



2023

Nonprofit Employee Benefits Survey Report

Data, insights & stats on U.S. Small and mid-sized nonprofit employer-sponsored employee benefits



Table of Contents

Methodology and Data Sources	3
Key Takeaways	4
Demographics	6
Benefits Challenges	7
Cost-Saving Strategies	8
Employee Benefits Benchmarks	
Medical Plans	
Prevalence & Funding	9
Plan Types Offered	10
Contributions	11
Copayments/Coinsurance	13
Deductibles	15
Eligibility	16
Consumer Accounts	17
Prescription Drug Plans	18
Dental Plans	
Prevalence and Plan Types Offered	19
Contributions	20
Deductibles	21
Plan Maximums	22

Vision Benefits	23
Life and AD&D Benefits	
Benefits Provided	24
Basic Life Eligibility	25
Basic Life Coverage	26
Disability Benefits	
Disability Benefits Offered	27
Short-Term Disability Benefit Amounts	28
Long-Term Disability Benefit Amounts	29
Other Benefits Offered	30
Paid Time Off Benchmarks	
Paid Holidays	31
Paid Time Off Policies	32
Paid Time Off Amounts	33
Other Paid Time Off Provided	34
Wellness Benefits	35
Benefits Technology Adoption	37
Conclusion	39

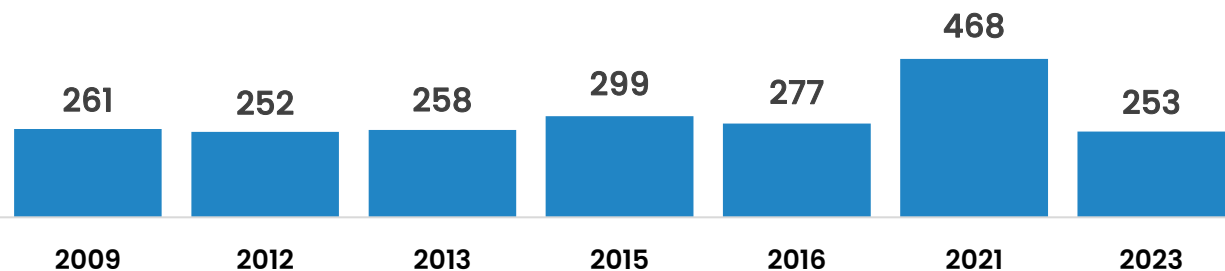
Methodology and Data

Since 2008, PPI Benefit Solutions has leveraged its position in the benefits administration marketplace to conduct a survey of the nonprofit employee benefits landscape. The insights obtained from this survey offer plan benchmarks, helping nonprofit employers and their brokers to discern how their employee benefits program compares with those of other nonprofits.

In this seventh edition of our survey, our objective was to craft the most comprehensive set of plan benchmarks to date. We aim to encourage greater participation from a diverse range of nonprofit sectors, organizations of varying sizes, and different geographic locations among nonprofit benefits managers in future surveys.

First, we collected more data around ancillary benefits and paid time off. And, in some cases, results are presented alongside those of the previous two surveys.

Total participation in the nonprofit benefits survey has been relatively consistent through the years



Secondly, we presented full results alongside three organization size segments: 1-49 employees, 50-500 employees, and more than (>) 500 employees. The >500, large group segment represents 14 organizations, not enough to be statistically significant, but included, nonetheless. The small, 1-49 group represents 80 respondents, and the mid-size, 50-500 segment represents 120 respondents. In total, we collected 253 total (complete and partial) responses and 211 complete responses. Rounding conventions have been applied for readability.

Behind the numbers and key takeaways, a wonderful picture emerges of a healthy nonprofit community. And although the sector is not without its challenges, it consistently delivers a robust benefit package to employees, sometimes surpassing what is offered in the for-profit sector.

Our Story

Inspired by the compassion and insight of our founder, Moses Malkin, PPI Benefit Solutions has a passion for helping nonprofit organizations obtain employee benefit programs that meet their unique fiscal and management needs.

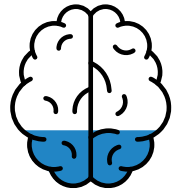
Established in the 1960s under the name Professional Pensions, Inc. the company was a trailblazer, providing insurance and retirement options to the rapidly growing 501(c)(3) market, before focusing solely on group insurance and evolving into PPI Benefit Solutions.

