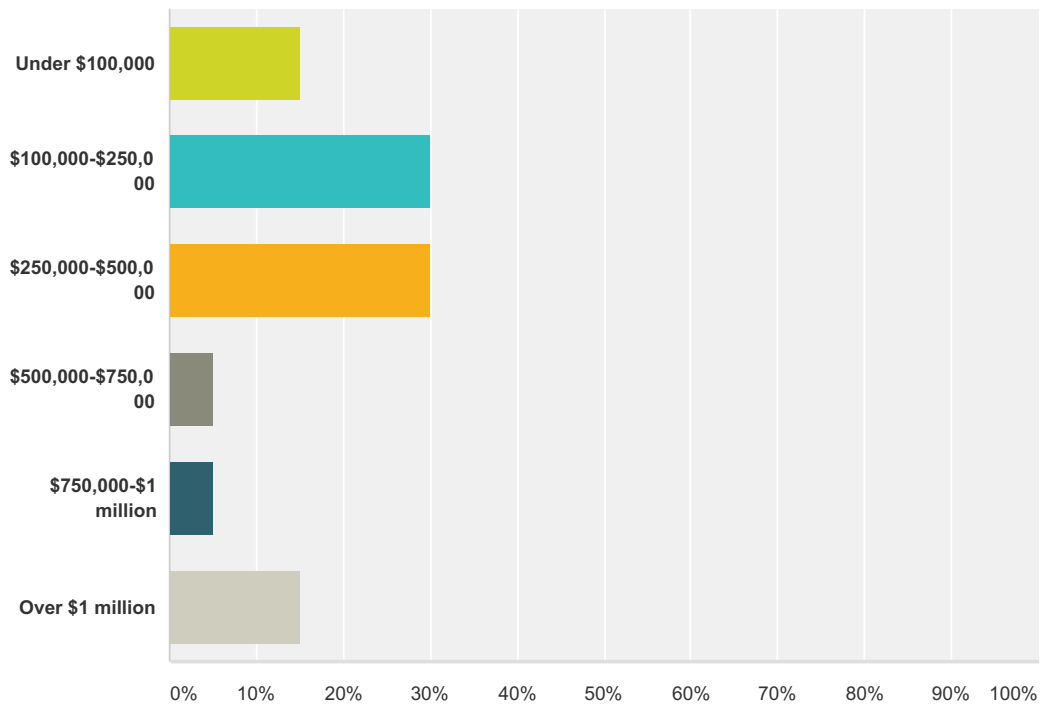## Q1 What is your organization's current annual operating budget?

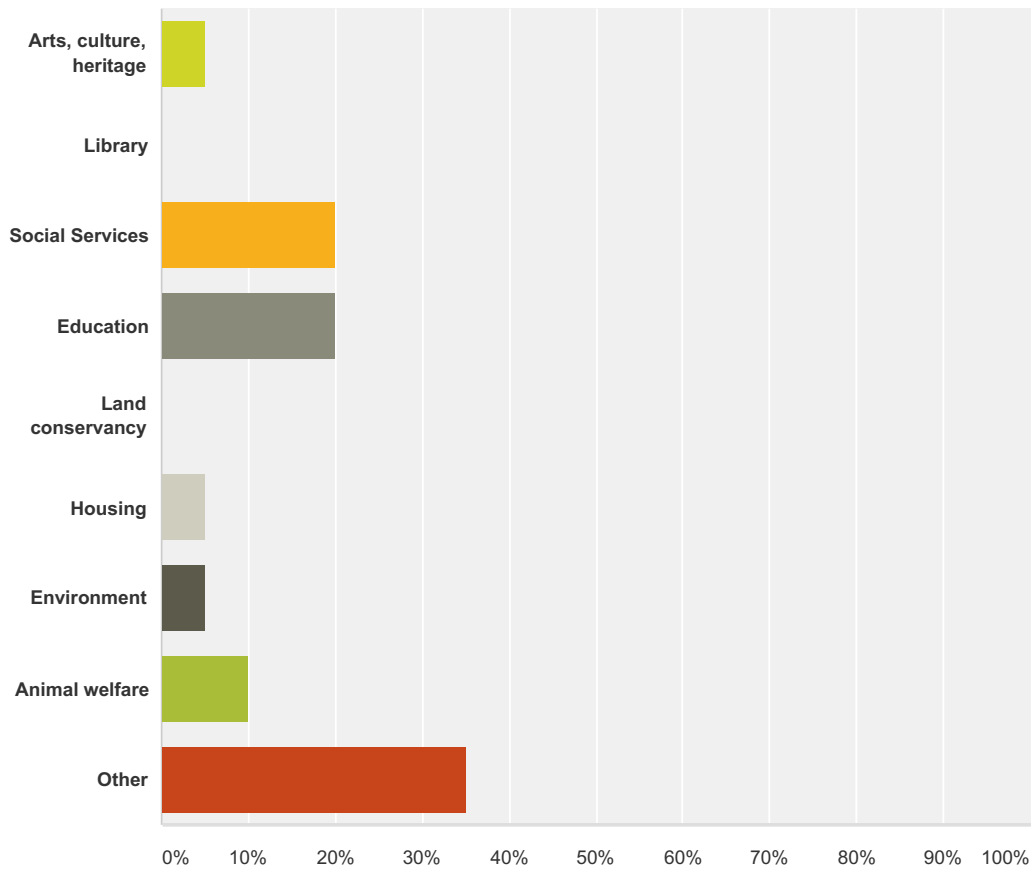Answered: 20   Skipped: 0

Answer Choices	Responses	
Under $100,000	**15.00%**	3
$100,000-$250,000	**30.00%**	6
$250,000-$500,000	**30.00%**	6
$500,000-$750,000	**5.00%**	1
$750,000-$1 million	**5.00%**	1
Over $1 million	**15.00%**	3
Total		**20**

Q2 In what field does your organization work?

Answered: 20   Skipped: 0

Answer Choices	Responses	
Arts, culture, heritage	5.00%	1
Library	0.00%	0
Social Services	20.00%	4
Education	20.00%	4
Land conservancy	0.00%	0
Housing	5.00%	1
Environment	5.00%	1
Animal welfare	10.00%	2
Other	35.00%	7
Total		20

#	please specify "other"	Date
1	Destination Marketing	9/18/2015 4:23 PM

2	Senior Services	9/16/2015 1:06 PM
3	park & recreation	9/15/2015 1:50 PM
4	Business/Tourism	9/3/2015 2:51 PM
5	Food Bank	8/28/2015 10:48 AM
6	Community Foundation	8/26/2015 2:39 PM

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

Answered: 20   Skipped: 0

#	Responses	Date
1	10.5	9/21/2015 3:44 PM
2	3.8	9/18/2015 4:23 PM
3	1	9/16/2015 1:06 PM
4	4	9/16/2015 9:17 AM
5	4.0	9/15/2015 4:59 PM
6	15	9/15/2015 2:39 PM
7	2	9/15/2015 1:50 PM
8	7	9/9/2015 10:04 AM
9	2 1/2	9/8/2015 10:09 AM
10	6	9/4/2015 11:56 AM
11	2	9/3/2015 2:51 PM
12	1.5	9/3/2015 2:40 PM
13	Have only 1 part-time employee - 12 hours/week	8/28/2015 10:48 AM
14	1	8/28/2015 9:07 AM
15	15 year round	8/27/2015 2:53 PM
16	0.5FTE	8/27/2015 12:09 PM
17	4.8	8/27/2015 11:39 AM
18	1.0 salaried, and 3.0 as professional 1099s	8/26/2015 5:14 PM
19	1.75	8/26/2015 2:47 PM
20	2	8/26/2015 2:39 PM

