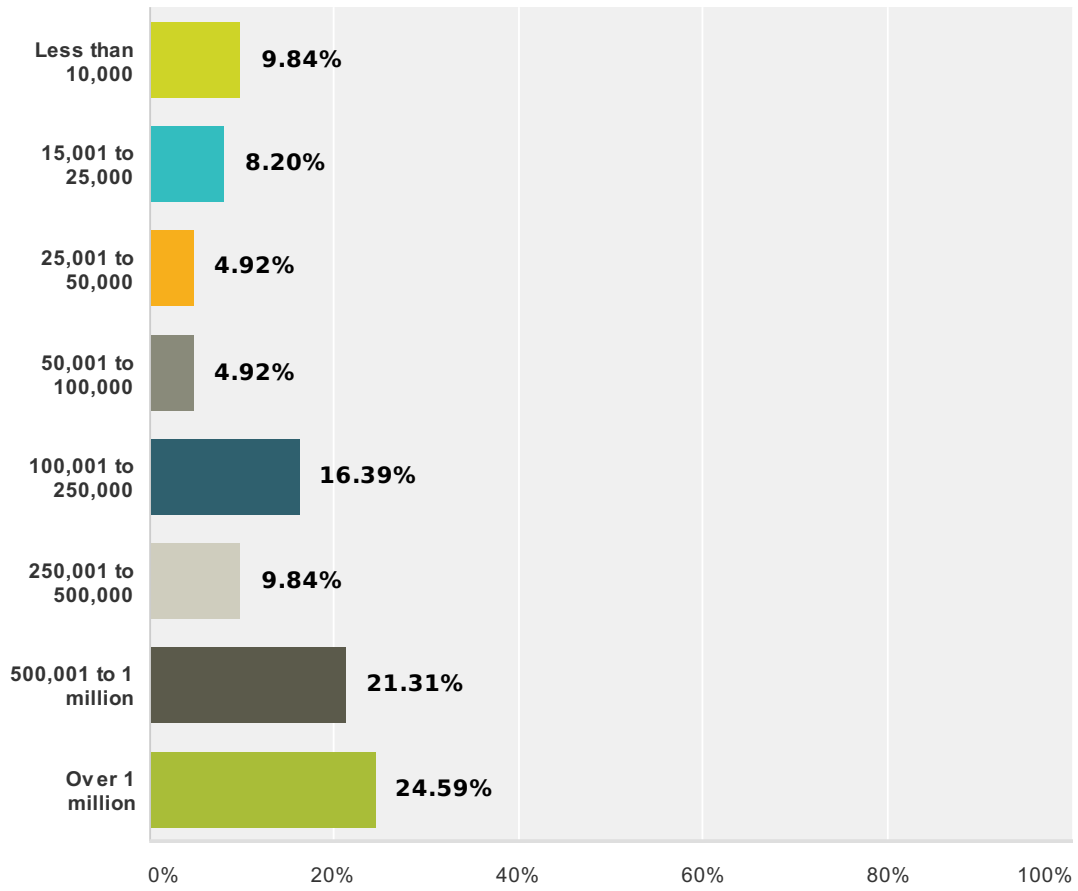


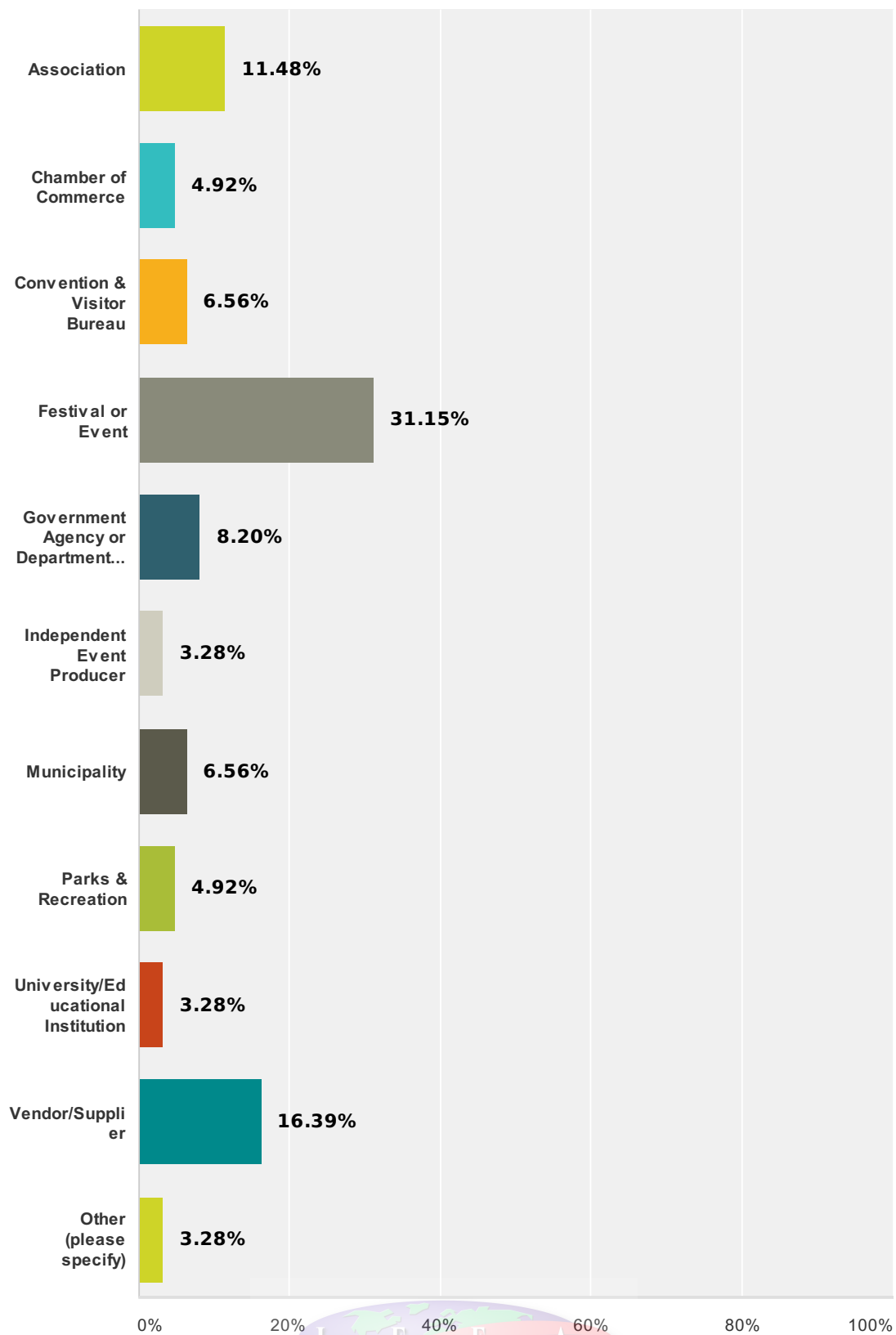
Q4 What is the population of your city?

Answered: 61 Skipped: 0



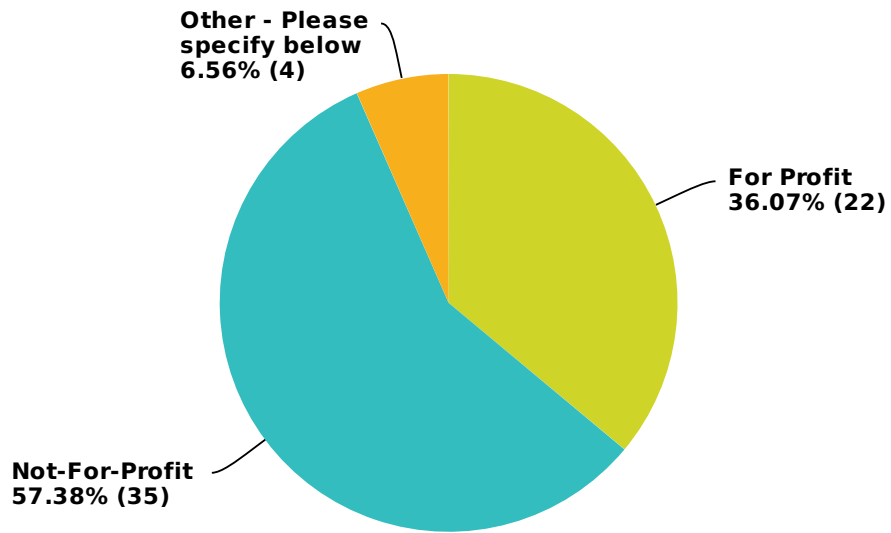
Q5 What is your organization business category? (If more than one apply, please choose the most applicable.)