Over the years, we have expanded our services to include online benefits administration and technology solutions, solidifying our position as a comprehensive, single-source solution with cost and quality advantages for nonprofit employers.

For more info, email marketing@ppibenefits.com

Key Takeaways

Helping Employees Find a Better Work-Life Balance



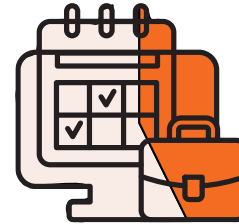
33% of nonprofits see employee **mental health** as a challenge

34% of nonprofit employers view **employee burnout** as a challenge



Although addressing burnout and mental health of employees has eased since the peak of the pandemic, **1/3 of nonprofit employers still regard these issues as persistent and prominent challenges.** By broadening access to mental health resources, like extending visits within an Employee Assistance Program (EAP) or integrating mental health into telemedicine services, there is an opportunity to provide high-quality care at minimal to no cost. This is particularly beneficial for employees who frequently encounter barriers to accessing such care.

Preventing employee burnout in the aftermath of the pandemic involves implementing strategies that prioritize well-being and foster a healthy work environment, such as empathy-based communications, regular check-ins, workload management, recognition and appreciation, training, and flexible work schedules.



43% of nonprofits offer **flexible work** arrangements

43% of nonprofit employers offer flexible work arrangements. The COVID-19 pandemic accelerated the adoption of remote work and highlighted the importance of organizational flexibility. Flexible work arrangements align with the evolving expectations of the workforce and the changing nature of work. It also helps to think beyond where and when employees work. Benefits that help with personal challenges like family caregiving responsibilities and mental health support should also be considered.

Nonprofits that prioritize flexibility are better positioned to attract and retain talent, foster a positive work culture, and adapt to the dynamic demands of the modern business landscape. Continuous support and investment in the infrastructure that enables flexible work will be crucial for organizations aiming to stay competitive and responsive to the needs of their employees.

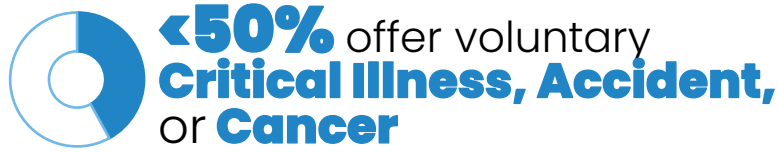


41% increase in access to **telemedicine**
82% increase in access to **virtual mental health** visits

More than half of nonprofits surveyed provide access to telemedicine with **40% incorporating virtual mental health support**, up 41% and 82% from our 2022 survey, respectively. Telehealth gives employees greater access to services that are often comparable to in-person consultations, but virtual appointments are typically billed at a lower rate, promoting affordability for both plan sponsors and employees. This approach, offering round-the-clock access to a broad range of services, presents a cost-effective alternative to unnecessary visits to emergency rooms or urgent care facilities.

Key Takeaways

Helping Employees Find a Better Work-Life Balance



Less than half of nonprofits offer voluntary critical illness, accident, or cancer plans, and less than 1/3 offer other voluntary options such as disability, legal, identity theft, long-term care, and pet insurance. What's more, only 2% to 6% have plans to offer these coverages in the future.

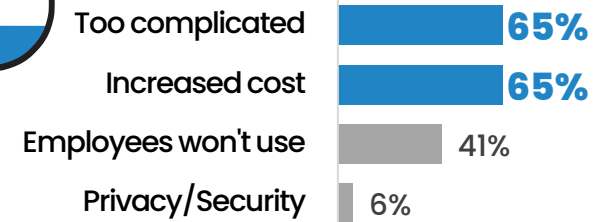
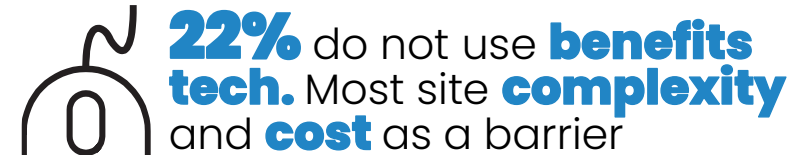
Employers should keep in mind that providing a diverse range of voluntary benefits offers employees enhanced financial protection and shields them from potential gaps in health coverage, particularly for those in high deductible health plans (HDHPs) and HSAs. Voluntary benefits can be tailored to individual needs and are typically funded by the employee, making them a great way to expand the benefits package, for little or no cost to the employer.