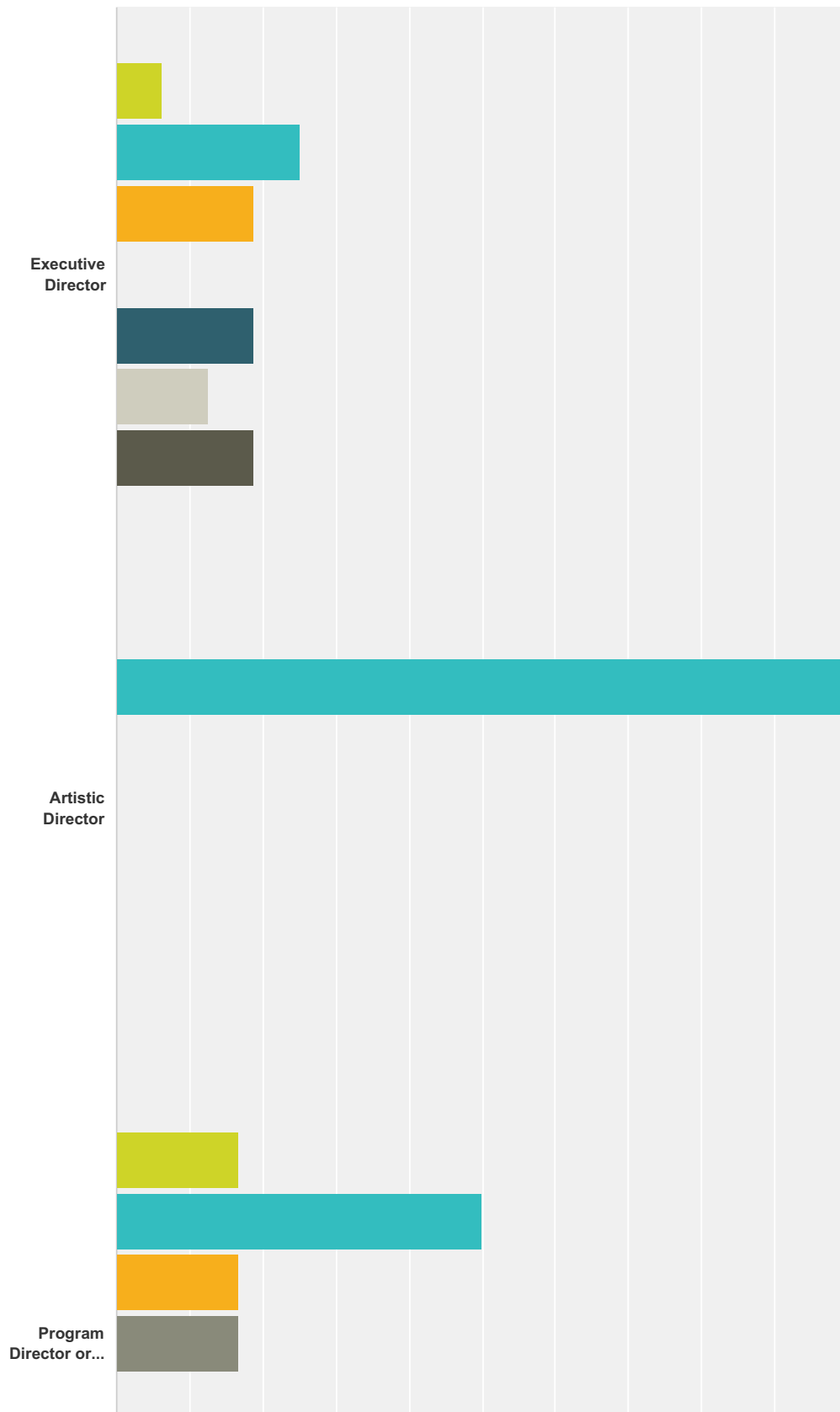## Q4 How many hours per week are full time employees required to work?

Answered: 16   Skipped: 4
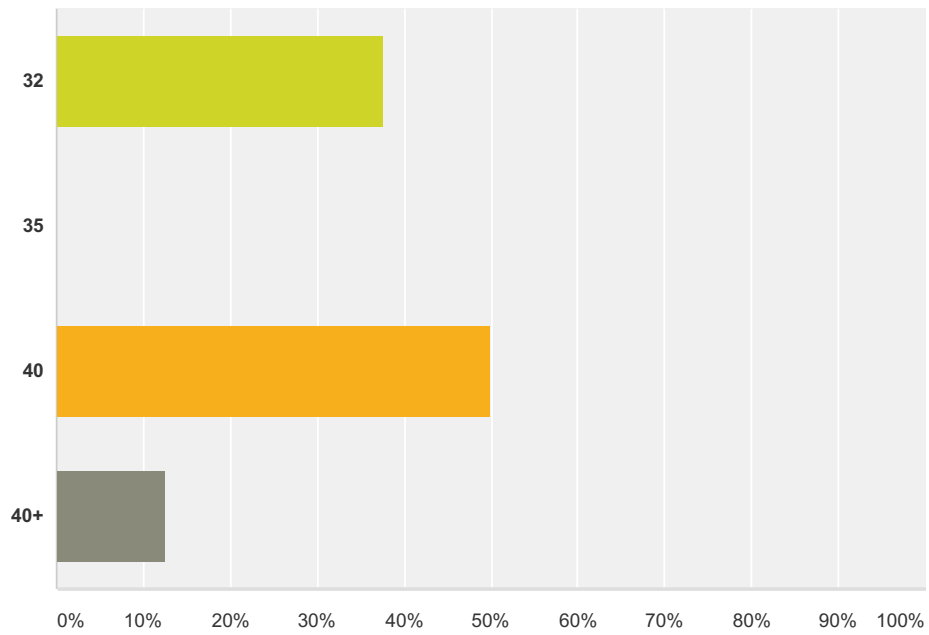
Answer Choices	Responses	
32	**37.50%**	6
35	**0.00%**	0
40	**50.00%**	8
40+	**12.50%**	2
Total		16

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

Answered: 16   Skipped: 4

**Department
Director or...**

**Technical
Director**

**Development
Director**

8 / 35

Business Manager

Marketing Manager

Administrator

9 / 35

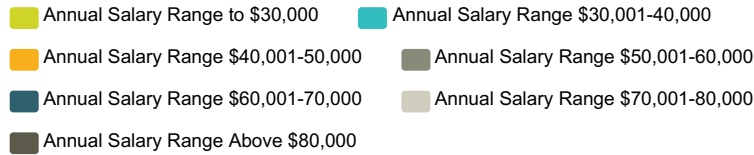**Janitor**

Customer Service...