Answered: 61 Skipped: 0



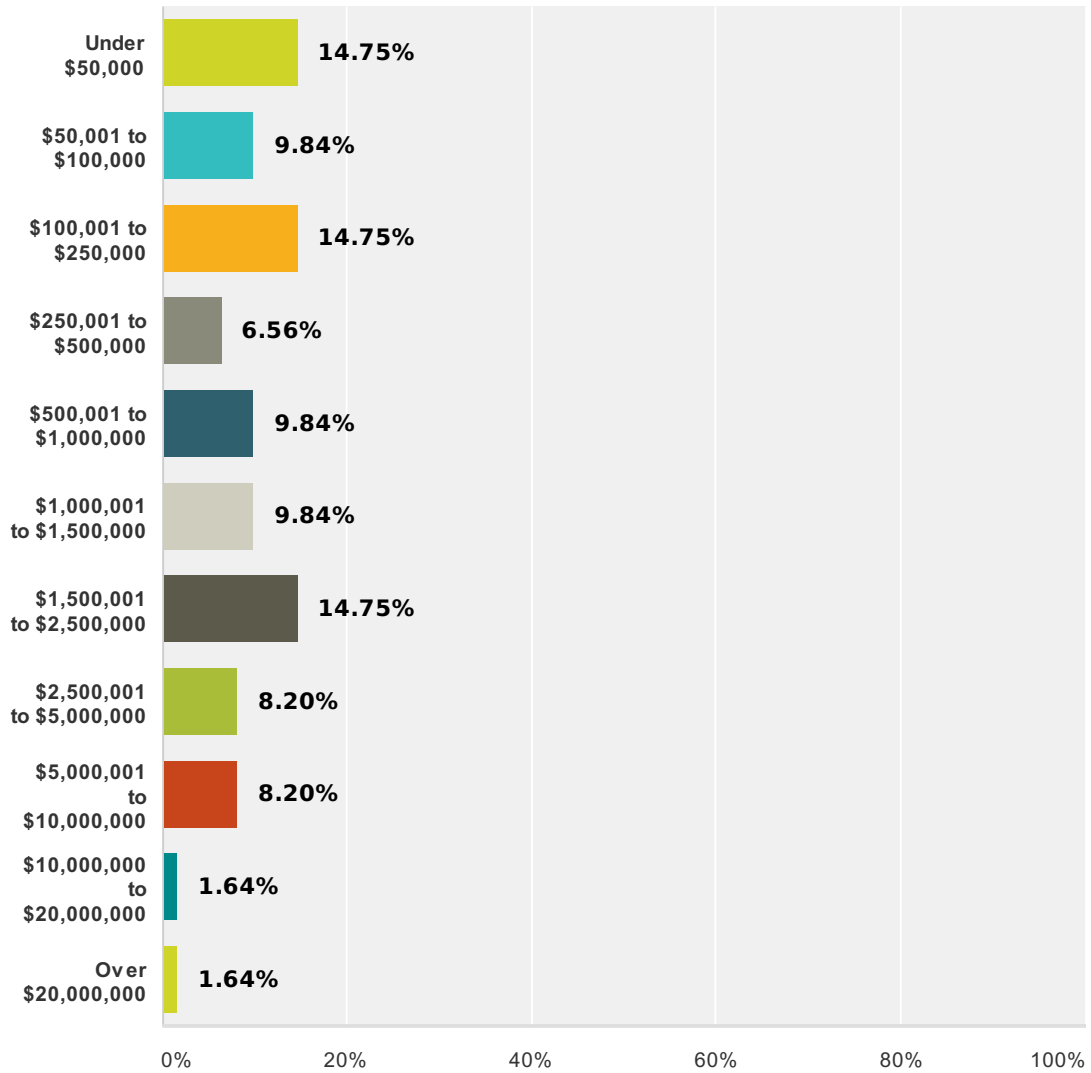
Q6 Is your organization For-Profit or Not-For-Profit?

Answered: 61 Skipped: 0



Q7 What is your Organization's Budget Level? (Note: Budget level is based upon total gross revenues.)

Answered: 61 Skipped: 0



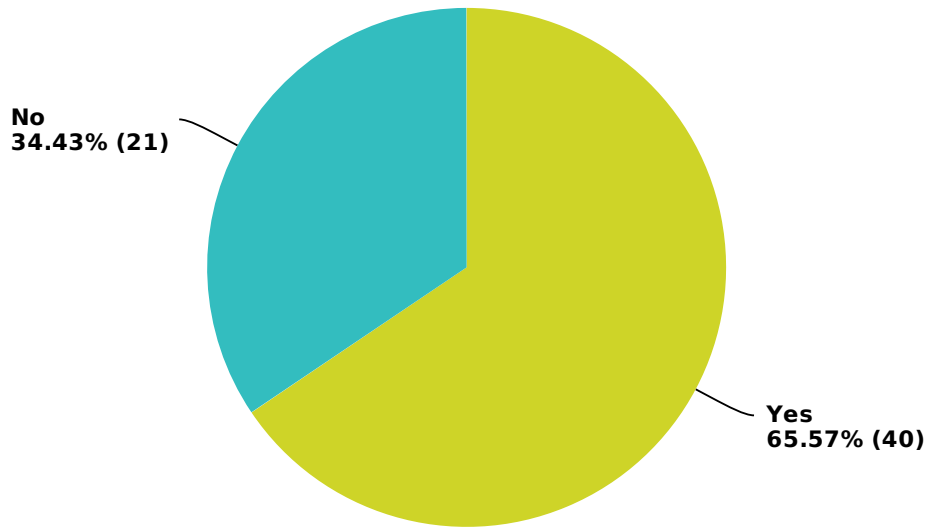
Q8 Over the past 5 years, did your overall organization staff size increase, decrease or Stay the Same? Please answer by indicating the percentage your staff size increased or decreased. If your staff size stayed the same, answer "Stayed the Same" in that column.

Answered: 61 Skipped: 0

Percentage of Increase													
	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51-60%	61-70%	71-80%	81-90%	91-99%	100%	Total
Staff Size	12.12% 4	45.45% 15	15.15% 5	0% 0	3.03% 1	18.18% 6	0% 0	0% 0	6.06% 2	0% 0	0% 0	0% 0	33
Percentage of Decrease													
	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51-60%	61-70%	71-80%	81-90%	91-99%	100%	Total
Staff Size	43.75% 7	18.75% 3	0% 0	6.25% 1	6.25% 1	18.75% 3	6.25% 1	0% 0	0% 0	0% 0	0% 0	0% 0	16
Stayed The Same													
	Stayed the Same											Total	
Staff Size												100% 24	24

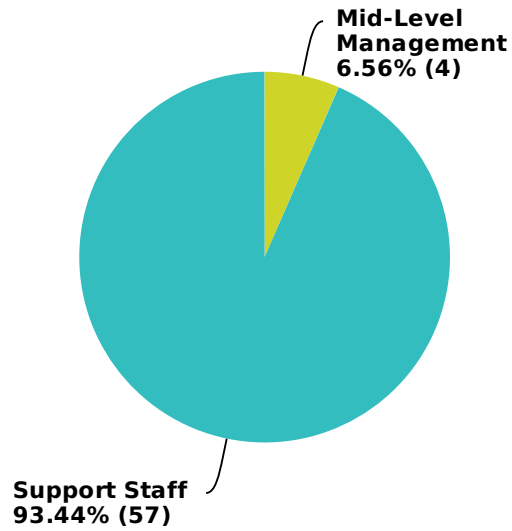
Q9 Does your organization plan to hire any additional staff within the next 2 years?

