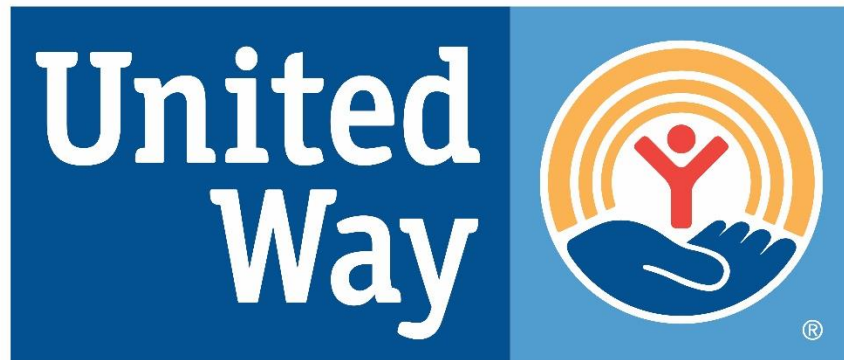


2021 Salary Survey of Allen County Partner Agencies



United Way of Greater Lima

2021 Salary Survey of Allen County Partner Agencies

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August 2021

The United Way of Greater Lima (UWGL) is pleased to share with you the results of the 2021 Salary Survey that was conducted earlier this summer. Thanks to all of you who participated. We love our partnerships that prove we are truly better together!

As promised, the information you provided was treated with utmost care so that confidentiality could be maintained. As you flip through the pages, please note that for some positions, the budget categories were combined to maintain confidentiality in the situations where we only had one respondent in a category.

As you know, our survey should not be your only resource for making important decisions regarding employee compensation. It should also not be construed as a wage recommendation from UWGL. Knowing that the information collected for this UWGL-Allen County Salary Survey was a small sample, we are also providing some additional resources at the end of this packet for you to investigate.

The majority of participants recommended that United Way of Greater Lima repeat a salary survey every three years. As you study the results, if you have additional suggestions for making the survey more useful or easier to complete, please send me an email with your recommendation.

Thank you again for your continued partnership. We greatly appreciate all you do for the community.

Sincerely,

Derek Stemen | [President & CEO](#)
United Way of Greater Lima

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POSITION CLASSIFICATIONS

The following job titles and descriptions are designed to allow categorization of jobs, based on similarity of function and job responsibilities, rather than job title. The information is not meant to represent any actual or ideal organizational structure.

Keep in mind that each agency has a unique structure and unique jobs, making it impossible to exactly match the titles presented here. Simply categorize your agency positions as best you can to the descriptions listed below. Think, "the largest portion of that person's function/job is basically similar to this generic job description."

Executive Director: Reporting to the board, directs the overall operation of an agency/regional site as its chief executive.

Assistant Executive Director: Reporting to the Executive Director, assists in the management of the agency/regional site and may have responsibility over one or more functions within the agency/regional site. Supervises other professional staff.

Financial Director: Reporting to the Executive Director, directs the development and operation of the financial system, including budgeting, accounting and financial reporting.

Human Resources Director: Manages the agency's human resources development activities, including employment, staff training, benefits administration, etc.

Resource Development Director: Responsible for overall management of all fund and/or goods generating programs including annual campaigns, major gifts and others.

Marketing Director: Designs, plans and executes the marketing, communications, public relations, educational and promotional programs of the organization.

Program Managers/Supervisors: This person oversees a specific human services program or initiative aimed specifically at an area of need.

Caseworker: Professional staff with degree or license directly serving clients.

Direct Service Provider: Non-professional staff without degree or license directly serving clients.

Administrative Assistant: All support and administrative level staff supporting the Finance, Administration, and Operations area.

Maintenance: Performs maintenance and repairs for assigned equipment and facilities including plumbing, electrical, basic carpentry, heating and cooling, and other building systems. Cleans and assists with upkeep of the facilities.