Technical Services...
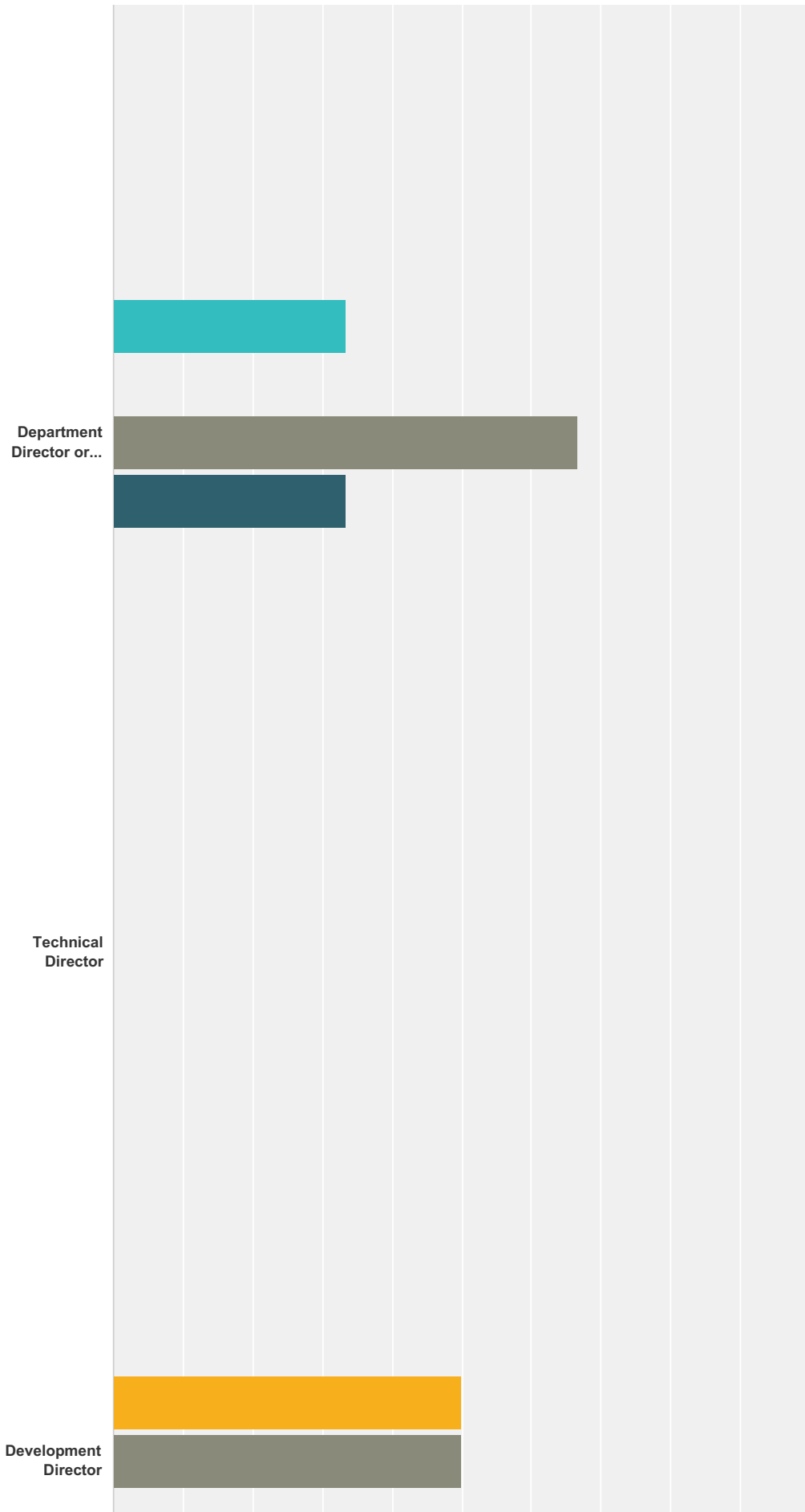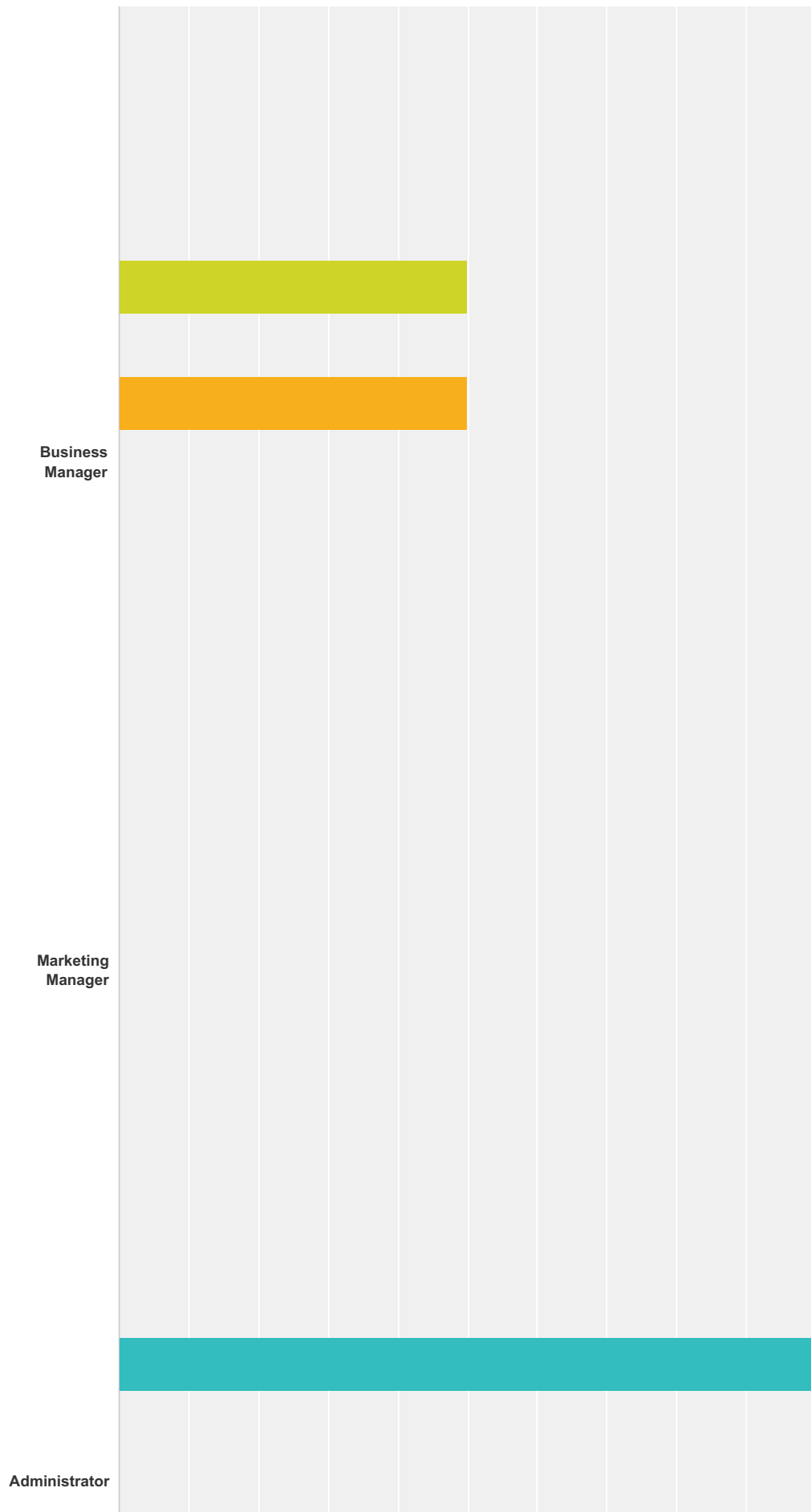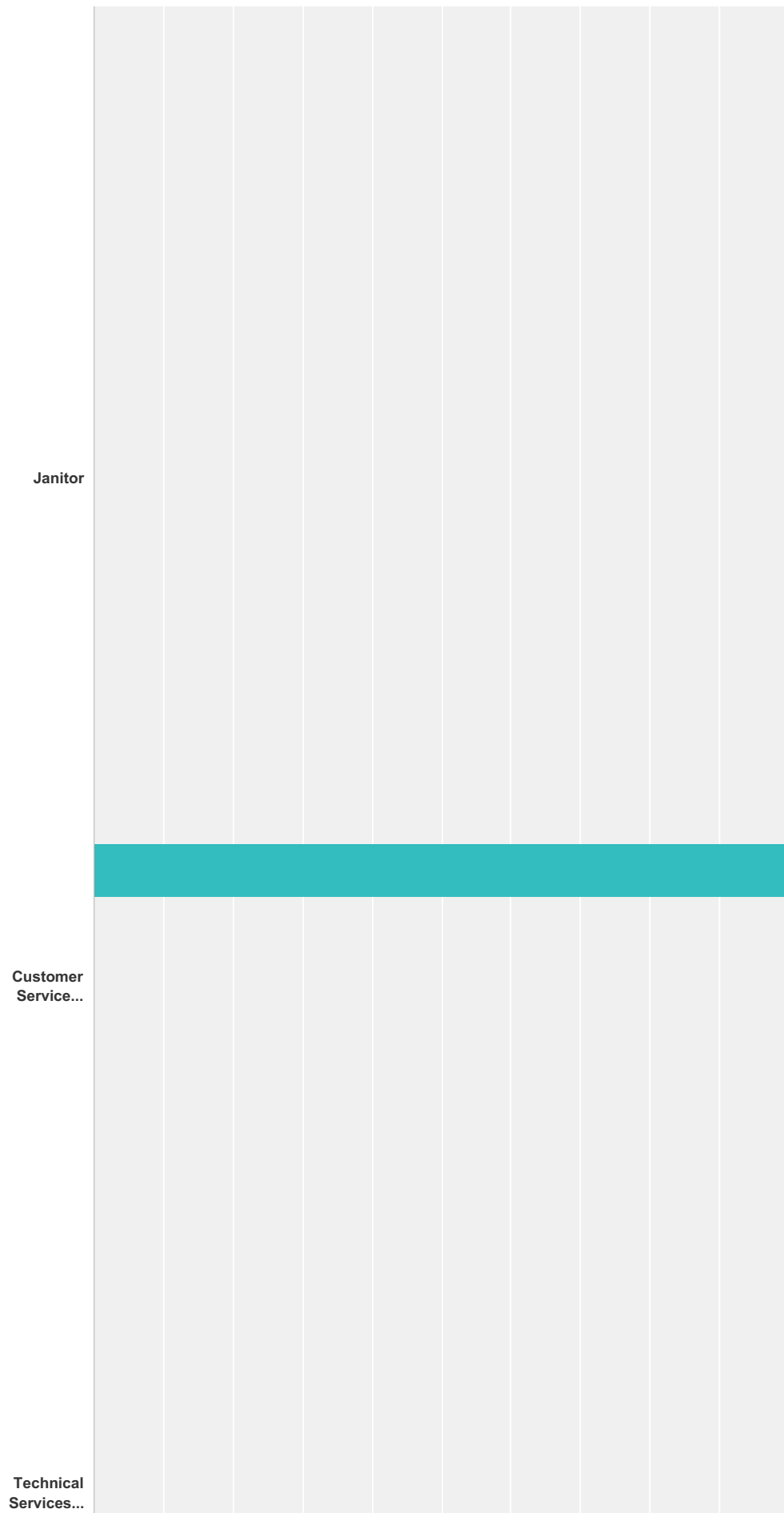
Information Technology...

Service Area Lead Worker ...