Answered: 61 Skipped: 0



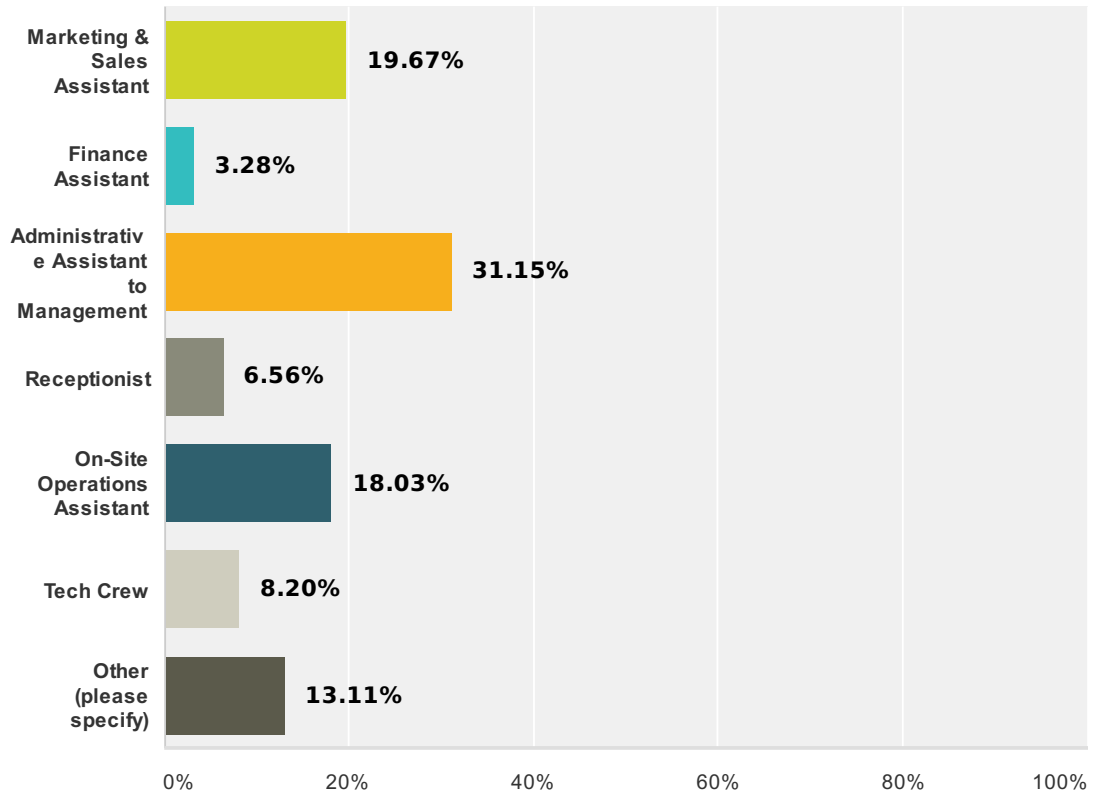
Q10 Please select the management position for the employee you are entering data for from the list below. (You will go on to specify the position in more detail in the next question):

Answered: 61 Skipped: 0



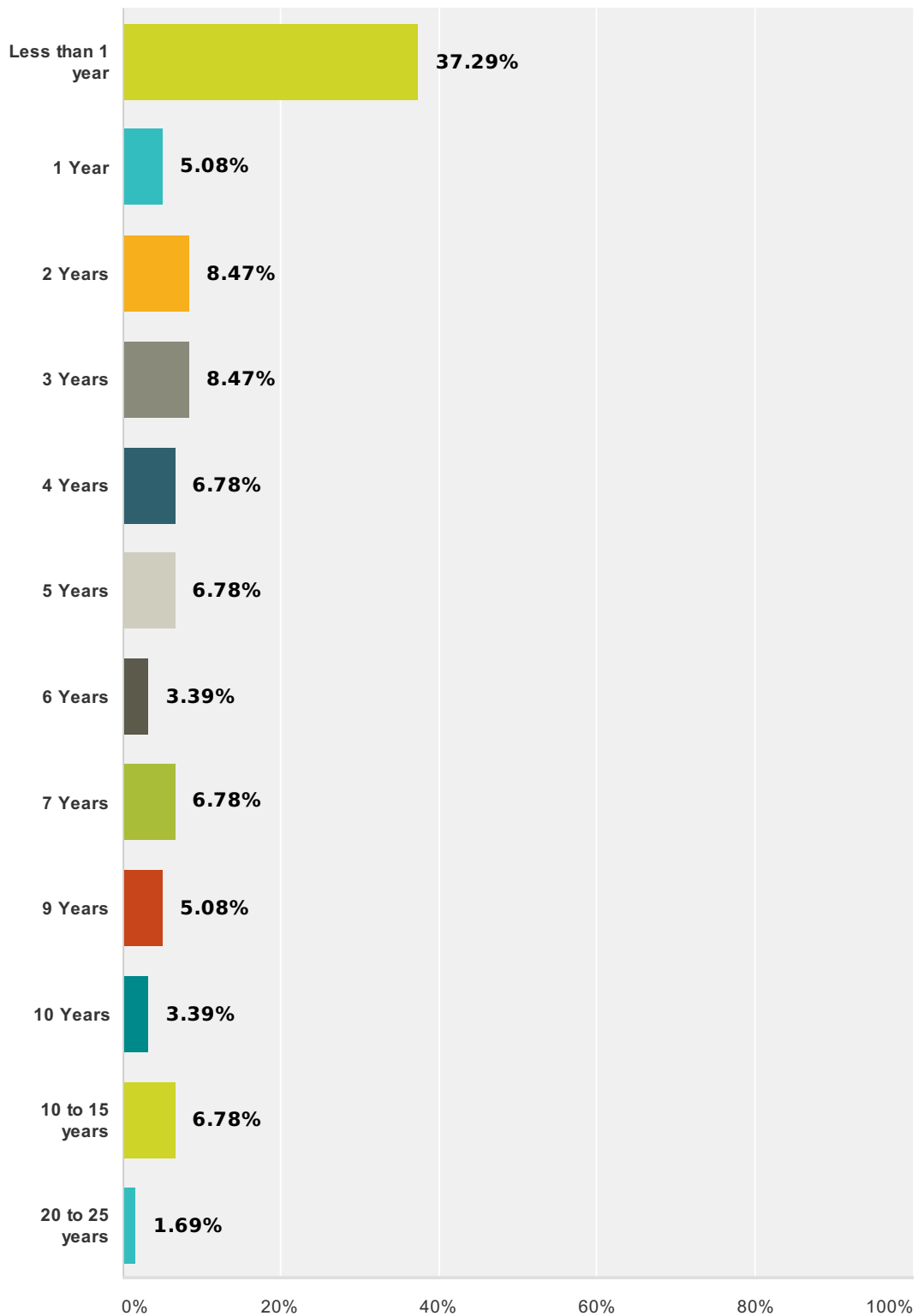
Q14 Please specify which Support Staff position you are entering data for from the list below:

Answered: 61 Skipped: 0



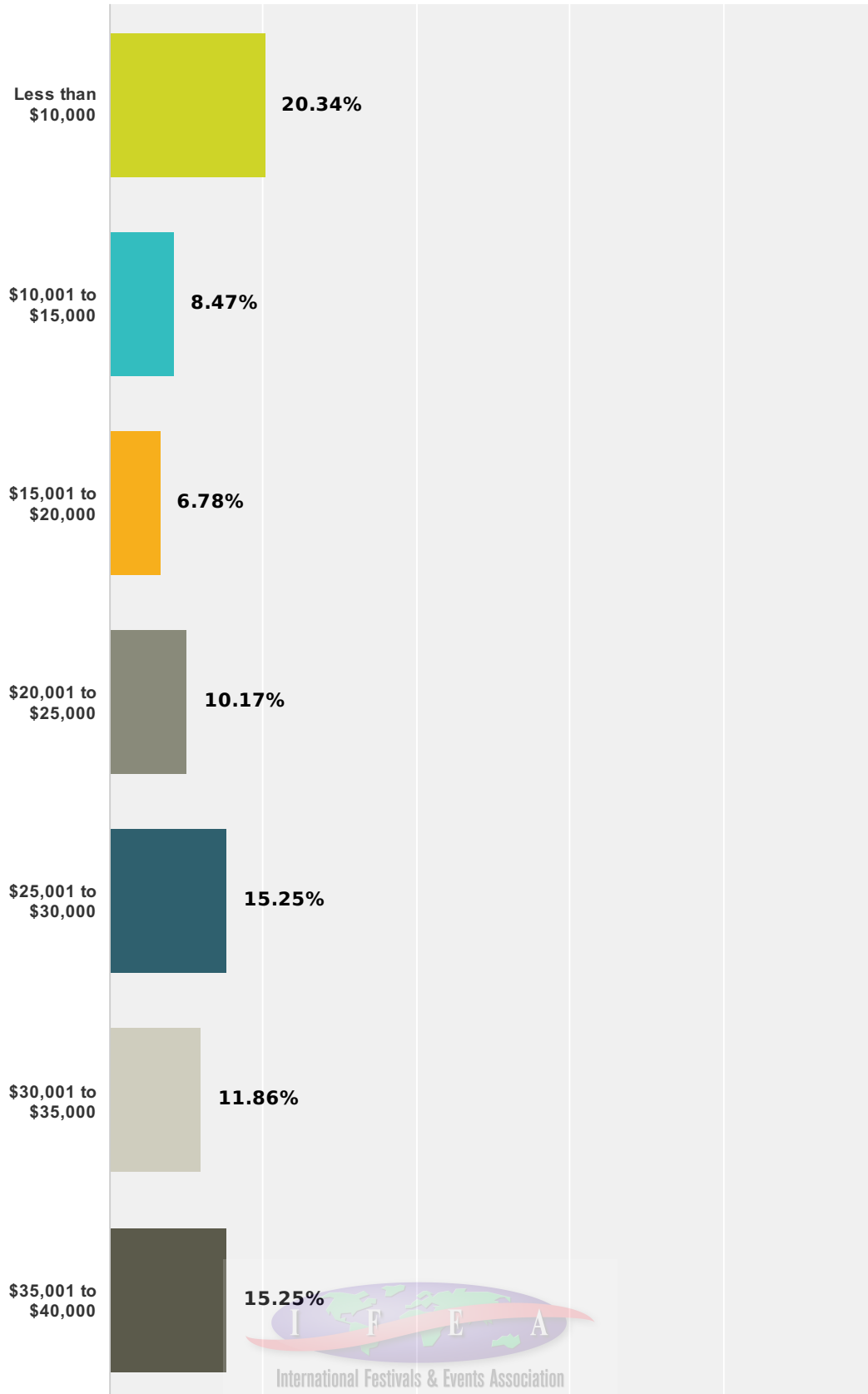
Q15 Please state the number of years this position has been filled by the present employee?

Answered: 59 Skipped: 2



Q16 Please list the current salary in the most recent fiscal year in USD\$ for the employee in this position (not including additional benefit values):

Answered: 59 Skipped: 2

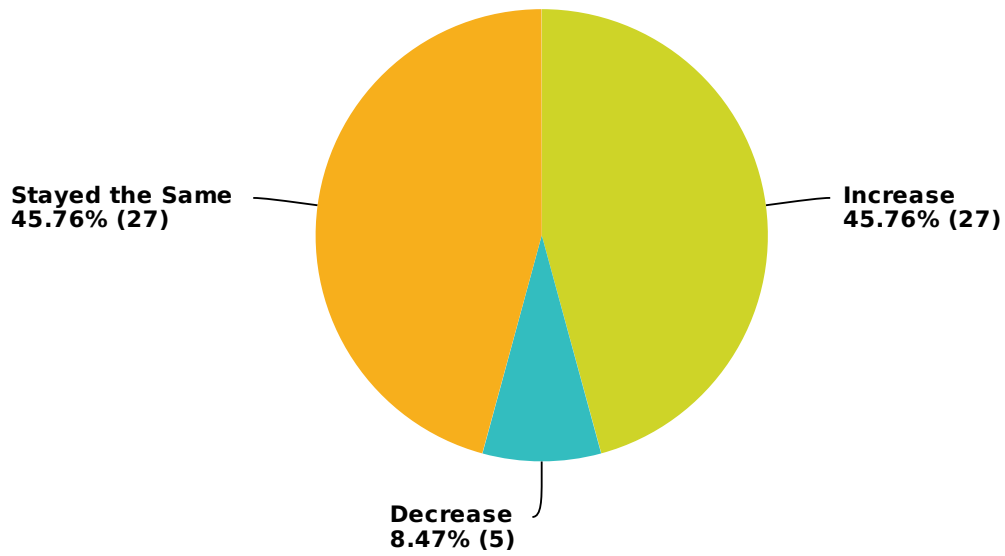


IFEA's 2013 Compensation and Benefits Survey



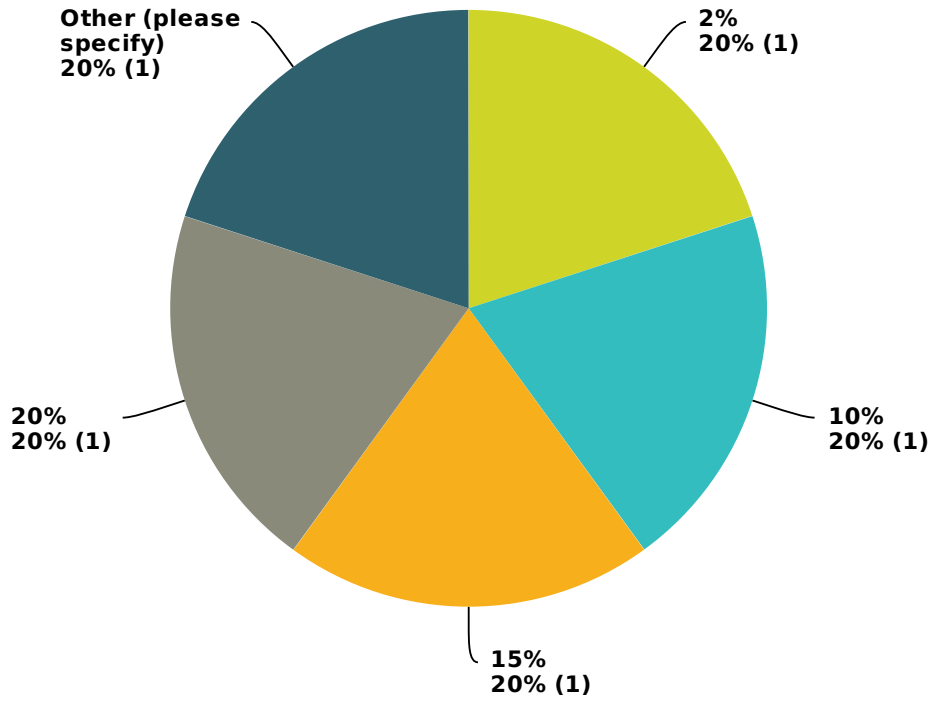
Q17 Did the salary for the employee in this position increase, decrease or stay the same over the past 5 years?