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2021 SALARY SURVEY - Compensation for All Positions Based on 18 Participating Local Agencies

Annual Budget, Position	Number of Responses Per Position	Average	Low	High	when *combined, calculations were based on:
<u>\$250,000 or less</u>					
Executive Director	4	40,500	31,250	62,500	
Assistant Executive Director	0	-	-	-	
Financial Director	0	-	-	-	
Human Resource Director	0	-	-	-	
Resource Development Director	0	-	-	-	
Marketing Director	0	-	-	-	
Program Managers/Supervisors	2	32,000	21,250	41,250	3 responses
Caseworker	2	29,500	less 20,000	38,750	
Direct Service Provider	2	26,875	less 20,000	33,750	
Administrative Assistant	1	*combined below			
Maintenance	0	-	-	-	
Other Positions Not Listed	2	22,000	less 20,000	26,250	3 responses
<u>\$250,001 to \$500,000</u>					
Executive Director	3	74,200	67,500	82,500	
Assistant Executive Director	0	-	-	-	
Financial Director	0	-	-	-	
Human Resource Director	0	-	-	-	
Resource Development Director	0	-	-	-	
Marketing Director	1	*combined below			
Program Managers/Supervisors	1	*combined above			
Caseworker	2	38,750	36,250	41,250	
Direct Service Provider	1	*combined below			
Administrative Assistant	3	28,875	less 20,000	35,500	4 responses
Maintenance	1	*combined below			
Other Positions Not Listed	1	*combined above			
<u>\$500,000 to \$1,000,000</u>					
Executive Director	5	62,750	43,750	77,500	
Assistant Executive Director	3	45,800	31,250	62,500	
Financial Director	3	53,250	46,250	62,500	
Human Resource Director	0	-	-	-	
Resource Development Director	1	*combined below			
Marketing Director	1	33,750	31,250	36,250	2 responses
Program Managers/Supervisors	5	38,750	21,250	51,250	
Caseworker	1	*combined below			
Direct Service Provider	2	27,500	less 20,000	36,250	3 responses
Administrative Assistant	2	31,875	less 20,000	43,750	
Maintenance	2	32,500	less 20,000	46,250	3 responses
Other Positions Not Listed	0	-	-	-	
<u>\$1,000,000 and above</u>					
Executive Director	5	80,000	62,500	95,000+	
Assistant Executive Director	2	55,650	48,750	62,500	
Financial Director	3	68,250	57,500	85,000+	
Human Resource Director	2	66,850	48,750	85,000+	
Resource Development	2	51,750	26,250	85,000+	3 responses
Marketing Director	3	63,000	46,250	85,000+	
Program	5	50,500	43,750	57,500	
Caseworker	2	39,500	36,250	43,750	3 responses
Direct Service Provider	3	33,000	26,250	38,750	
Administrative Assistant	2	42,500	36,250	48,750	
Maintenance	2	31,250	31,250	31,205	
Other Positions Not Listed	0	-	-	-	

* "combined below" or "combined above" indicates that more than one budget category was combined to maintain confidentiality in the situations where there was only one respondent in a category