Financial
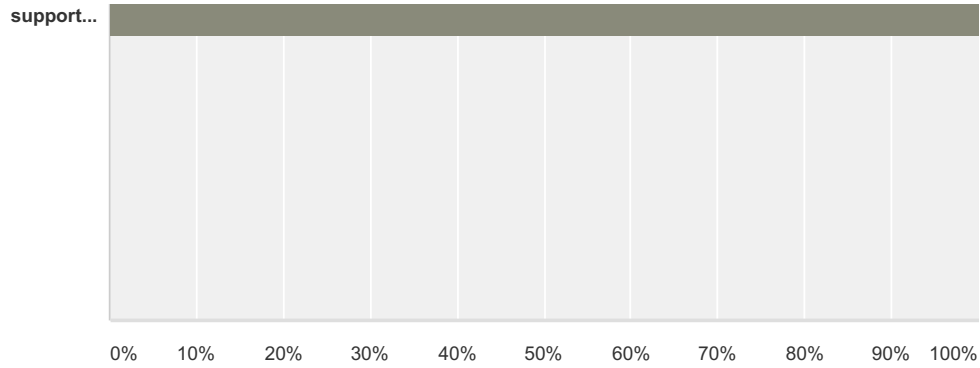
support...

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

- ■ Annual Salary Range to $30,000
- ■ Annual Salary Range $30,001-40,000
- ■ Annual Salary Range $40,001-50,000
- ■ Annual Salary Range $50,001-60,000
- ■ Annual Salary Range $60,001-70,000
- ■ Annual Salary Range $70,001-80,000
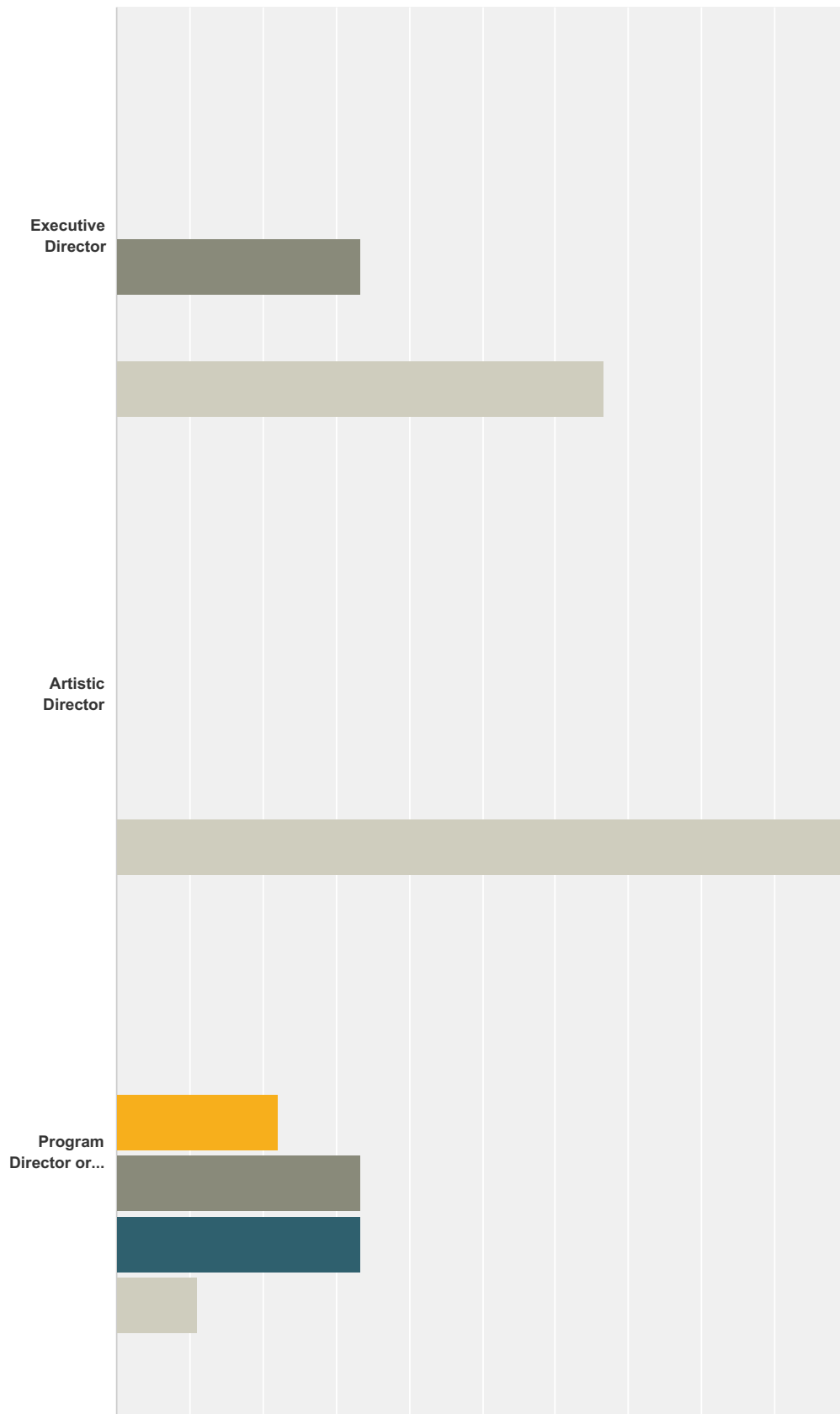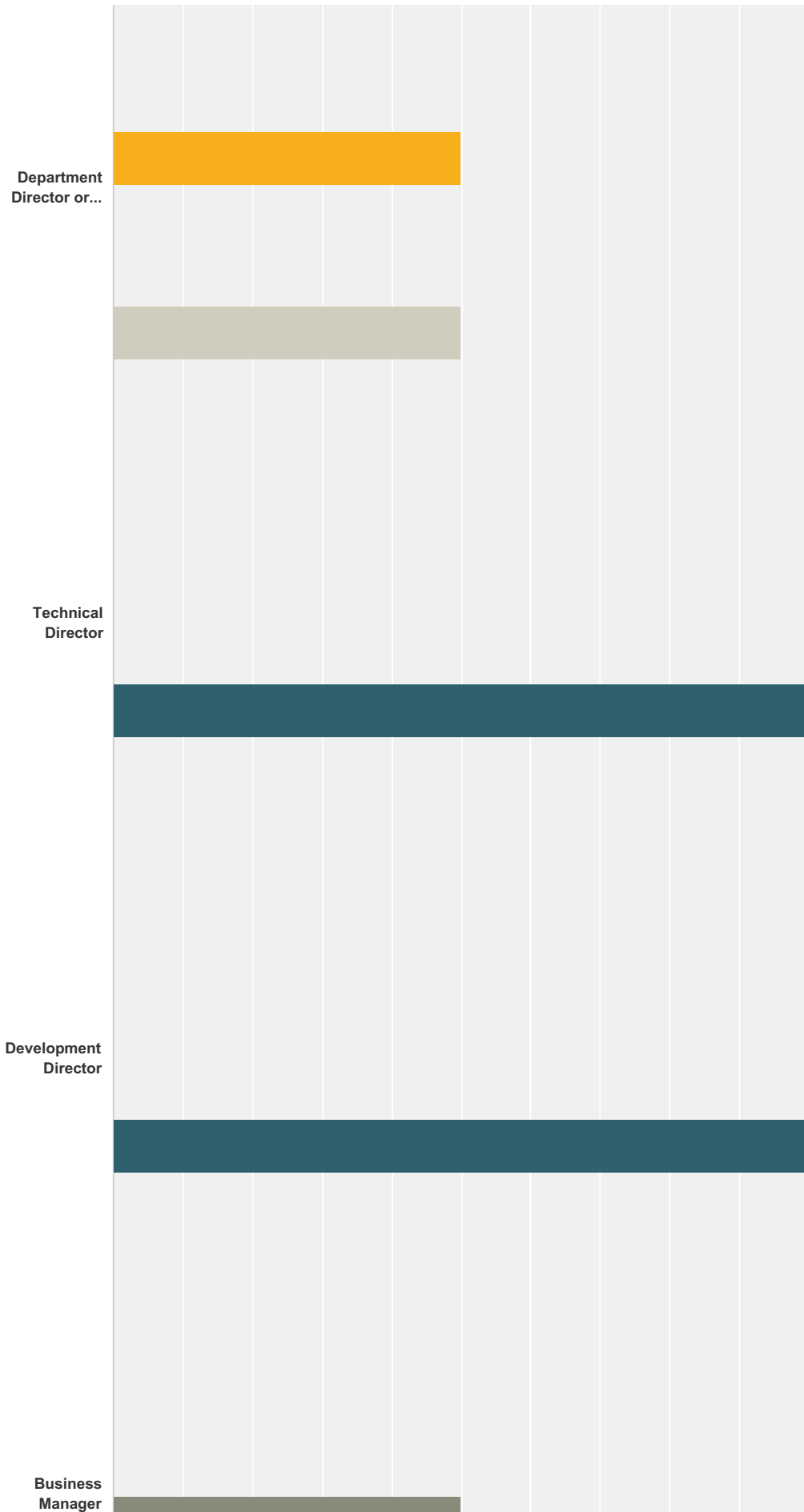- ■ Annual Salary Range Above $80,000

	Annual Salary Range to $30,000	Annual Salary Range $30,001-40,000	Annual Salary Range $40,001-50,000	Annual Salary Range $50,001-60,000	Annual Salary Range $60,001-70,000	Annual Salary Range $70,001-80,000	Annual Salary Range Above $80,000	Total Respondents
Executive Director	6.25% 1	25.00% 4	18.75% 3	0.00% 0	18.75% 3	12.50% 2	18.75% 3	16
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	16.67% 1	50.00% 3	16.67% 1	16.67% 1	0.00% 0	0.00% 0	0.00% 0	6
Department Director or Manager	0.00% 0	33.33% 1	0.00% 0	66.67% 2	33.33% 1	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	0.00% 0	50.00% 1	50.00% 1	0.00% 0	0.00% 0	0.00% 0	2
Business Manager	50.00% 1	0.00% 0	50.00% 1	0.00% 0	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
Administrator	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Janitor	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Customer Service Assistant	0.00% 0	100.00% 1	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	**33.33%** 1	**66.67%** 2	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	3
Financial support (bookkeeping, accounting)	**0.00%** 0	**0.00%** 0	**0.00%** 0	**100.00%** 1	**0.00%** 0	**0.00%** 0	**0.00%** 0	1

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

Answered: 15   Skipped: 5

Department Director or...