Answered: 59 Skipped: 2



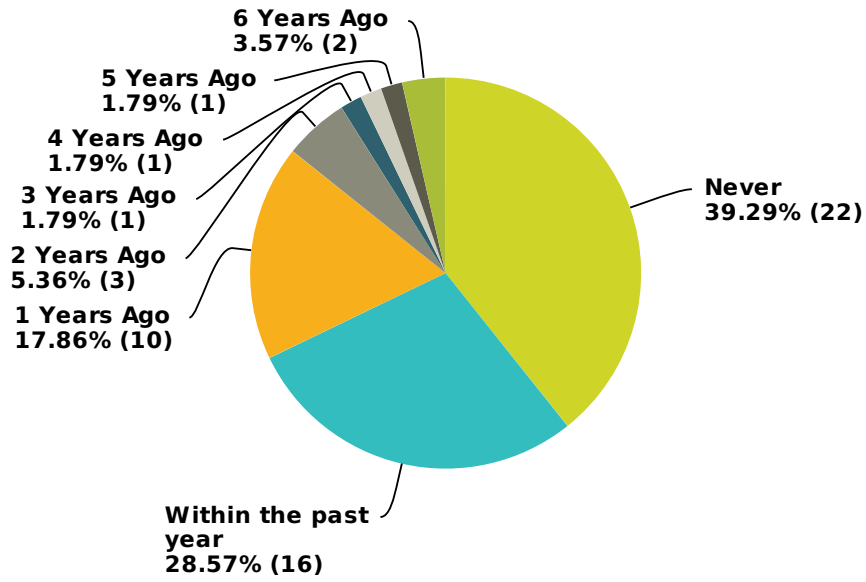
Q18 By what percentage did the salary for the employee in this position decrease?

Answered: 5 Skipped: 56



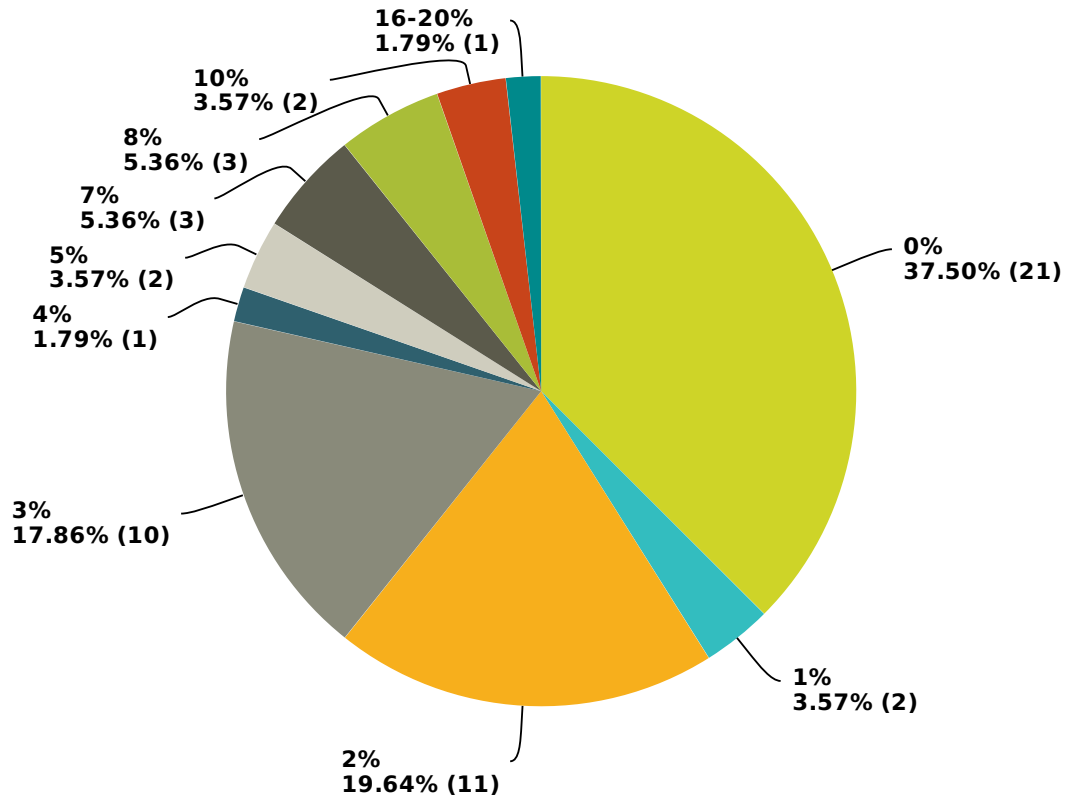
Q19 When was the last time the employee in this position received a raise?

Answered: 56 Skipped: 5



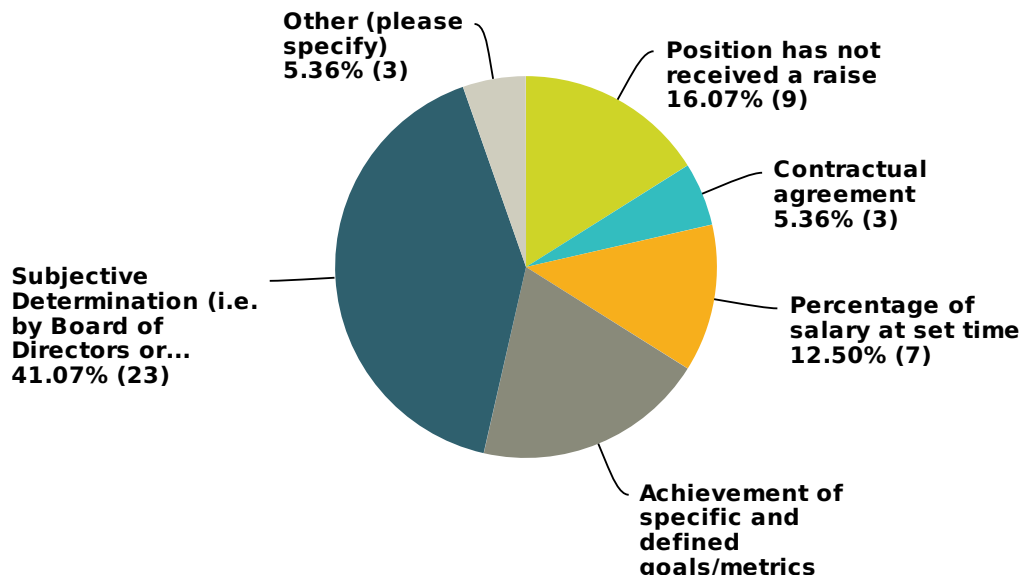
Q20 Please estimate what percentage of the current salary the employee in this position received as a raise the last time a raise was given:

Answered: 56 Skipped: 5



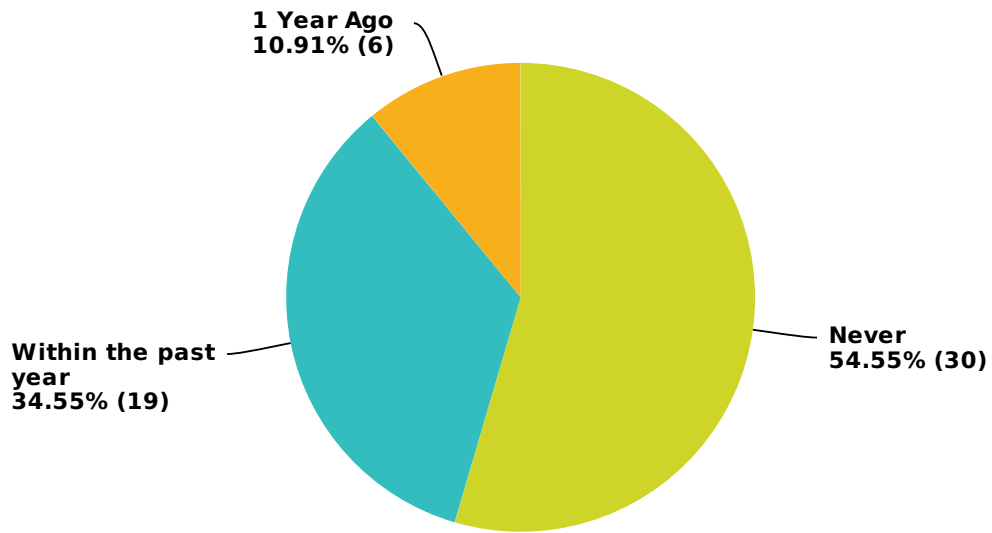
Q21 How does the organization/employer determine raises for this employee/position?

