

**2015 Nonprofit Organizations  
New York State Salary and Benefits Report  
BENEFIT OFFERINGS COVERED**

Benefit Type	Benefit Offered
<b>General Benefits</b>	Adoption Benefits
	Association/Professional Society Dues
	Business Casual Days
	Carpooling/Transit Subsidy
	Charitable Payroll Deductions
	Child/Elder Care Assistance
	Childhood Obesity Program
	Compressed Work Week
	Computer for Employee Personal Use
	Credit Union
	Disease Management Program
	Domestic Partner Coverage
	Drug/Alcohol Treatment Programs
	Employee Assistance Plan (EAP)
	Employee Discounts on Organization's Goods/Services
	Financial Counseling
	Flextime
	Free/Subsidized Parking
	Full-Time Business Casual Policy
	Legal Counseling
	New-Hire Referral Bonus
	Onsite Child Care
	Onsite Fitness Facility
	On-Site Flu Shots
	Optional Long-Term Care Insurance
	Paid/Subsidized Offsite Fitness Facility
	Pre-Retirement Counseling
	Smoking Cessation Programs
	Subsidized Eating Facility
	Subsidized Training/Professional Development
	Telecommuting
	Teleworking
	Tuition Assistance
	Weight Reduction Programs
<b>Flexible Spending Accounts</b>	Healthcare Flexible Spending Account
	Dependent Care Flexible Spending Account
<b>Employee Leave</b>	Paid Vacation
	Paid Sick Leave
	Paid Personal Days
	Paid Company Holidays
	Paid Floating Holidays
	Paid Bereavement Time
	Extended Sick Leave Pool (ESLP)
	Paid Time Off (PTO)
	Family Medical Leave Act (with Pay)

**2015 Nonprofit Organizations  
New York State Salary and Benefits Report  
BENEFIT OFFERINGS COVERED**

<b>Benefit Type</b>	<b>Benefit Offered</b>
<b>Overtime Practices</b>	No Formal Policy
	Provide Compensatory Time Off
	Pay Straight Time
	Pay Overtime Rate
	Do Not Compensate
<b>Medical Coverage</b>	Preferred Provider Organization (PPO)
	Health Maintenance Organization (HMO)
	Point of Service (POS)
	High Deductible Health Plan (HDHP)
	Indemnity (Traditional Fee-for-Service)
<b>Prescription Drug Coverage</b>	Retail
	Mail Order
<b>Dental Coverage</b>	Dental Preferred Provider Organization (DPPO)
	Dental Point of Service (DPOS)
	Dental Health Maintenance Organization (DHMO)
	Dental Exclusive Provider Organization (DEPO)
	Indemnity (Traditional Fee-for-Service)
	Dental Reimbursement Plan
<b>Vision Coverage</b>	Vision Maintenance Organization (VMO)
	Vision Preferred Provider Organization (VPO)
<b>Benefits for Part-Time Employees</b>	Medical
	Dental
	Life Insurance
	Disability
	Vision
	Retirement
	Paid Vacation
	Paid Sick Leave
Paid Holidays	
<b>Life and Disability Insurance</b>	Basic Life Insurance for Employee
	Supplemental Life Insurance for Employee
	Supplemental Dependant Life
	Accidental Death and Dismemberment
	Short Term Disability
	Long Term Disability
	Employee Travel-Accident Insurance
<b>Retirement Plans</b>	Defined Benefit Pension Plan
	401(k) Plan
	403(b) Plan
	457 Plan
	SEP-IRA Plan
	Money Purchase Plan
<b>Executive Perks</b>	Car or Car Allowance
	Private Club Membership
	Excess Life Insurance (above amount offered to other employees)

**2015 Nonprofit Organizations  
New York State Salary and Benefits Report  
BENEFIT OFFERINGS COVERED**

Benefit Type	Benefit Offered
	Supplemental Disability Insurance (full premium paid by organization)
	Executive Physical
	Financial, Legal, Tax, or Pre-Retirement Counseling
	Reserved Parking
	First-Class Air Travel
	Travel Expenses for Spouse
	Additional Vacation Days (above amount offered to other employee groups)
	Supplemental Executive Retirement Plan (SERP)