20% Include a **Limited Purpose FSA** for HSA participants

While most nonprofits offer an FSA to employees, less than 20% offer a Limited Purpose FSA that reimburses qualified dental and vision expenses for HSA participants. Some employers might be hesitant to add a Limited Purpose FSA, due to seemingly complex regulations and administration. However, there are steps an employer can take to become more comfortable with offering both an HSA and a Limited Purpose FSA, such as utilizing a technology platform to streamline administrative processes.

Engaging a benefits consultant for guidance on compliance, administration, and best practices can help tailor an approach based on your specific concerns and priorities.



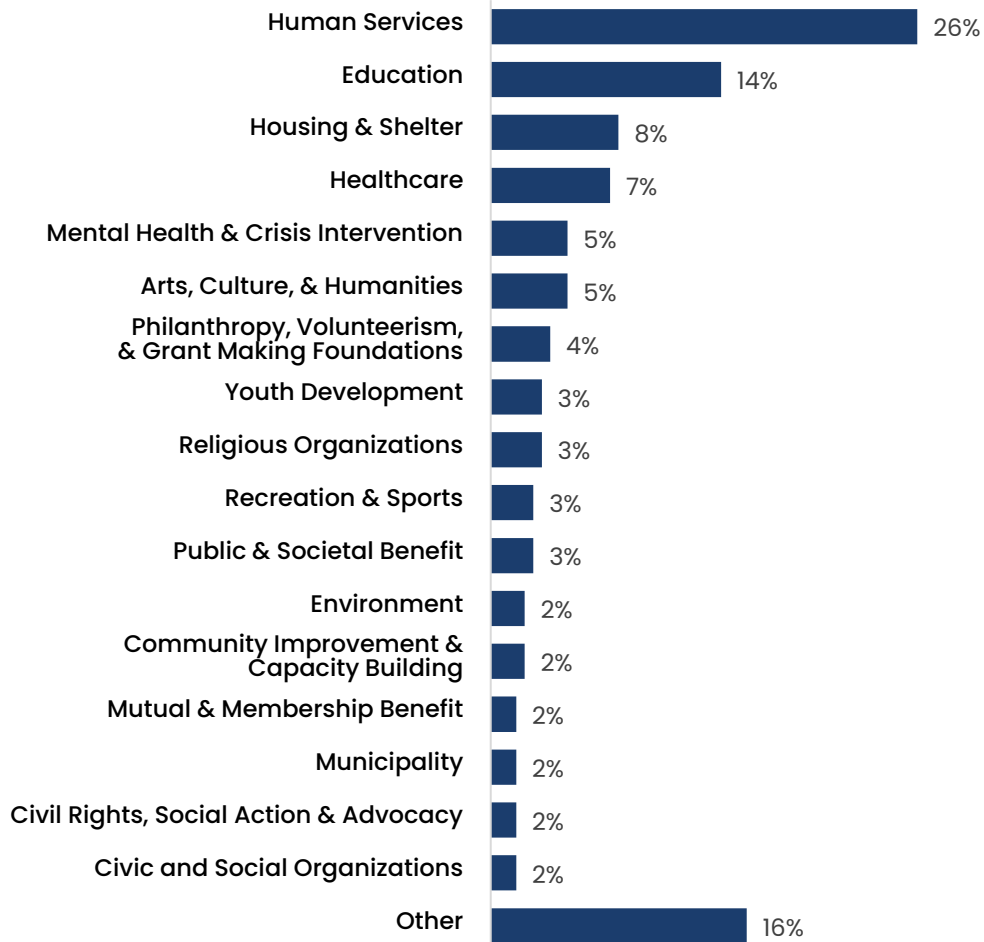
While most of the nonprofits surveyed utilize technology to manage their benefits, the 22% of those not using one are overwhelmingly concerned with the potential increased expense and complexity associated with its use.

While there may be upfront costs and a learning curve associated with implementing benefits technology, there are approaches to minimize both, and the long-term benefits of efficiency, data accuracy, reduced compliance risk, and employee satisfaction often outweigh these concerns. It's best to carefully assess the specific needs of your organization and select a technology solution that aligns with your goals and resources.

