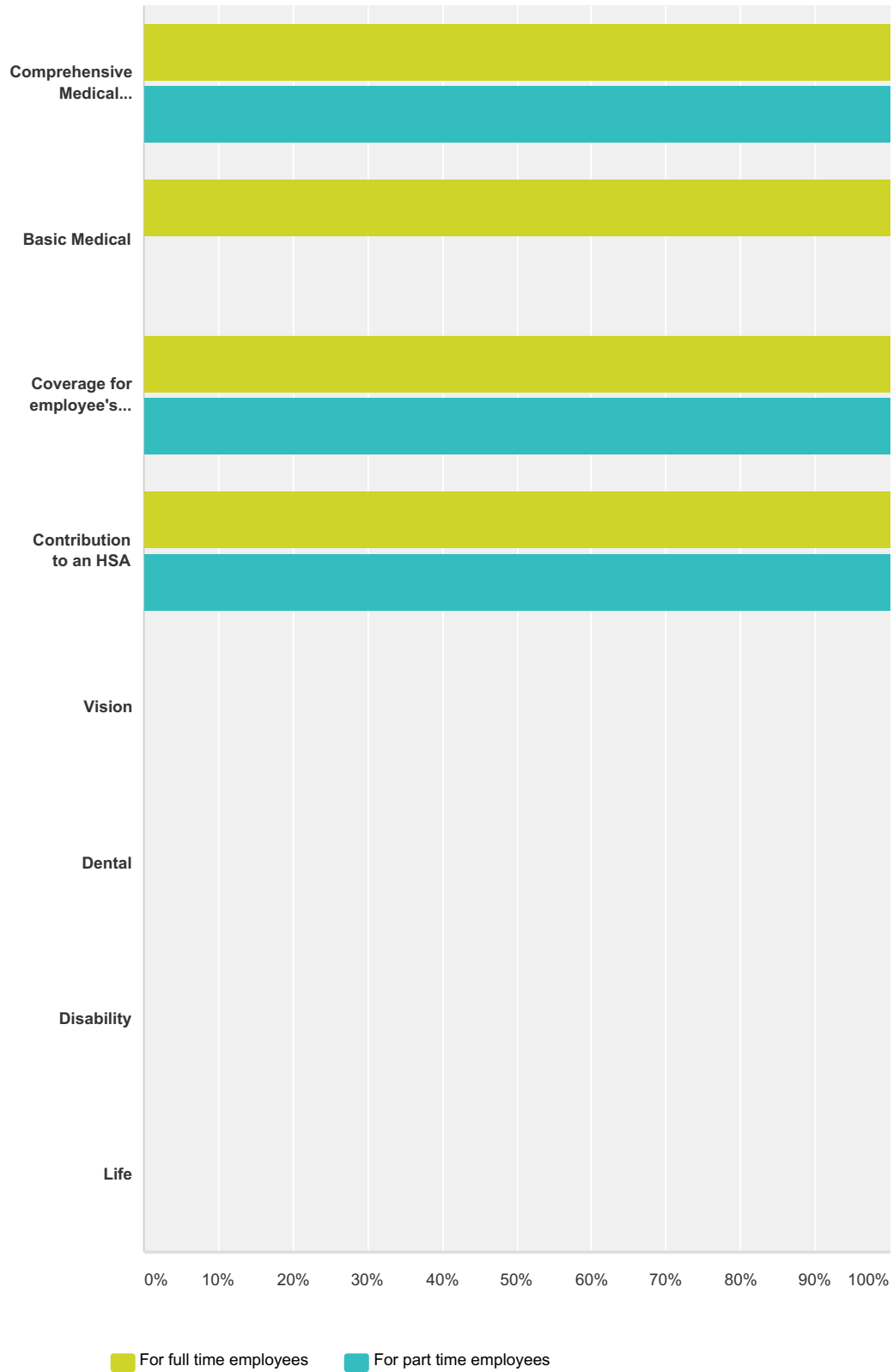
	For full time employees	For part time employees	Total Respondents
Comprehensive Medical (including preventive care)	**100.00%** 1	**100.00%** 1	1
Basic Medical	**100.00%** 1	**0.00%** 0	1