Technical Director

Development Director

Business Manager
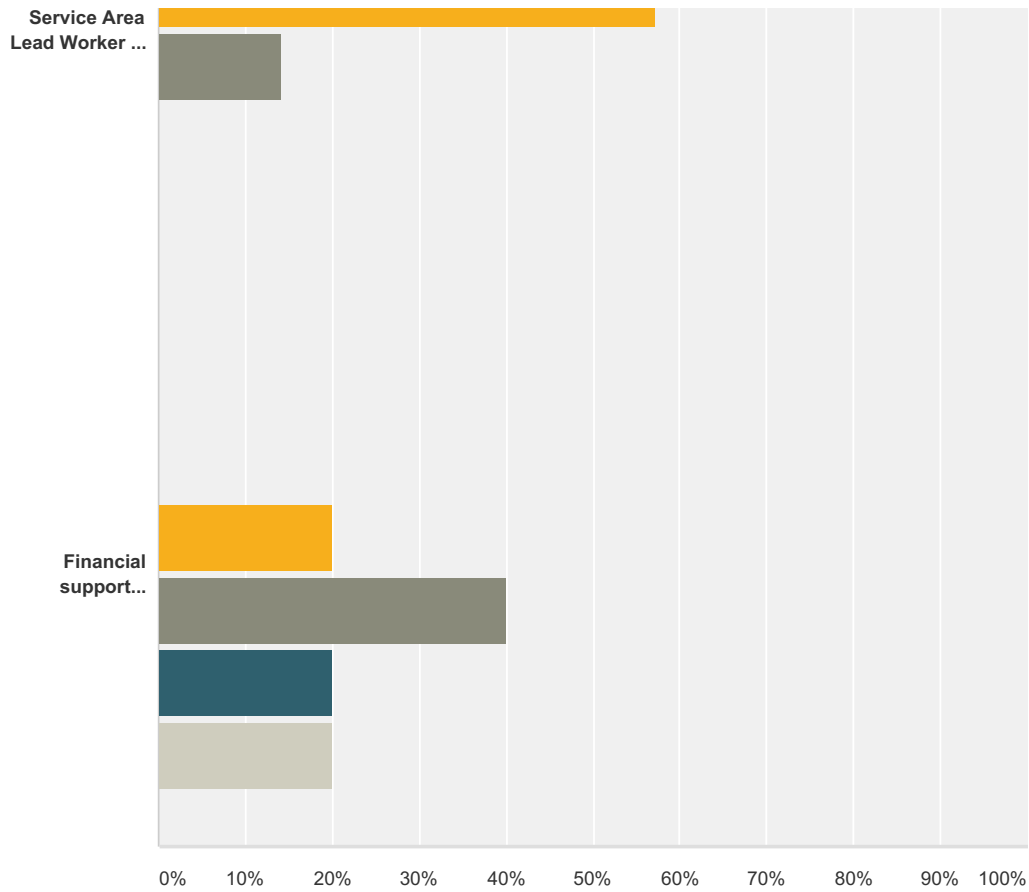
Marketing Manager

Administrator

Janitor
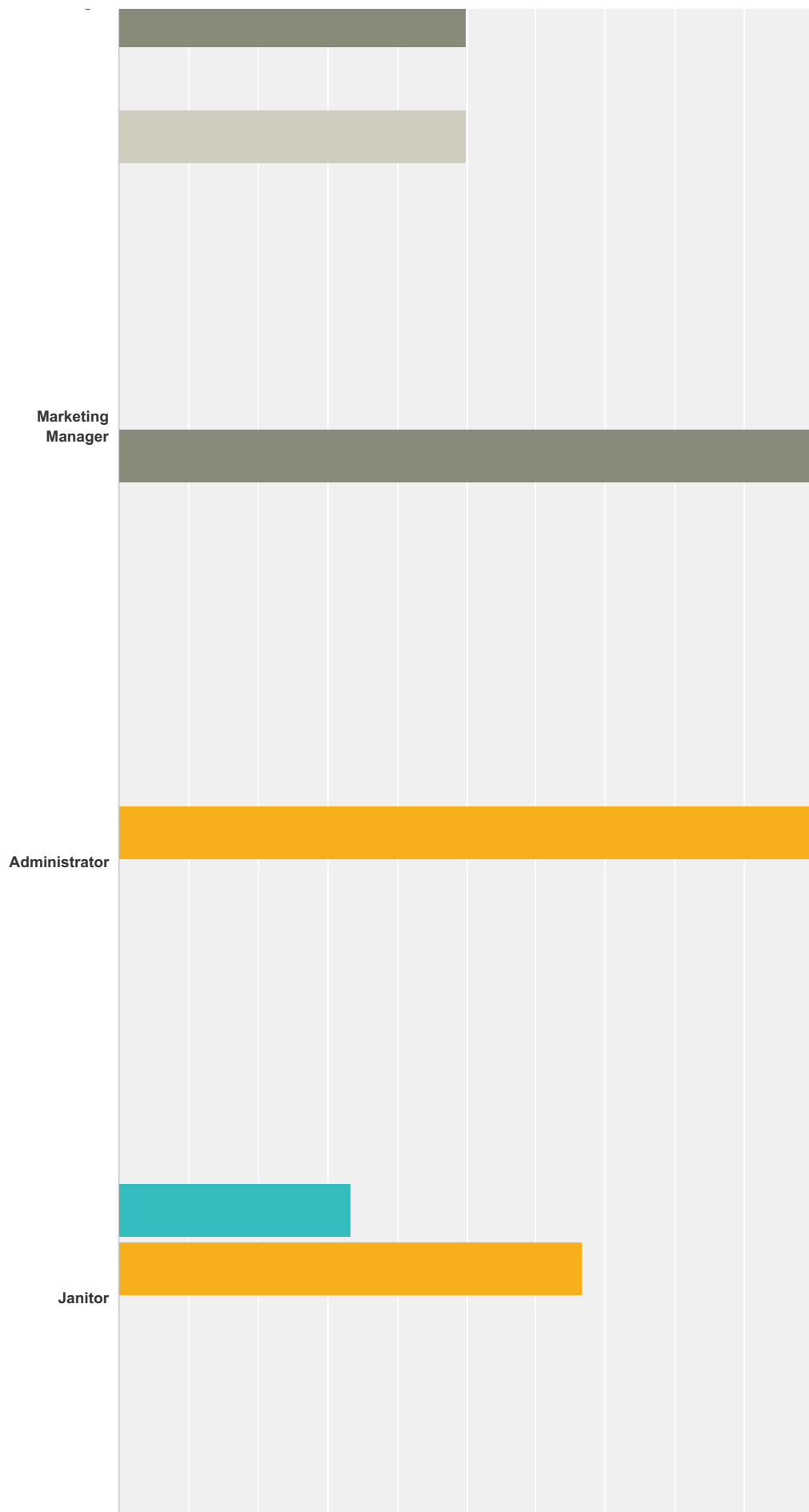
Legend:
- Under $10 per hour
- $10-$14 per hour
- $15-$19 per hour
- $20-$24 per hour
- $25-$29 per hour
- $30 per hour or over

	Under $10 per hour	$10-$14 per hour	$15-$19 per hour	$20-$24 per hour	$25-$29 per hour	$30 per hour or over	Total
Executive Director	0.00% 0	0.00% 0	0.00% 0	33.33% 1	0.00% 0	66.67% 2	3
Artistic Director	0.00% 0	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	22.22% 2	33.33% 3	33.33% 3	11.11% 1	9
Department Director or Manager	0.00% 0	0.00% 0	50.00% 1	0.00% 0	0.00% 0	50.00% 1	2
Technical Director	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1
Development Director	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1
Business Manager	0.00% 0	0.00% 0	0.00% 0	50.00% 1	0.00% 0	50.00% 1	2
Marketing Manager	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	1
Administrator	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	1