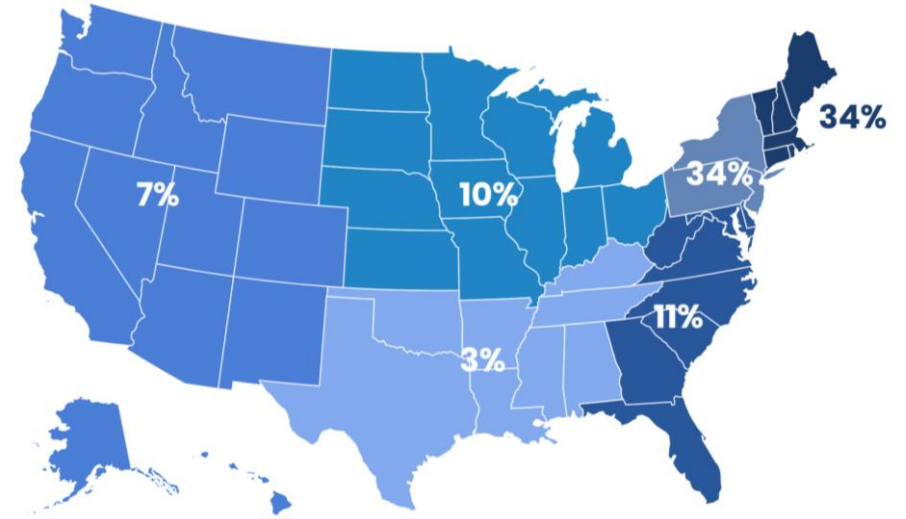
Demographics

The 2023 survey drew responses from nonprofit organizations in 31 states, across several sectors and organization sizes