Answered: 56 Skipped: 5



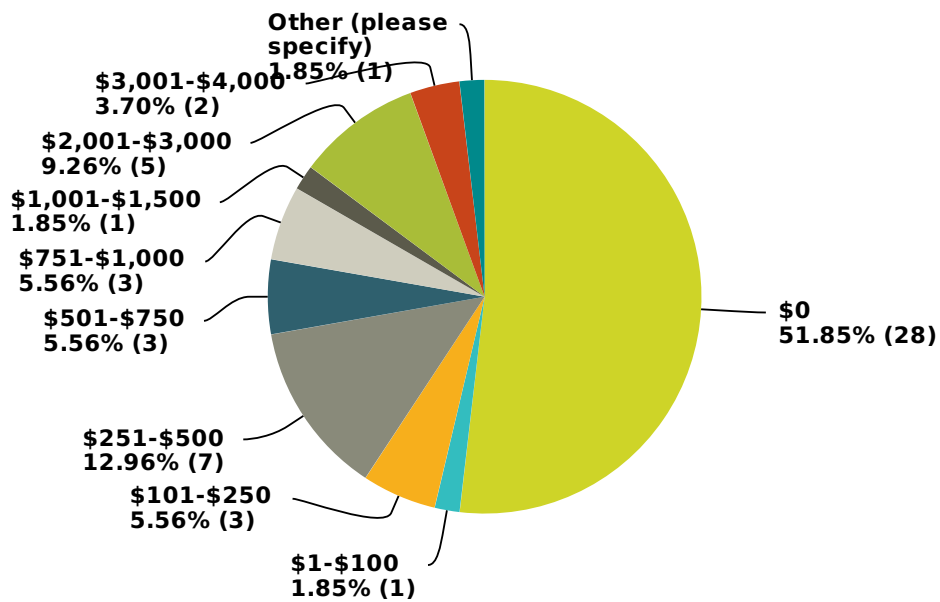
Q22 When was the last time the employee in this position received a bonus?

Answered: 55 Skipped: 6



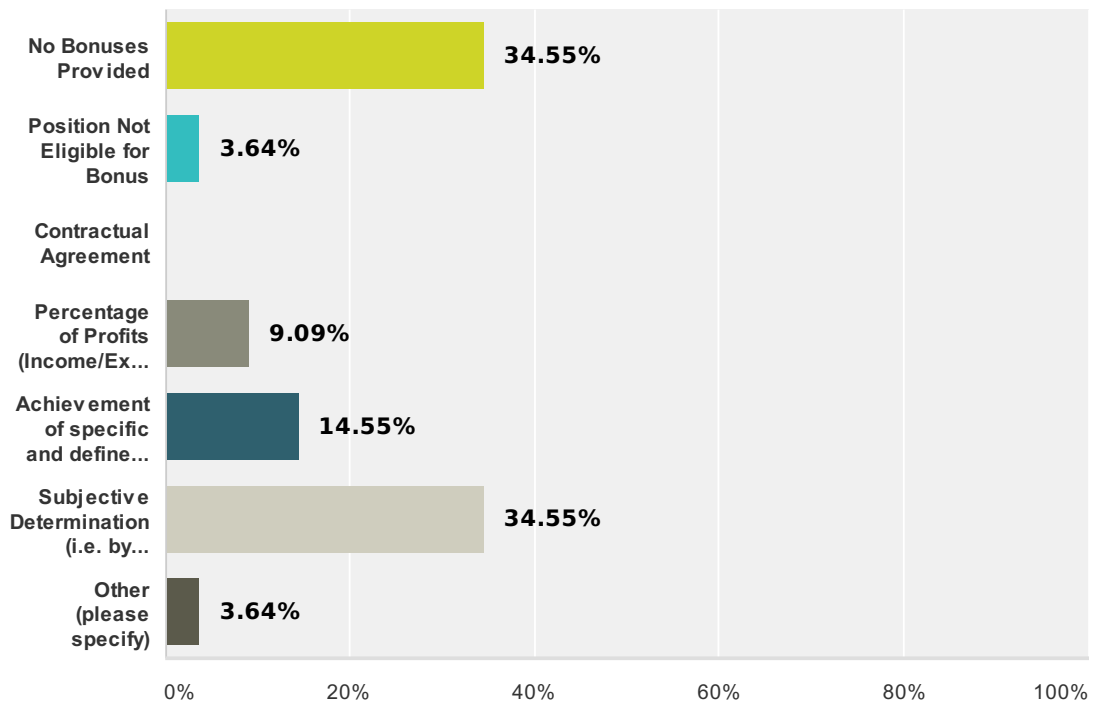
Q23 Please estimate in USD\$, any bonus received for the employee in this position the last time a bonus was given:

Answered: 54 Skipped: 7



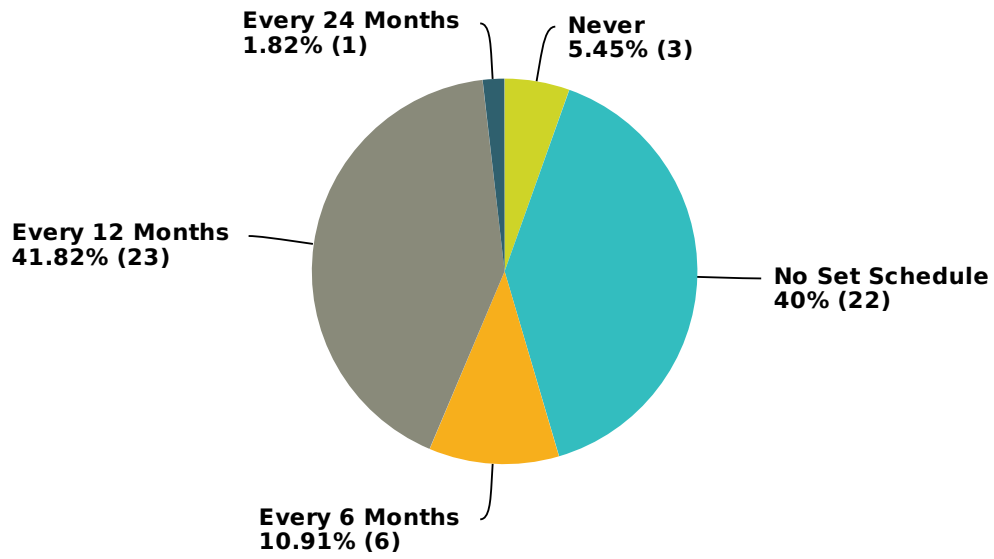
Q24 How does the organization/employer determine bonuses for this employee/position?