2021 SALARY SURVEY - EXECUTIVE DIRECTOR

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Salary Range - EXECUTIVE DIRECTOR	# Counties Local Dir oversees	Education Level	Yrs of Service in this Position at this Agency	# of Employees Supervised
\$250,000 or less	5	Allen Co. Only 3	Ave 4	Ave \$40,500	Ave 1	No HS Diploma 1	Ave 6	Ave 3
		Multi-Co. (Ohio) 2	Low 3	Low \$31,250	Low 1	HS Diploma/GED 1	Low 2	Low 2
			High 7	High \$62,500	High 1	Bachelor's 1	High 7	High 6
						Master's or more 1		
		No answer 1						
\$250,001 to \$500,000	3	Allen Co. Only 1	Ave 9	Ave \$74,200	Ave 5	Bachelor's 1	Ave 14	Ave 17
		Multi-Co. (Ohio) 1	Low 6	Low \$67,500	Low 1	Master's or more 2	Low 7	Low 9
		State-wide 1	High 13	High \$82,500	High 11		High 22	High 31
Comments: 1) Pay was increased to offset no health insurance, effective 2020.								
\$500,001 to \$1,000,000	5	Allen Co. Only 3	Ave 13	Ave \$62,750	Ave 3.2	Bachelor's 3	Ave 7	Ave 6
		Multi-Co. (Ohio) 1	Low 6	Low \$43,750	Low 1	Master's or more 2	Low 2	Low 1
		State-wide 1	High 30	High \$77,500	High 12		High 12	High 9
Comments: 1) ExDir also completes duties of Financial Dir. 2) ExDir also acts as HR Dir, Fiscal Dir, Operational Dir.								
\$1,000,001 and above	5	Multi-Co. (Ohio) 4	Ave 25	Ave \$80,000	Ave 4	Ass./Tech. Degree 1	Ave 9	Ave 5
		National 1	Low 3	Low \$62,500	Low 2	Bachelor's 2	Low 2	Low 0
			High 56	High 95,000 +	High 11	Master's or more 2	High 30+	High 11

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2021 SALARY SURVEY - ASSISTANT EXECUTIVE DIRECTOR

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Does your agency have someone in this position	Salary Range - ASSISTANT EXECUTIVE DIRECTOR	Education Level	Yrs of Service in this Position at this Agency	# of Employees Supervised
\$250,000 or less	5	Allen Co. Only 3 Multi-Co. (Ohio) 2	Ave 4 Low 3 High 7	Yes 0 No 5				
\$250,001 to \$500,000	3	Allen Co. Only 1 Multi-Co. (Ohio) 1 State-wide 1	Ave 9 Low 6 High 13	Yes 0 No 3				
\$500,001 to \$1,000,000	5	Allen Co. Only 3 Multi-Co. (Ohio) 1 State-wide 1	Ave 13 Low 6 High 30	Yes 3 No 2	Ave \$45,800 Low \$31,250 High \$62,500	Ass./Technical Degree 2 Bachelor's 1	Ave 5 Low 2 High 7	Ave 2 Low 2 High 2
\$1,000,001 and above	5	Multi-Co. (Ohio) 4 National 1	Ave 25 Low 3 High 56	Yes 2 No 3	Ave \$55,650 Low \$48,750 High \$62,500	Ass./Technical Degree 1 Bachelor's 1	Ave 2 Low 2 High 2	Ave 8 Low 7 High 8

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2021 SALARY SURVEY - FINANCIAL DIRECTOR

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Does your agency have someone in this position	Salary Range - Financial Director	Education Level	Yrs of Service in this Position at this Agency	# of Employees Supervised
\$250,000 or less	5	Allen Co. Only 3 Multi-Co. (Ohio) 2	Ave 4 Low 3 High 7	Yes 0 No 5				
\$250,001 to \$500,000	3	Allen Co. Only 1 Multi-Co. (Ohio) 1 State-wide 1	Ave 9 Low 6 High 13	Yes 0 No 3				
\$500,001 to \$1,000,000	5	Allen Co. Only 3 Multi-Co. (Ohio) 1 State-wide 1	Ave 13 Low 6 High 30	Yes 3 No 2	Ave \$53,250 Low \$46,250 High \$62,500	HS Diploma/GED 1 Bachelor's 2	Ave 14 Low 7 High 17	Ave 2 Low 2 High 2
\$1,000,001 and above	5	Multi-Co. (Ohio) 4 National 1	Ave 25 Low 3 High 56	Yes 3 No 2	Ave \$68,250 Low \$57,500 High 85,000+	Bachelor's 2 Master's or more 1	Ave 2 Low 2 High 2	Ave 3 Low 0 High 6

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2021 SALARY SURVEY - HUMAN RESOURCES DIRECTOR