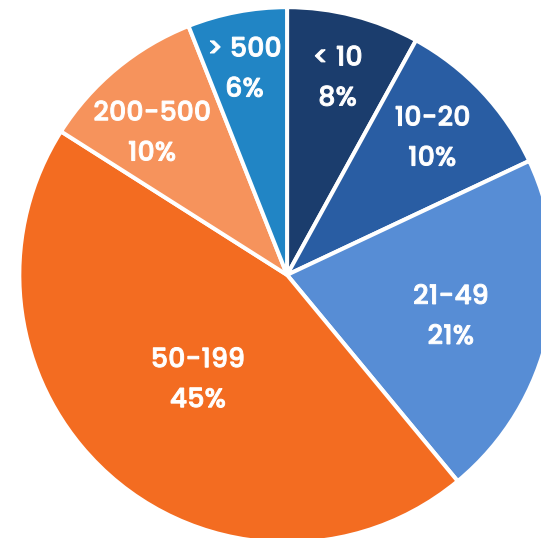
Nonprofit Classifications



Locations



Organization Sizes



Benefits Management Challenges

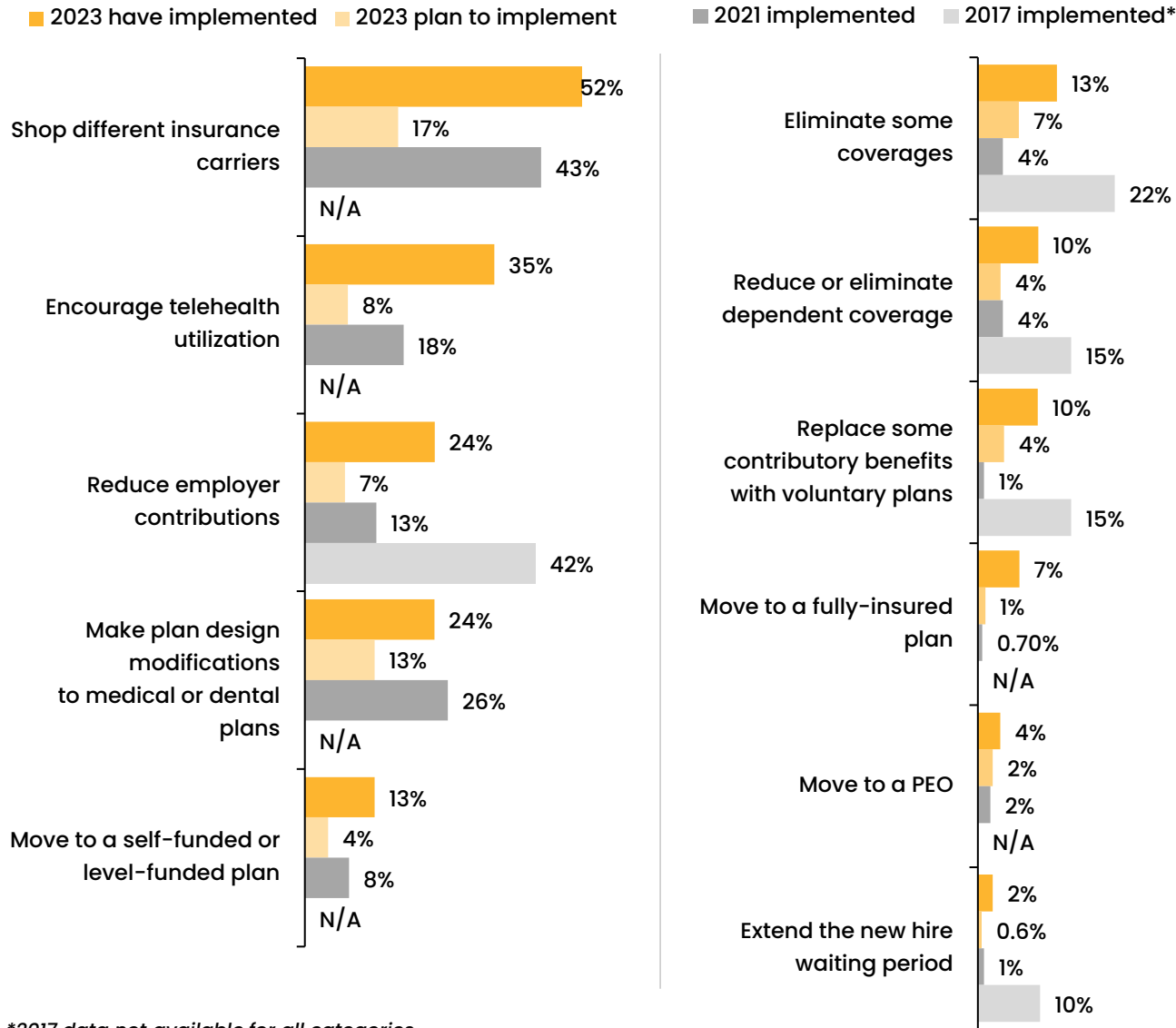
Many benefits management challenges have eased in the wake of the pandemic. “Maintaining affordable healthcare options” and “Recruiting new employees” continue to dominate the list of challenges faced by nonprofits. Predictably, navigating the shift to a hybrid workplace posed a considerably greater challenge in 2021.