Answered: 55 Skipped: 6



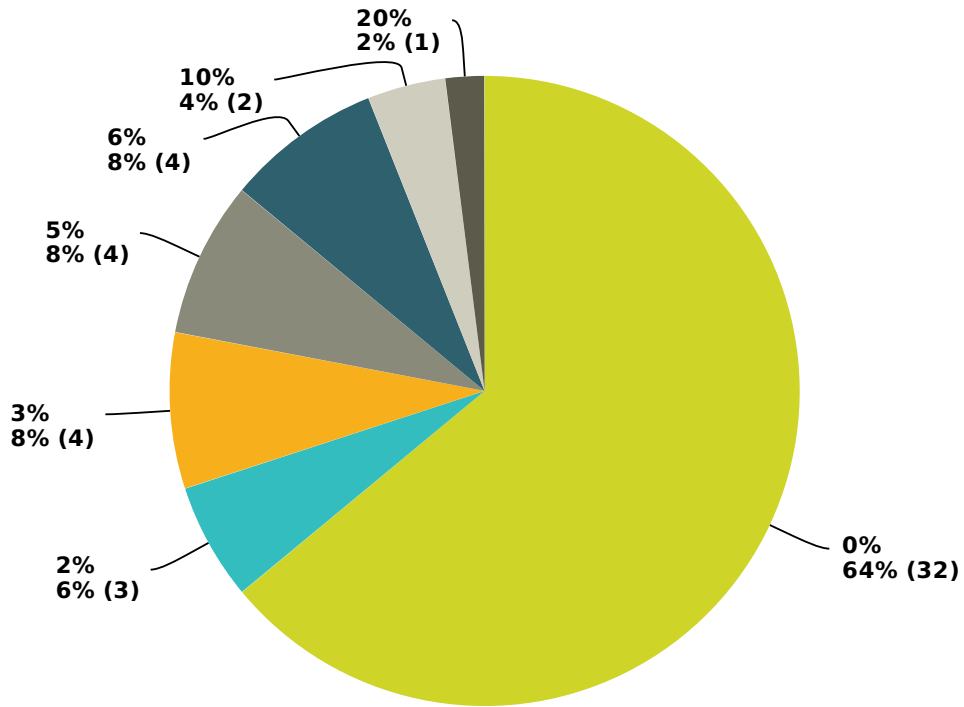
Q25 How often does the employee in this position receive a performance review?

Answered: 55 Skipped: 6



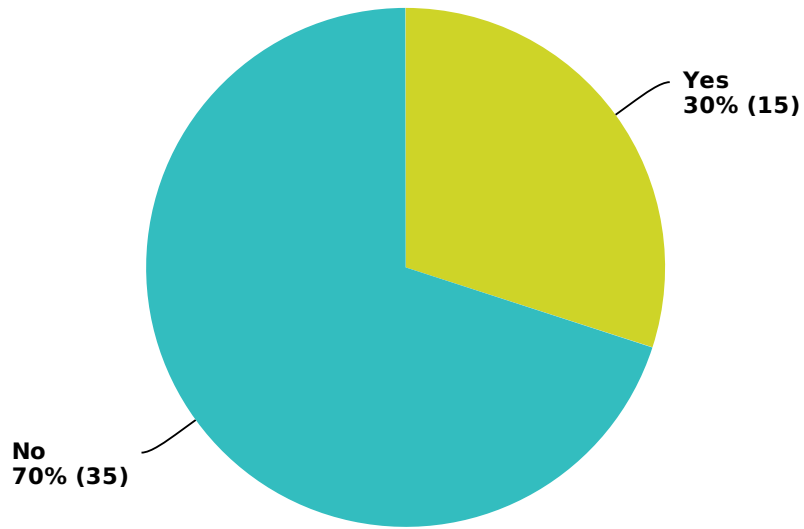
Q26 What percentage does the employer contribute to retirement benefits for the employee in this position?

Answered: 50 Skipped: 11



Q27 Is employer contribution of retirement benefits a 'matching' contribution?

Answered: 50 Skipped: 11



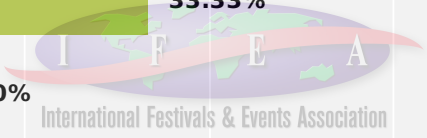
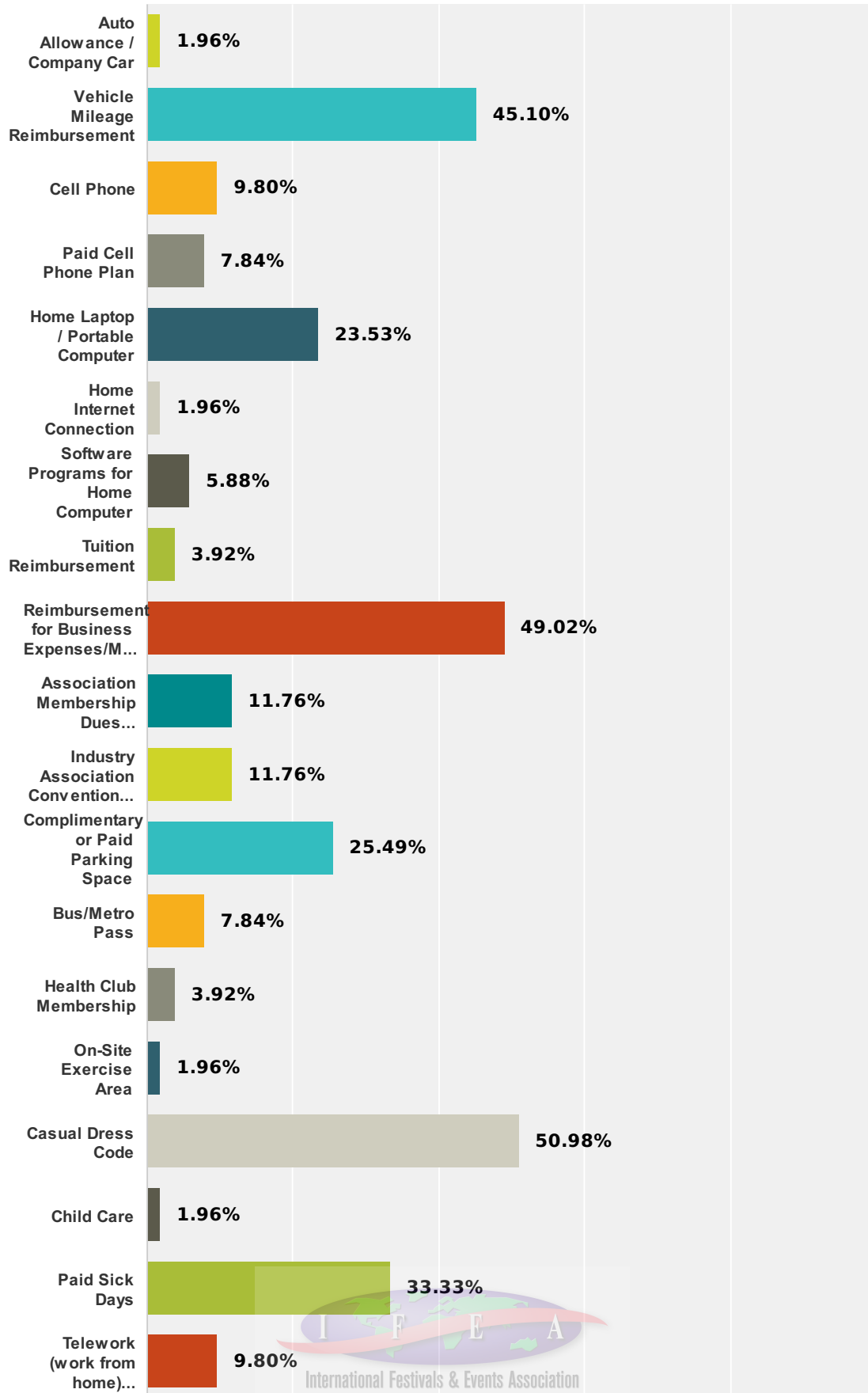
Q28 Please select all insurance coverage that is provided by the employer for the employee in this position by indicating what percentage of the insurance is covered by the employer.