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Does your agency have someone in this position	Salary Range - HR DIRECTOR	Education Level	Yrs of Service in this Position at this Agency
\$250,000 or less	5	Allen Co. Only 3 Multi-Co. (Ohio) 2	Ave 4 Low 3 High 7	Yes 0 No 5			
\$250,001 to \$500,000	3	Allen Co. Only 1 Multi-Co. (Ohio) 1 State-wide 1	Ave 9 Low 6 High 13	Yes 0 No 3			
\$500,001 to \$1,000,000	5	Allen Co. Only 3 Multi-Co. (Ohio) 1 State-wide 1	Ave 13 Low 6 High 30	Yes 0 No 5			
\$1,000,001 and above	5	Multi-Co. (Ohio) 4 National 1	Ave 25 Low 3 High 56	Yes 2 No 0	Ave \$66,850 Low \$48,750 High 85,000+	Bachelor's 2	Ave 2 Low 2 High 2

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2021 SALARY SURVEY - **RESOURCE DEVELOPMENT DIRECTOR**

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Does your agency have someone in this position	Salary Range - RESOURCE DEVELOPMENT DIRECTOR	Education Level	Yrs of Service in this Position at this Agency
\$250,000 or less	5	Allen Co. Only 3 Multi-Co. (Ohio) 2	Ave 4 Low 3 High 7	Yes 0 No 5			
\$250,001 to \$500,000	3	Allen Co. Only 1 Multi-Co. (Ohio) 1 State-wide 1	Ave 9 Low 6 High 13	Yes 0 No 3			
\$500,001 and above	10	Allen Co. Only 3 Multi-Co. (Ohio) 5 State-wide 1 National 1	Ave 19 Low 3 High 56	Yes 3 No 7	Ave \$51,750 Low \$26,250 High 85,000+	HS Diploma/GED 1 Ass./Technical Degree 1 Bachelor's 1	Ave 9 Low 2 High 12
Comments: One of the three reported here is a part time position.							

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2021 SALARY SURVEY - **MARKETING DIRECTOR**

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Does your agency have someone in this position	Salary Range - MARKETING DIRECTOR	Education Level	Yrs of Service in this Position at this Agency
\$250,000 or less	5	Allen Co. Only 3 Multi-Co. (Ohio) 2	Ave 4 Low 3 High 7	Yes 0 No 5			
\$250,001 to \$1,000,000	8	Allen Co. Only 4 Multi-Co. (Ohio) 2 State-wide 2	Ave 12 Low 6 High 30	Yes 2 No 6	Ave \$33,750 Low \$31,250 High \$36,250	Ass./Technical Degree 1 Bachelor's 1	Ave 2 Low 2 High 2
\$1,000,001 and above	5	Multi-Co. (Ohio) 4 National 1	Ave 25 Low 3 High 56	Yes 3 No 2	Ave \$63,000 Low \$46,250 High 85,000+	Bachelor's 2 Master's or more 1	Ave 5 Low 2 High 12

Comment: One of the two reported here works part-time.

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2021 SALARY SURVEY - PROGRAM MANAGER/SUPERVISOR

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Does your agency have someone in this position	Salary Range - PROGRAM MANAGER/SUPERVISOR	Education Level	Yrs of Service in this Position at this Agency	# of Employees Supervised
\$500,000 or less	8	Allen Co. Only 4	Ave 6	Yes 3	Ave \$32,000	No HS Diploma 1	Ave 2	Ave 3
		Multi-Co. (Ohio) 3	Low 3	No 5	Low \$21,250	Bachelor's 1	Low 2	Low 2
		State-wide 1	High 13		High \$41,250	No answer 1	High 2	High 5
\$500,001 to \$1,000,000	5	Allen Co. Only 3	Ave 13	Yes 5	Ave \$38,750	HS Diploma/GED 1	Ave 12	Ave 5
		Multi-Co. (Ohio) 1	Low 6	No 0	Low \$21,250	Ass./Technical Degree 2	Low 2	Low 3
		State-wide 1	High 30		High \$51,250	Bachelor's 2	High 30	High 7
Comments: Our manager/supervisors also fit under Direct Serv. Providers as staff is small. Supervision is mainly over volunteers that assist with the program or service.								
\$1,000,001 and above	5	Multi-Co. (Ohio) 4	Ave 25	Yes 5	Ave \$50,500	Bachelor's 3	Ave 9	Ave 5
		National 1	Low 3	No 0	Low \$43,750	Master's or more 2	Low 2	Low 1
			High 56		High \$57,500		High 27	High 9