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

Q8 Please indicate what type and amount of leave is provided to full time employees.
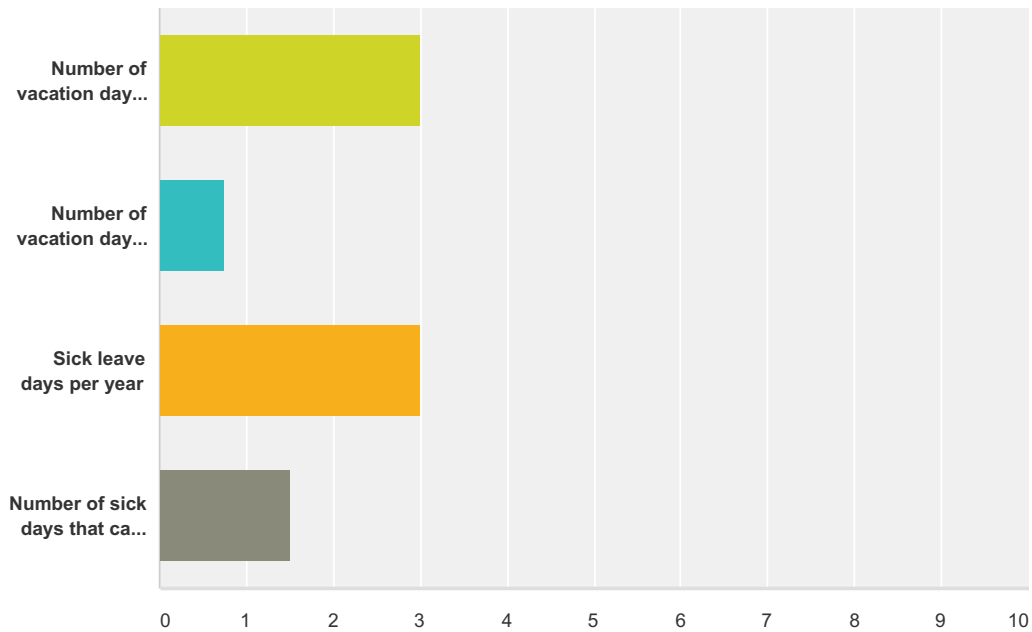
Answered: 4   Skipped: 3
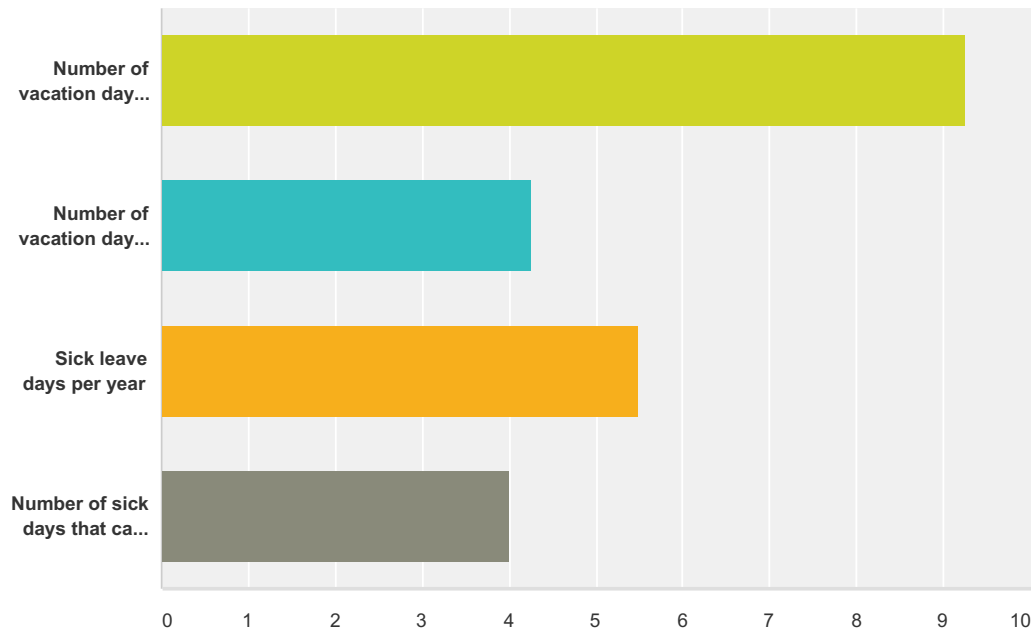
Answer Choices	Average Number	Total Number	Responses
Number of vacation days per year	9	37	4
Number of vacation days that can be carried over to next employment year	4	17	4
Sick leave days per year	6	22	4
Number of sick days that can be carried over to next employment year	4	16	4
Total Respondents: 4			