Janitor	0.00% 0	33.33% 1	66.67% 2	0.00% 0	0.00% 0	0.00% 0	3
Customer Service Assistant	0.00% 0	75.00% 3	25.00% 1	0.00% 0	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	0.00% 0	0
Information Technology Coordinator	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Service Area Lead Worker or Specialist	0.00% 0	28.57% 2	57.14% 4	14.29% 1	0.00% 0	0.00% 0	7
Financial support (bookkeeper, accounting)	0.00% 0	0.00% 0	20.00% 1	40.00% 2	20.00% 1	20.00% 1	5

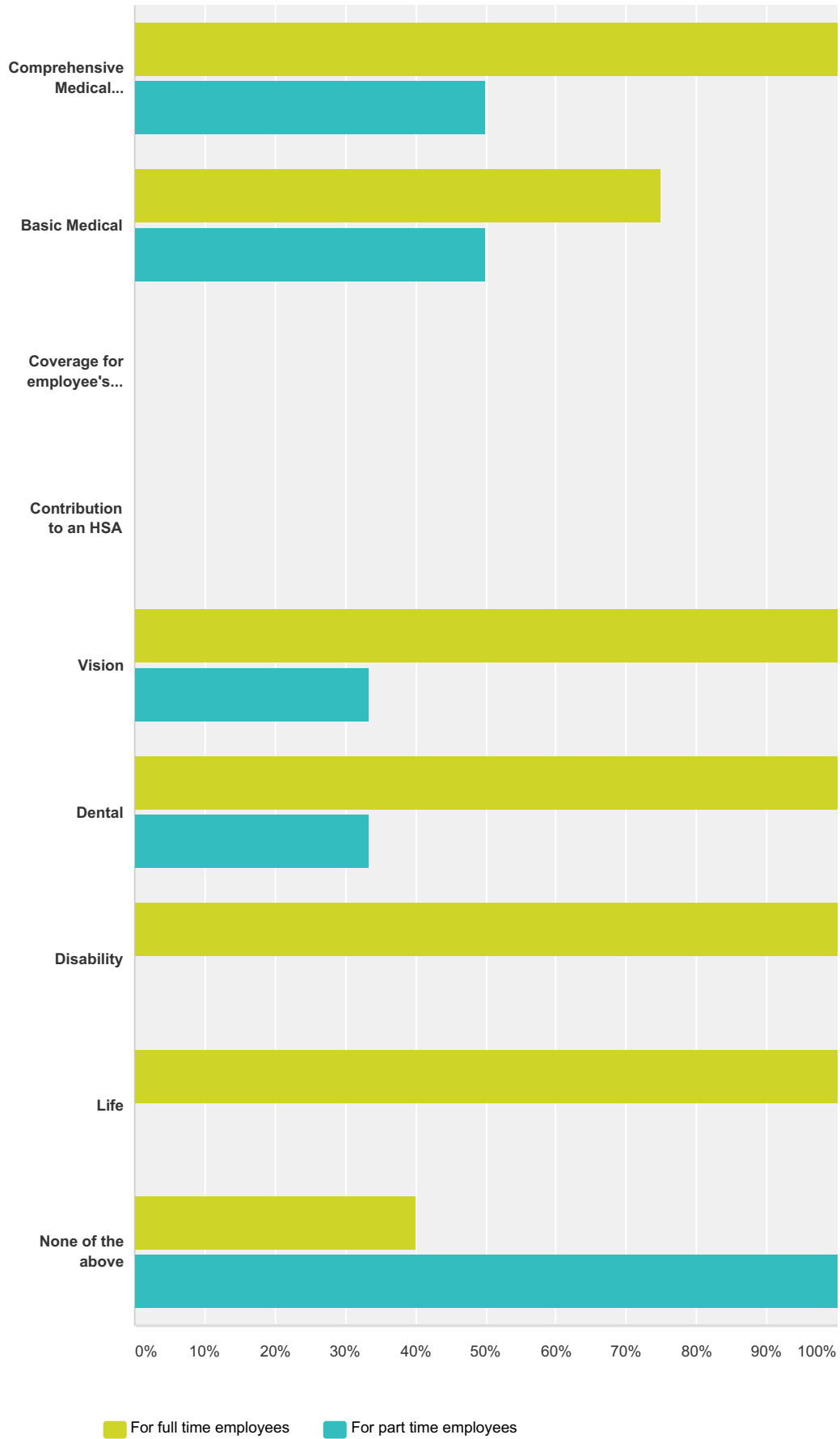## Q7 Does your organization provide medical benefits as part of employment?

Answered: 20 Skipped: 0
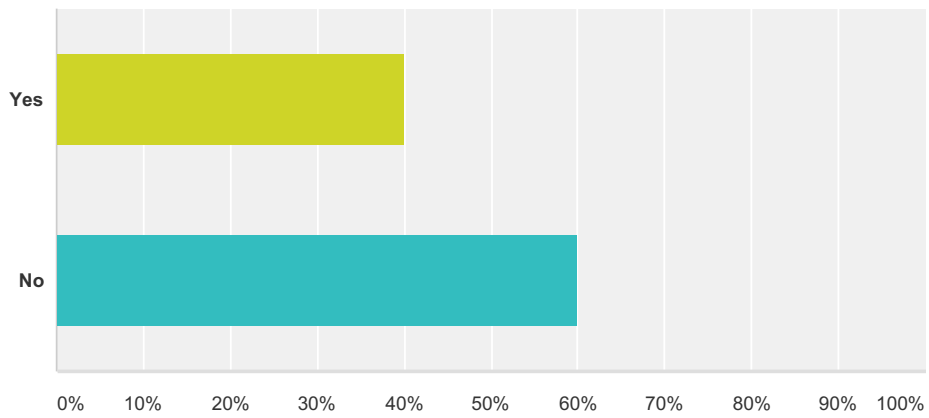
Answer Choices	Responses	
Yes	**40.00%**	8
No	**60.00%**	12
Total		**20**

Q8 If your organization provides medical benefits, please indicate which type are offered to employees as part of their total compensation package below.

Answered: 9   Skipped: 11

Comprehensive Medical...

Basic Medical

Coverage for employee's...

Contribution to an HSA

Vision

Dental

Disability

Life

None of the above

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

■ 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	50.00% 2	4
Basic Medical	75.00% 3	50.00% 2	4
Coverage for employee's family members (with or without co-pay requirement)	0.00% 0	0.00% 0	0
Contribution to an HSA	0.00% 0	0.00% 0	0
Vision	100.00% 3	33.33% 1	3
Dental	100.00% 3	33.33% 1	3
Disability	100.00% 1	0.00% 0	1
Life	100.00% 1	0.00% 0	1
None of the above	40.00% 2	100.00% 5	5

	For full time employees	For part time employees	Total Respondents

Q9 Does your organization provide paid leave benefits?

Answered: 20   Skipped: 0
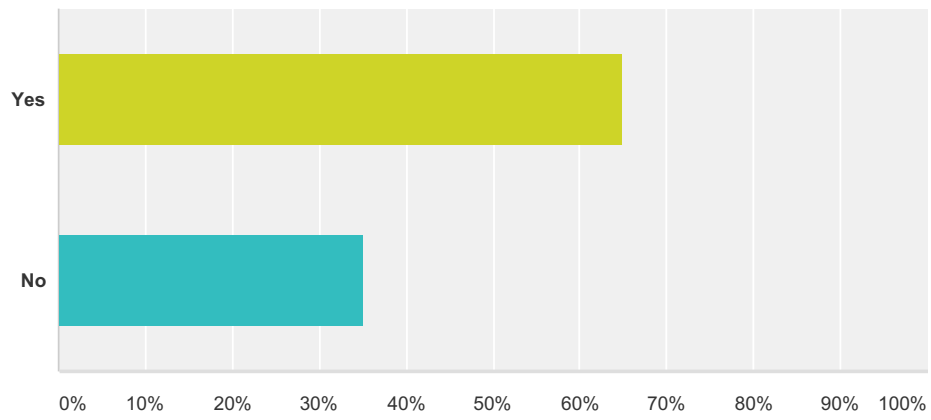
Answer Choices	Responses	
Yes	**65.00%**	13
No	**35.00%**	7
Total		**20**

Q10 If your organization provides paid leave, please indicate what type and amount of leave is provided to full time employees.