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2021 SALARY SURVEY - CASEWORKER

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Does your agency have someone in this position	Salary Range - CASEWORKER	# of Employees in this position	Education Level	Yrs of Service in this Position at this Agency
\$250,000 or less	5	Allen Co. Only 3 Multi-Co. (Ohio) 2	Ave 4 Low 3 High 7	Yes 2 No 3	Ave \$29,500 Low less 20,000 High \$38,750	Ave 3 Low 3 High 3	Ass./Technical Degree 1 No answer 1	Ave 2 Low 2 High 2
\$250,001 to \$500,000	3	Allen Co. Only 1 Multi-Co. (Ohio) 1 State-wide 1	Ave 9 Low 6 High 13	Yes 2 No 1	Ave \$38,750 Low \$36,250 High \$41,250	Ave 8 Low 6 High 11	Bachelor's 1 Master's or more 1	Ave 9 Low 2 High 17
\$500,001 and above	10	Allen Co. Only 3 Multi-Co. (Ohio) 5 State-wide 1 National 1	Ave 19 Low 3 High 56	Yes 3 No 7	Ave \$39,500 Low \$36,250 High \$43,750	Ave 12 Low 4 High 23	Ass./Technical Degree 1 Bachelor's 2	Ave 13 Low 2 High 30

Comments: 1) Our casworkers are considered PRN contracted staff. 2) We have both full and part-time program coordinators covering three counties.

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2021 SALARY SURVEY - DIRECT SERVICE PROVIDER

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Does your agency have someone in this position	Salary Range - DIRECT SERVICE PROVIDER	# of Employees in this Position	Education Level	Yrs of Service in this Position at this agency
\$250,000 or less	5	Allen Co. Only 3 Multi-Co. (Ohio) 2	Ave 4 Low 3 High 7	Yes 2 No 3	Ave \$26,875 Low less 20,000 High \$33,750	Ave 2 Low 2 High 3	HS Diploma/GED 1 Ass./Technical Degree 1	Ave 7 Low 2 High 12
\$250,001 to \$1,000,000	8	Allen Co. Only 4 Multi-Co. (Ohio) 2 State-wide 2	Ave 12 Low 6 High 30	Yes 3 No 5	Ave \$27,500 Low less 20,000 High \$36,250	Ave 8 Low 4 High 14	HS Diploma/GED 2 Ass./Technical Degree 1	Ave 10 Low 2 High 17
\$1,000,001 and above	5	Multi-Co. (Ohio) 4 National 1	Ave 25 Low 3 High 56	Yes 3 No 2	Ave \$33,000 Low \$26,250 High \$38,750	Ave 10 Low 7 High 13	HS Diploma/GED 1 Bachelor's 2	Ave 4 Low 2 High 7

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2021 SALARY SURVEY - ADMINISTRATIVE ASSISTANT

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Does your agency have someone in this position	Salary Range - ADMINISTRATIVE ASSISTANT	# of Employees in this Position	Education Level	Yrs of Service in this Position at this Agency
\$500,000 or less	8	Allen Co. Only 4	Ave 6	Yes 4	Ave \$28,875	Ave 1	HS Diploma/GED 2	Ave 8
		Multi-Co. (Ohio) 3	Low 3	No 4	Low less 20,000	Low 1	Ass./Technical Degree 1	Low 7
		State-wide 1	High 13		High \$35,500	High 1	Bachelor's 2	High 12
\$500,001 to \$1,000,000	5	Allen Co. Only 3	Ave 13	Yes 2	Ave \$31,875	Ave 1	HS Diploma/GED 1	Ave 2
		Multi-Co. (Ohio) 1	Low 6	No 3	Low less 20,000	Low 1	Bachelor's 1	Low 2
		State-wide 1	High 30		High \$43,750	High 1		High 2
\$1,000,001 and above	5	Multi-Co. (Ohio) 4	Ave 25	Yes 2	Ave \$42,500	Ave 6	HS Diploma/GED 1	Ave 2
		National 1	Low 3	No 3	Low \$36,250	Low 1	Ass./Technical Degree 1	Low 2
			High 56		High \$48,750	High 12		High 2