Benefits Management Challenges, by Survey Year



Cost-Saving Strategies

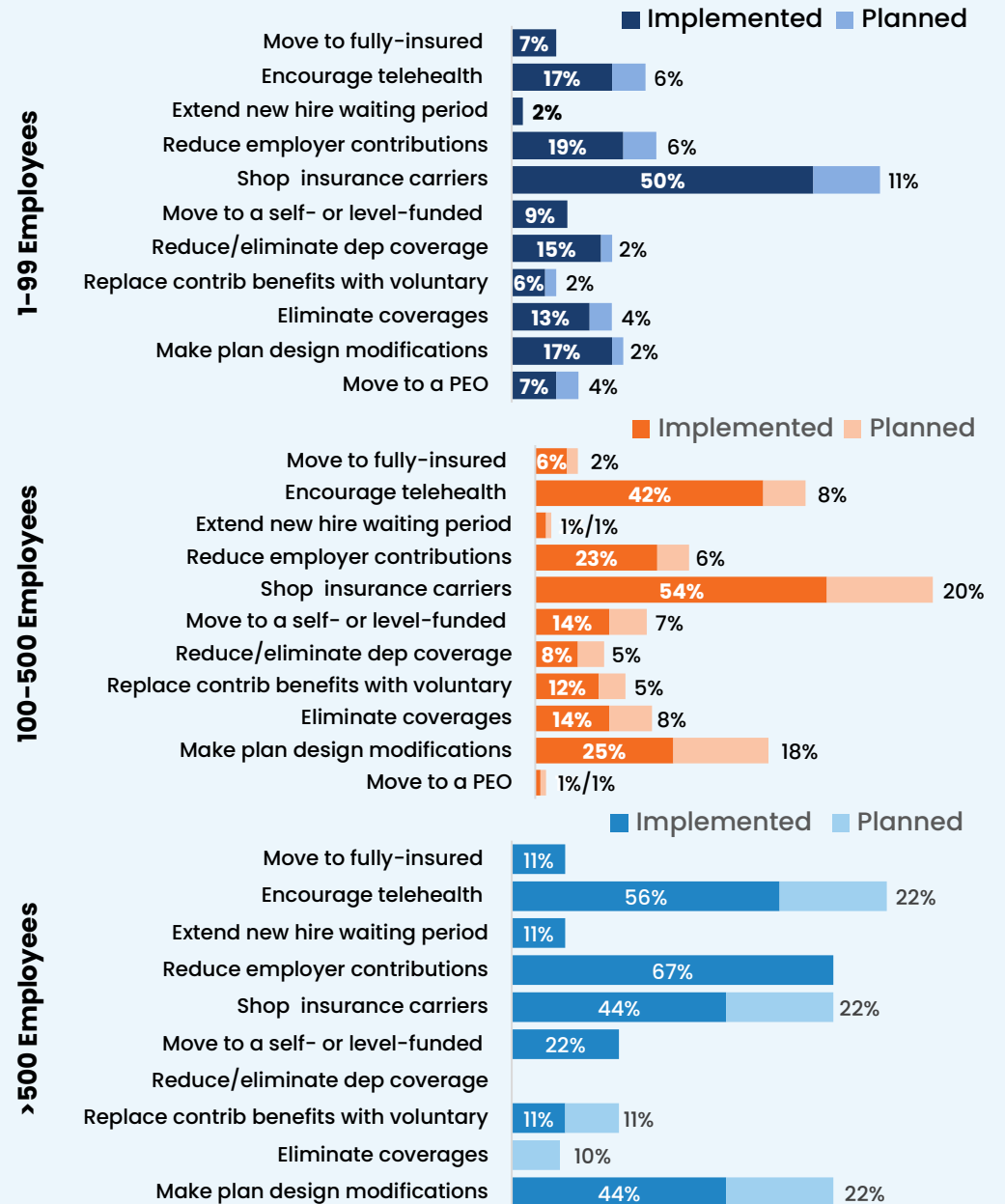
In general, surveyed nonprofits look to save costs by shopping for competitive rates and making plan design modifications. The two largest increases over the 2021 results were “Encouraging telehealth utilization” (94%) and “Reducing employer contributions” (85%).



*2017 data not available for all categories.