#	Number of vacation days per year	Date
1	10	8/15/2013 2:28 PM
2	15	8/6/2013 6:40 PM

3	0	8/6/2013 5:39 PM
4	12	8/6/2013 3:45 PM
#	**Number of vacation days that can be carried over to next employment year**	**Date**
1	0	8/15/2013 2:28 PM
2	10	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	7	8/6/2013 3:45 PM
#	**Sick leave days per year**	**Date**
1	0	8/15/2013 2:28 PM
2	10	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	12	8/6/2013 3:45 PM
#	**Number of sick days that can be carried over to next employment year**	**Date**
1	0	8/15/2013 2:28 PM
2	10	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	6	8/6/2013 3:45 PM

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

Answered: 4   Skipped: 3

Answer Choices	Average Number	Total Number	Responses
Number of vacation days per year	3	12	4
Number of vacation days that can be carried over to next employment year	1	3	4

	Sick leave days per year	3	12	4
	Number of sick days that can be carried over to next employment year	2	6	4
Total Respondents: 4				

#	Number of vacation days per year	Date
1	0	8/15/2013 2:28 PM
2	6	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	6	8/6/2013 3:45 PM

#	Number of vacation days that can be carried over to next employment year	Date
1	0	8/15/2013 2:28 PM
2	0	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	3	8/6/2013 3:45 PM

#	Sick leave days per year	Date
1	0	8/15/2013 2:28 PM
2	6	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	6	8/6/2013 3:45 PM

#	Number of sick days that can be carried over to next employment year	Date
1	0	8/15/2013 2:28 PM
2	0	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	6	8/6/2013 3:45 PM

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

Answered: 7   Skipped: 0
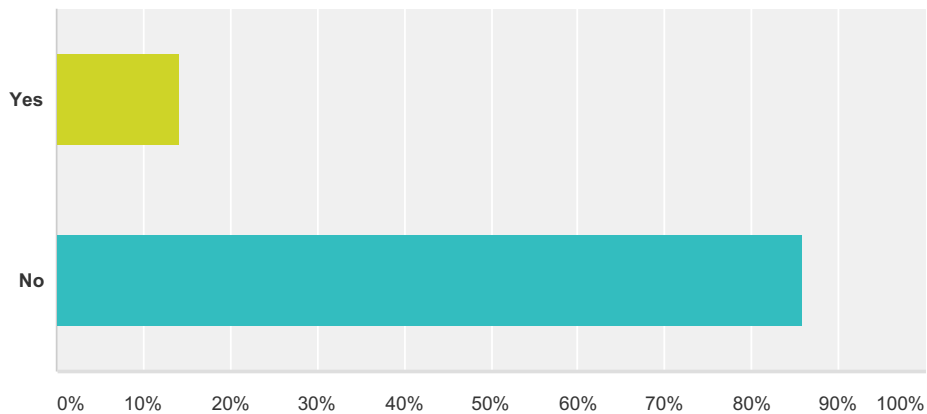
Answer Choices	Responses

Yes	**14.29%**	1
No	**85.71%**	6
Total		**7**