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2021 SALARY SURVEY - MAINTENANCE

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Does your agency have someone in this position	Salary Range - MAINTENANCE	# of Employees in this Position	Education Level	Yrs of Service in this Position at this Agency
\$250,000 or less	5	Allen Co. Only 3 Multi-Co. (Ohio) 2	Ave 4 Low 3 High 7	Yes 0 No 5				
\$250,001 to \$1,000,000	8	Allen Co. Only 4 Multi-Co. (Ohio) 2 State-wide 2	Ave 12 Low 6 High 30	Yes 3 No 5	Ave \$32,500 Low less 20,000 High \$46,250	Ave 2 Low 1 High 2	HS Diploma/GED 3	Ave 19 Low 12 High 27
\$1,000,001 and above	5	Multi-Co. (Ohio) 4 National 1	Ave 25 Low 3 High 56	Yes 2 No 3	Ave \$31,250 Low \$31,250 High \$31,250	Ave 3 Low 1 High 5	HS Diploma/GED 1 Ass./Technical Degree 1	Ave 2 Low 2 High 2

2021 SALARY SURVEY - OTHER POSITIONS - Head Cook, Site Manager, Seasonal Positions

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Does your agency have someone in this position	Salary Range - OTHER POSITIONS	# of Employees in this Position	Education Level	Yrs of Service in this Position at this Agency
\$250,000 or less to \$500,000	8	Allen Co. Only 4	Ave 4	Yes 3	Ave \$22,000	Ave 1	HS Diploma/GED 3	Ave 4
		Multi-Co. (Ohio) 3	Low 3	No 5	Low 20,000 or less	Low 1		Low 2
		State-wide 1	High 7		High \$26,250	High 1		High 7
Comments: Seasonal workers for 6 or 8 week programs.								
\$500,001 to \$1,000,000 and above	10	Allen Co. Only 3	Ave 19	Yes 0				
		Multi-Co. (Ohio) 5	Low 3	No 10				
		State-wide 1	High 56					
		National 1						

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2021 SALARY SURVEY - VOLUNTEER USAGE

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Does your agency utilize VOLUNTEERS	# of Volunteers on Record	Ave, Low, High
\$250,000 or less	5	Allen Co. Only 3	Ave 4	Yes 5	140	Ave 76
		Multi-Co. (Ohio) 2	Low 3 High 7	No 0	17 20 200 3	Low 3 High 200
\$250,001 to \$500,000	3	Allen Co. Only 1	Ave 9	Yes 3	10	Ave 172
		Multi-Co. (Ohio) 1	Low 6	No 0	5	Low 5
		State-wide 1	High 13		500+	High 500+
\$500,001 to \$1,000,000	5	Allen Co. Only 3	Ave 13	Yes 4	4	Ave 106
		Multi-Co. (Ohio) 1	Low 6	No 1	hundreds	Low 3
		State-wide 1	High 30		3 18	High hundreds
Comments: 1) 8 regular volunteers; seasonal - hundreds.						
\$1,000,001 and above	5	Multi-Co. (Ohio) 4	Ave 25	Yes 5	50	Ave 180
		National 1	Low 3	No 0	103	Low 49
			High 56		200+ 49 500	High 500

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2021 SALARY SURVEY - BENEFITS