2023 Breakdown

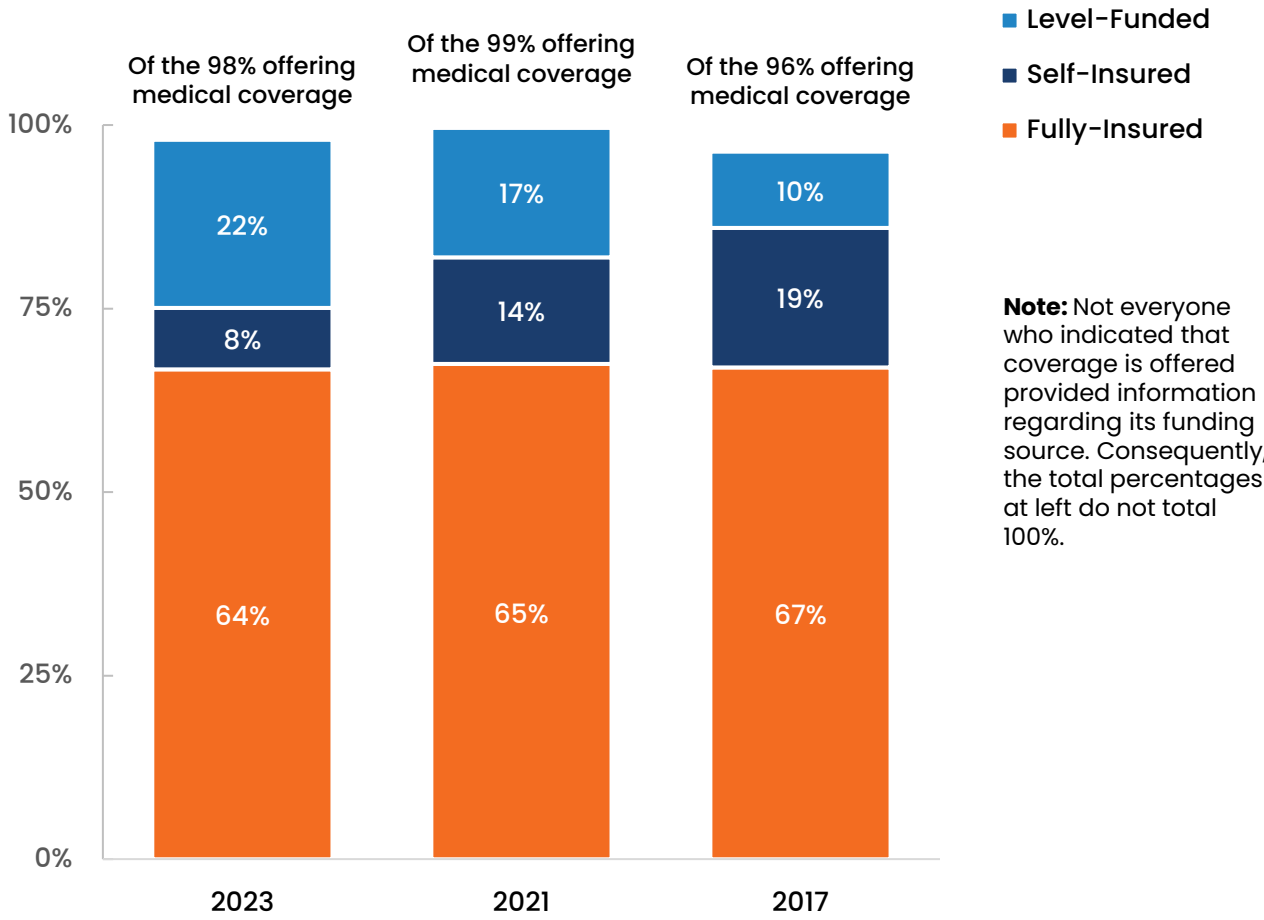
Cost-Saving Strategies, by Size Segment



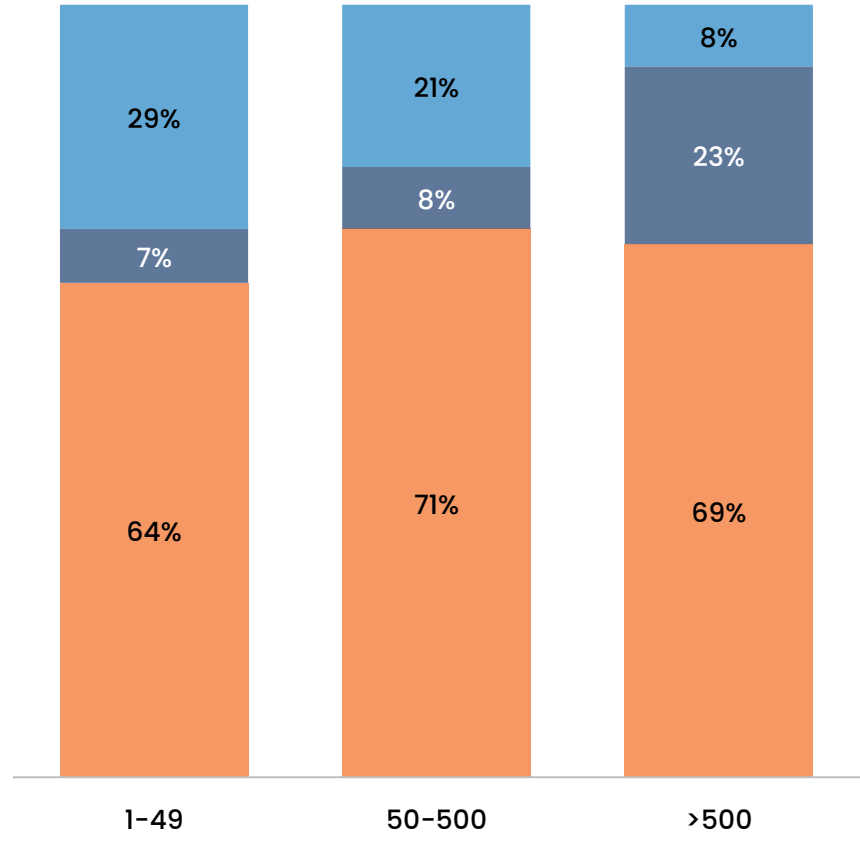
Medical Benefits and Funding Arrangement

Fully-insured medical plans persist as a stable and predominant funding choice among surveyed nonprofits, while those utilizing level-funded arrangements now surpass those opting for traditional self-funded methods.