Answered: 51 Skipped: 10

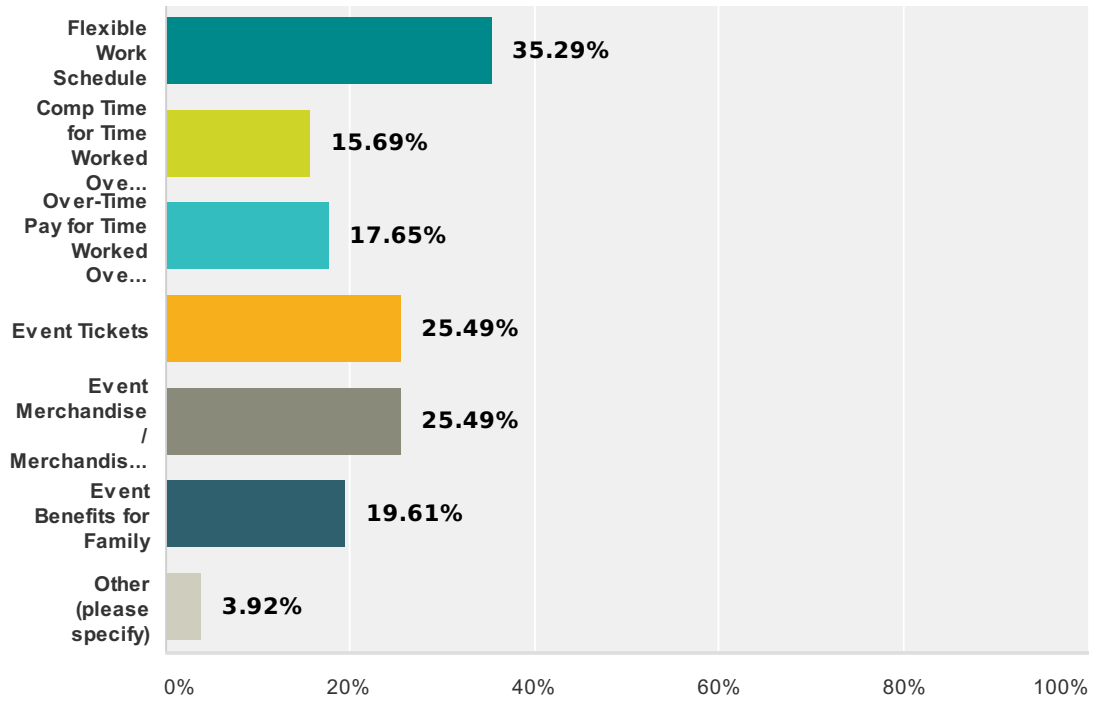
Percentage Covered						
	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Disability Insurance	Total
0%	18.38% 34	20% 37	20.54% 38	20% 37	21.08% 39	185
1-10%	33.33% 1	33.33% 1	33.33% 1	0% 0	0% 0	3
11-20%	0% 0	0% 0	0% 0	0% 0	0% 0	0
21-30%	0% 0	0% 0	0% 0	50% 1	50% 1	2
31-40%	0% 0	0% 0	0% 0	0% 0	0% 0	0
41-50%	60% 3	0% 0	20% 1	0% 0	20% 1	5
51-60%	33.33% 1	33.33% 1	33.33% 1	0% 0	0% 0	3
61-70%	0% 0	100% 1	0% 0	0% 0	0% 0	1
71-80%	66.67% 4	16.67% 1	16.67% 1	0% 0	0% 0	6
81-90%	50% 2	25% 1	25% 1	0% 0	0% 0	4
91-100%	13.04% 6	19.57% 9	17.39% 8	28.26% 13	21.74% 10	46

Q29 Please list any other benefits the employee in this position receives:

Answered: 51 Skipped: 10

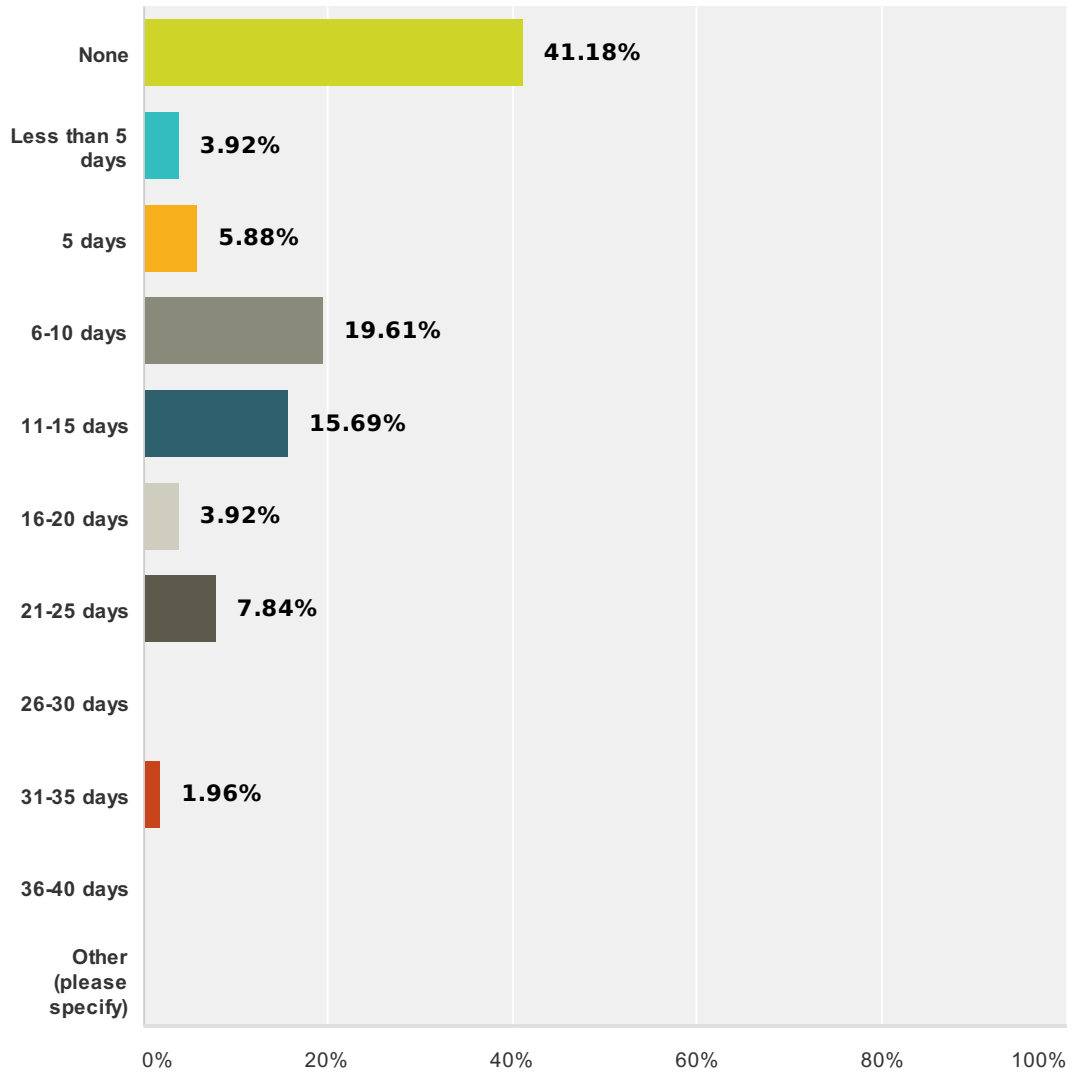


IFEA's 2013 Compensation and Benefits Survey



Q30 How much paid vacation time does the employee in this position receive per year?

Answered: 51 Skipped: 10



Q31 What amount in USD\$ is set aside for Continuing Education for the employee in this position?

Answered: 51 Skipped: 10