Answered: 13   Skipped: 7
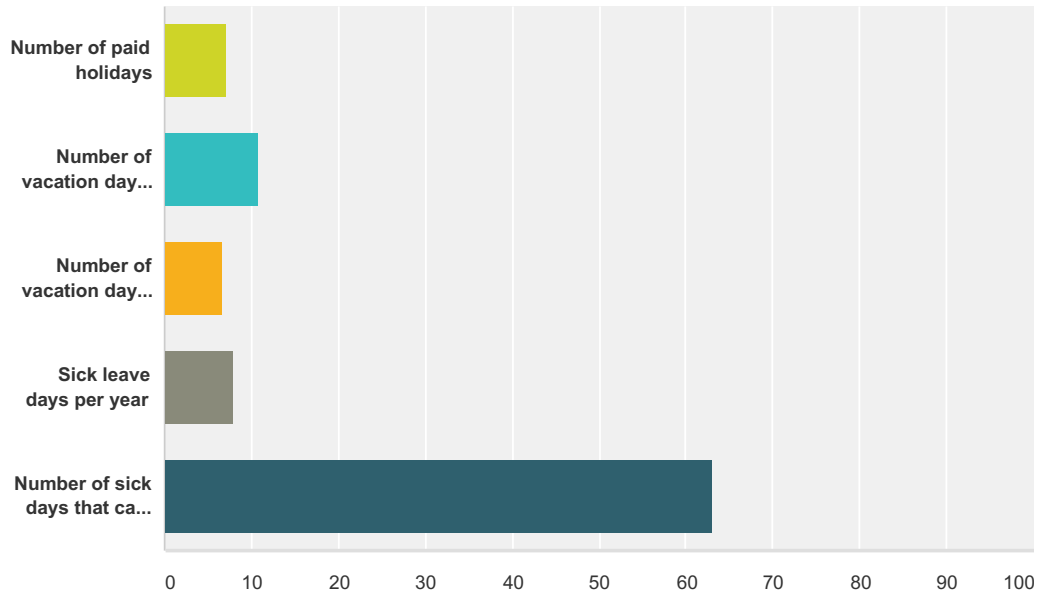
Answer Choices	Average Number	Total Number	Responses
Number of paid holidays	7	86	12
Number of vacation days per year	11	130	12
Number of vacation days that can be carried over to next employment year	7	73	11
Sick leave days per year	8	96	12
Number of sick days that can be carried over to next employment year	63	693	11
Total Respondents: 13			

#	Number of paid holidays	Date
1	13	9/21/2015 3:44 PM
2	8	9/18/2015 4:23 PM
3	10	9/15/2015 4:59 PM
4	4	9/15/2015 2:39 PM
5	9	9/15/2015 1:50 PM
6	8	9/9/2015 10:04 AM
7	8	9/4/2015 11:56 AM
8	0	9/3/2015 2:40 PM
9	5	8/28/2015 9:07 AM
10	7	8/27/2015 2:53 PM

| 11 | 7 | 8/27/2015 11:39 AM |
| 12 | 7 | 8/26/2015 2:39 PM |

#	Number of vacation days per year	Date
1	10	9/21/2015 3:44 PM
2	10	9/18/2015 4:23 PM
3	14	9/16/2015 9:17 AM
4	15	9/15/2015 4:59 PM
5	5	9/15/2015 2:39 PM
6	15	9/15/2015 1:50 PM
7	10	9/9/2015 10:04 AM
8	8	9/4/2015 11:56 AM
9	10	8/28/2015 9:07 AM
10	1	8/27/2015 2:53 PM
11	14	8/27/2015 11:39 AM
12	18	8/26/2015 2:39 PM

#	Number of vacation days that can be carried over to next employment year	Date
1	0	9/21/2015 3:44 PM
2	5	9/18/2015 4:23 PM
3	14	9/16/2015 9:17 AM
4	0	9/15/2015 4:59 PM
5	5	9/15/2015 2:39 PM
6	15	9/15/2015 1:50 PM
7	0	9/9/2015 10:04 AM
8	4	9/4/2015 11:56 AM
9	20	8/27/2015 2:53 PM
10	5	8/27/2015 11:39 AM
11	5	8/26/2015 2:39 PM

#	Sick leave days per year	Date
1	20	9/21/2015 3:44 PM
2	12	9/18/2015 4:23 PM
3	12	9/15/2015 4:59 PM
4	0	9/15/2015 2:39 PM
5	5	9/15/2015 1:50 PM
6	5	9/9/2015 10:04 AM
7	8	9/4/2015 11:56 AM
8	0	9/3/2015 2:40 PM
9	10	8/28/2015 9:07 AM
10	12	8/27/2015 2:53 PM
11	6	8/27/2015 11:39 AM
12	6	8/26/2015 2:39 PM

#	Number of sick days that can be carried over to next employment year	Date

1	0	9/21/2015 3:44 PM
2	12	9/18/2015 4:23 PM
3	36	9/15/2015 4:59 PM
4	0	9/15/2015 2:39 PM
5	5	9/15/2015 1:50 PM
6	0	9/9/2015 10:04 AM
7	100	9/4/2015 11:56 AM
8	0	9/3/2015 2:40 PM
9	520	8/27/2015 2:53 PM
10	0	8/27/2015 11:39 AM
11	20	8/26/2015 2:39 PM

Q11 If your organization provides paid leave, please indicate what type and amount of leave is provided to part time employees.
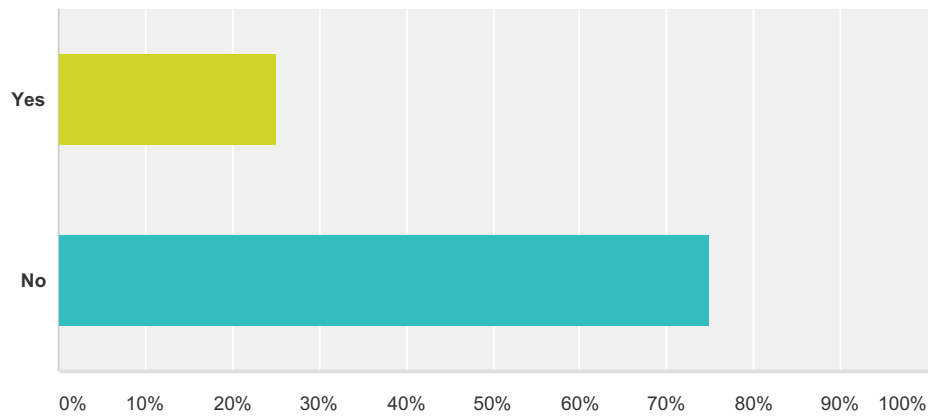
Answered: 10   Skipped: 10
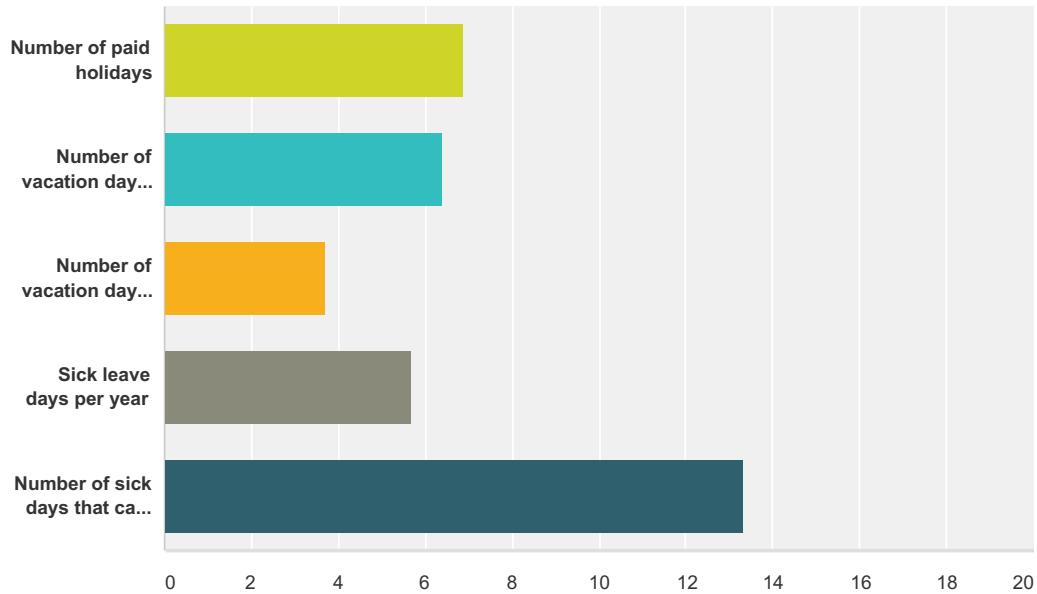
Answer Choices	Average Number	Total Number	Responses
Number of paid holidays	7	62	9
Number of vacation days per year	6	64	10
Number of vacation days that can be carried over to next employment year	4	37	10
Sick leave days per year	6	51	9
Number of sick days that can be carried over to next employment year	13	120	9
Total Respondents: 10			