Agency Annual Budget	# of Responses	Location Served and # Reporting	Total # Employees Allen Co. only	Does your agency offer Health Insurance?	If YES, does your agency pay a portion of the employees' coverage?	What Percentage does the agency pay?	Vision - Dental	Retirement	Paid Time Off	Do you anticipate giving cost of living raises with the next budget cycle?
\$250,000 or less	5	Allen Co. Only 3 Multi-Co. (Ohio) 2	Ave 4 Low 3 High 7	Yes 0 No 5	Yes 0 No 0		Yes 0 No 5	Yes 1 No 4	Yes 4 No 1	Yes 2 No 1 Don't Know Yet 2
\$250,001 to \$500,000	3	Allen Co. Only 1 Multi-Co. (Ohio) 1 State-wide 1	Ave 9 Low 6 High 13	Yes 1 No 2	Yes 1 No 2	1) 95% for employee only. No family coverage.	Yes 0 No 3	Yes 2 No 1	Yes 2 No 1	Yes 1 No 1 Don't Know Yet 1
\$500,001 to \$1,000,000	5	Allen Co. Only 3 Multi-Co. (Ohio) 1 State-wide 1	Ave 13 Low 6 High 30	Yes 4 No 1	Yes 3 No 1	1) There is not a particular percentage. Agency pays \$11,215 per year for a single employee or \$22,194 for a family plan. 2) 80% 3) 70% agency and 30% employee. Only available to full-time employees.	Yes 3 No 2	Yes 5 No 0	Yes 5 No 0	Yes 3 No 1 Don't Know Yet 1
\$1,000,001 and above	5	Multi-Co. (Ohio) 4 National 1	Ave 25 Low 3 High 56	Yes 4 No 1	Yes 3 No 1	1) 100%. Employees have a \$3000/\$6500 deductible on health ins. 2) 80% 3) 80%	Yes 4 No 1	Yes 4 No 1	Yes 5 No	Yes 3 No Don't Know Yet 2

Comments: 1) Because most of our employees are PRN, we do not offer many of these benefits. 2) Had health insurance until 2020; due to dramatic cost increase was dropped; increased staff pay to offset.

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2021 SALARY SURVEY - FREQUENCY

How often would you like UWGL to conduct a salary survey?

Annually	3
Every 3 years	12
Every 5 years	3
<u>Never</u>	<u>0</u>
Total Participants	18

What changes or additions would you like to suggest to make this salary survey more useful or easier to complete? Other Comments.

- 1) Add an area specifically meant for agency to list additional employee fringe benefits such as: flexible work hours, paid sick time, bonus's for any employees, etc.
- 2) Many of the above positions like Marketing, HR, Legal, Finance, etc. are provided through our Divisional Headquarters.
- 3) Very good survey format!

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Other Resources to Explore for Employee Compensation

There are other national resources which you may want to consult as well. Some of these are:

1. **American Society of Association Executives (ASAE)** - Provides data on trade and membership organizations.
Contact: ASAE
The ASAE Building
1575 I Street NW
Washington, DC 20005-1103
(888) 950-2723
www.asaecenter.org
2. **Bureau of Labor Statistics** - <https://www.bls.gov/ncs/>
3. **Occupational Compensation Survey** - <https://stats.bls.gov/oes/>
4. **Overview of BLS Wage Data by Area and Occupation** - <https://www.bls.gov/bls/blswage.htm>
5. **GuideStar** - https://learn.guidestar.org/products/nonprofit-compensation-solutions/guidestar-nonprofit-compensation-report?utm_term=nonprofit%20salaries&utm_campaign=GuideStar+Comp+Report+2018&utm_source=adwords&utm_medium=ppc&hsa_kw=nonprofit%20salaries&hsa_net=adwords&hsa_ad=338141616169&hsa_tgt=kwd-296822917869&hsa_acc=7561599582&hsa_cam=1734502203&hsa_src=g&hsa_ver=3&hsa_mt=b&hsa_grp=67124056719&gclid=EALalQobChMI-LKD85bq7wIVefHACH1UeQY9EAAYASAAEgJX3fD_BwE
6. **The Center for Non-profit Resources** - <https://www.c4npr.org/getting-help/wage-and-benefit-survey/wage-and-benefit-survey-2/>
7. **Professional organizations** to which you may have membership.
8. Simply doing an on-line search will also net you options.

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