#	Number of paid holidays	Date
1	13	9/21/2015 3:44 PM
2	8	9/18/2015 4:23 PM
3	4	9/15/2015 2:39 PM
4	8	9/9/2015 10:04 AM
5	8	9/4/2015 11:56 AM
6	0	8/28/2015 9:07 AM
7	7	8/27/2015 2:53 PM
8	7	8/27/2015 11:39 AM
9	7	8/26/2015 2:39 PM
#	Number of vacation days per year	Date

#		Date
1	5	9/21/2015 3:44 PM
2	8	9/18/2015 4:23 PM
3	0	9/15/2015 2:39 PM
4	10	9/9/2015 10:04 AM
5	4	9/4/2015 11:56 AM
6	10	9/3/2015 2:40 PM
7	0	8/28/2015 9:07 AM
8	1	8/27/2015 2:53 PM
9	14	8/27/2015 11:39 AM
10	12	8/26/2015 2:39 PM
#	Number of vacation days that can be carried over to next employment year	Date
1	0	9/21/2015 3:44 PM
2	5	9/18/2015 4:23 PM
3	0	9/15/2015 2:39 PM
4	0	9/9/2015 10:04 AM
5	4	9/4/2015 11:56 AM
6	20	9/3/2015 2:40 PM
7	0	8/28/2015 9:07 AM
8	0	8/27/2015 2:53 PM
9	5	8/27/2015 11:39 AM
10	3	8/26/2015 2:39 PM
#	Sick leave days per year	Date
1	10	9/21/2015 3:44 PM
2	10	9/18/2015 4:23 PM
3	0	9/15/2015 2:39 PM
4	5	9/9/2015 10:04 AM
5	4	9/4/2015 11:56 AM
6	0	8/28/2015 9:07 AM
7	10	8/27/2015 2:53 PM
8	6	8/27/2015 11:39 AM
9	6	8/26/2015 2:39 PM
#	Number of sick days that can be carried over to next employment year	Date
1	0	9/21/2015 3:44 PM
2	10	9/18/2015 4:23 PM
3	0	9/15/2015 2:39 PM
4	0	9/9/2015 10:04 AM
5	100	9/4/2015 11:56 AM
6	0	8/28/2015 9:07 AM
7	0	8/27/2015 2:53 PM
8	0	8/27/2015 11:39 AM
9	10	8/26/2015 2:39 PM

Q12 Does your organization ever provide bonuses to reward employee performance?

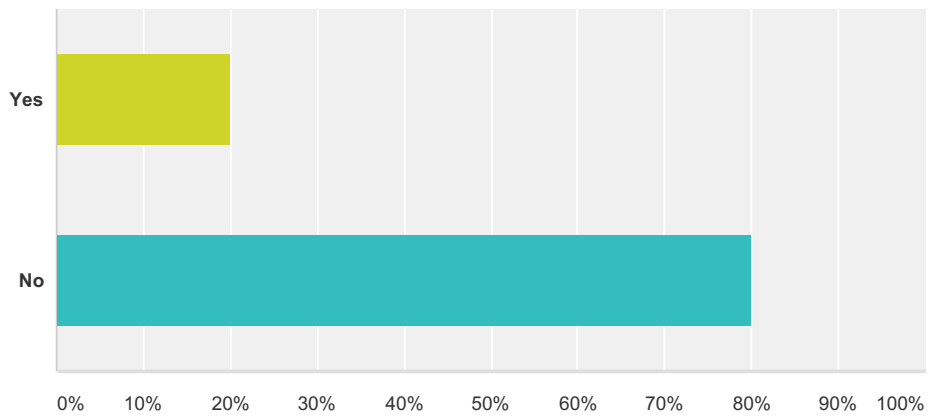**Answered: 20　　Skipped: 0**

Answer Choices	Responses	
Yes	**25.00%**	5
No	**75.00%**	15
Total		**20**

Q13 Does your organization offer a retirement plan to employees?

Answered: 20   Skipped: 0

Answer Choices	Responses	
Yes	**20.00%**	4
No	**80.00%**	16
Total		**20**

Q14 If a retirement plan is offered to employees, which type is offered?

Answered: 4   Skipped: 16
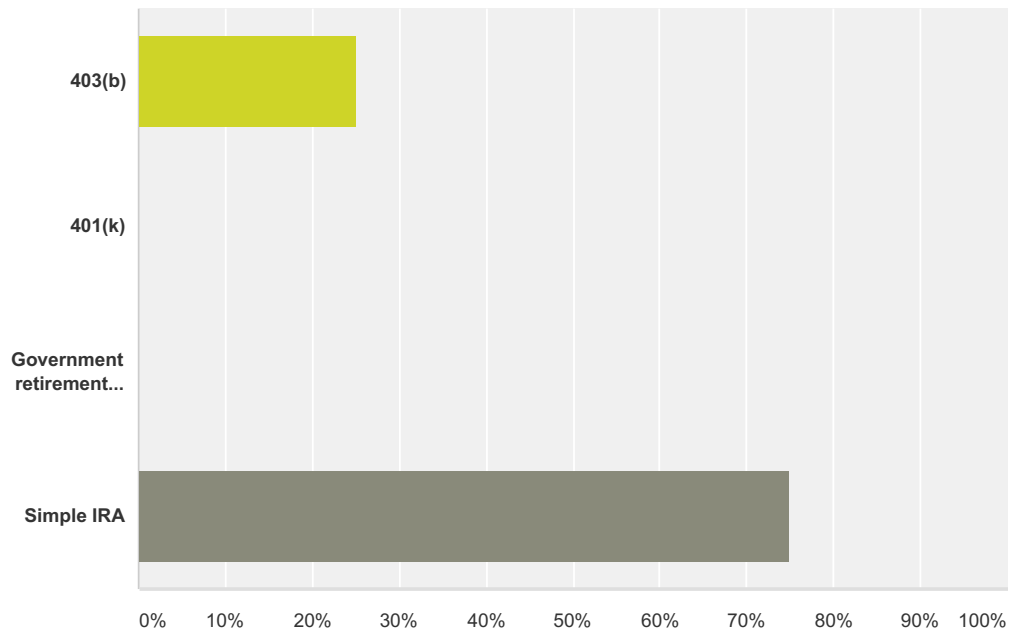
Answer Choices	Responses	
403(b)	**25.00%**	1
401(k)	**0.00%**	0
Government retirement system	**0.00%**	0
Simple IRA	**75.00%**	3
Total Respondents: 4		

#	Other (please specify)	Date
	There are no responses.	

Q15 Does your organization match any or all employee contributions to a retirement plan?

Answered: 18   Skipped: 2
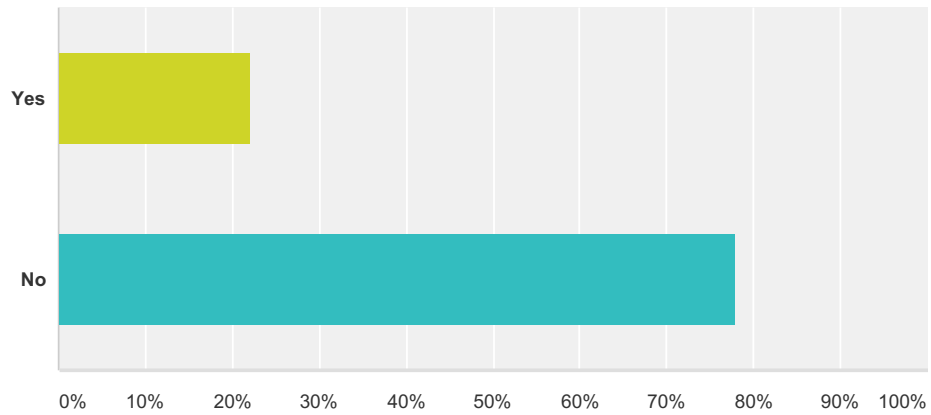
Answer Choices	Responses	
Yes	**22.22%**	4
No	**77.78%**	14
Total		**18**

Q16 If your organization matches employee contributions to the retirement plan, please comment on the conditions and matching amount.

Answered: 4   Skipped: 16

#	Responses	Date
1	Up to 3% of salary, after 1 year of service	9/21/2015 3:44 PM
2	match % contributed by employee up to 3%	9/15/2015 4:59 PM
3	12%	8/27/2015 2:53 PM
4	OICF contributes 3% of employee income to IRA accounts annually	8/26/2015 2:39 PM

Q17 If your organization offers employee sabbaticals, please indicate the conditions and eligibility.

Answered: 3   Skipped: 17

#	Responses	Date
1	Not part of policy, but board open to proposals	9/15/2015 4:59 PM
2	board approved only	8/27/2015 11:39 AM
3	vi. Upon mutual agreement, employees may take a sabbatical	8/26/2015 2:39 PM