Funding Arrangement Breakdown Among the Percentage of Nonprofits Offering Medical Coverage, by Survey Year



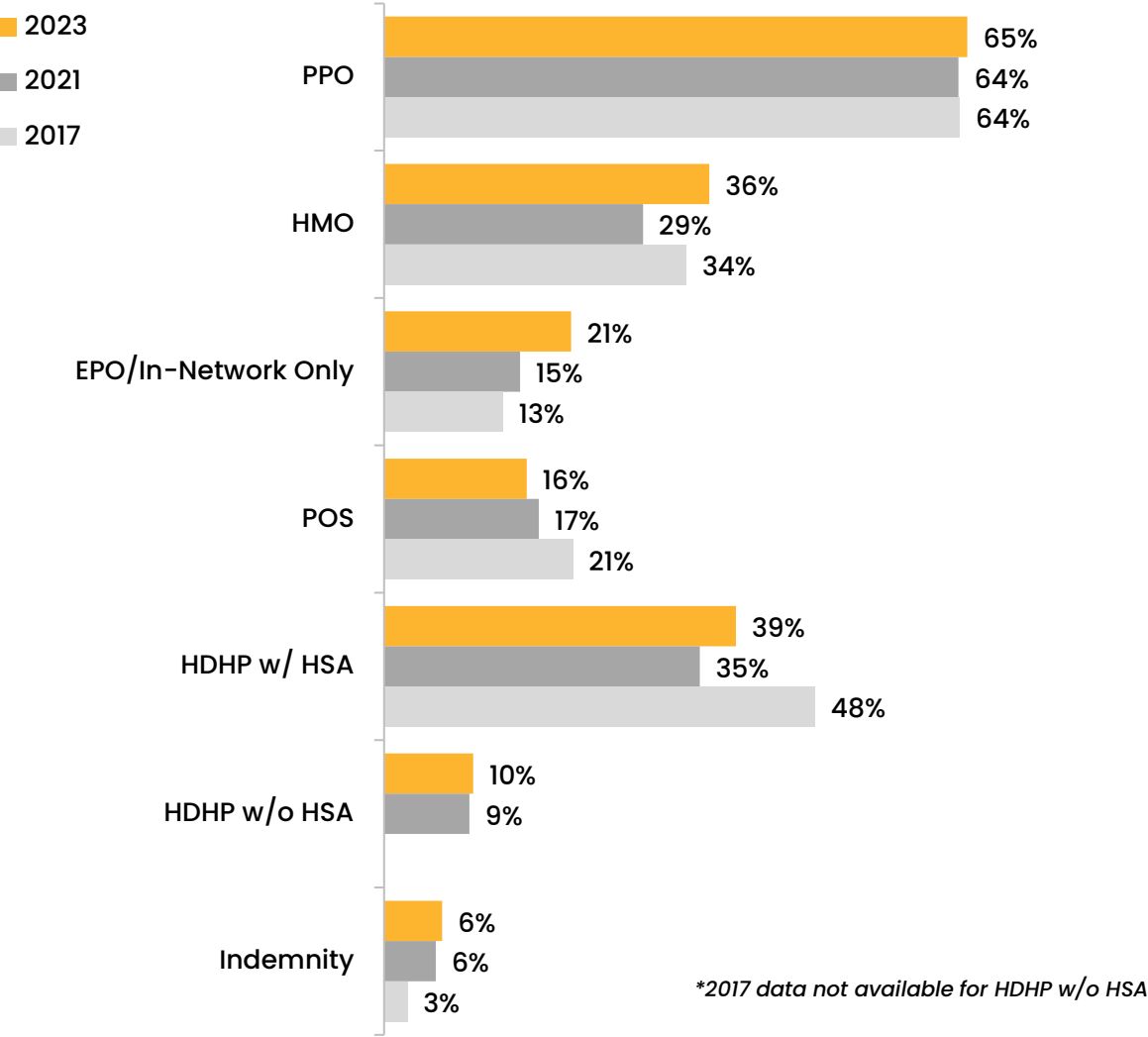
Funding Arrangement, by Size Segment



Medical Plan Types

Surveyed nonprofits have largely maintained the same medical plan types as in 2021, with a slight uptick in HMO and EPO plans and a continued decline in POS plans.

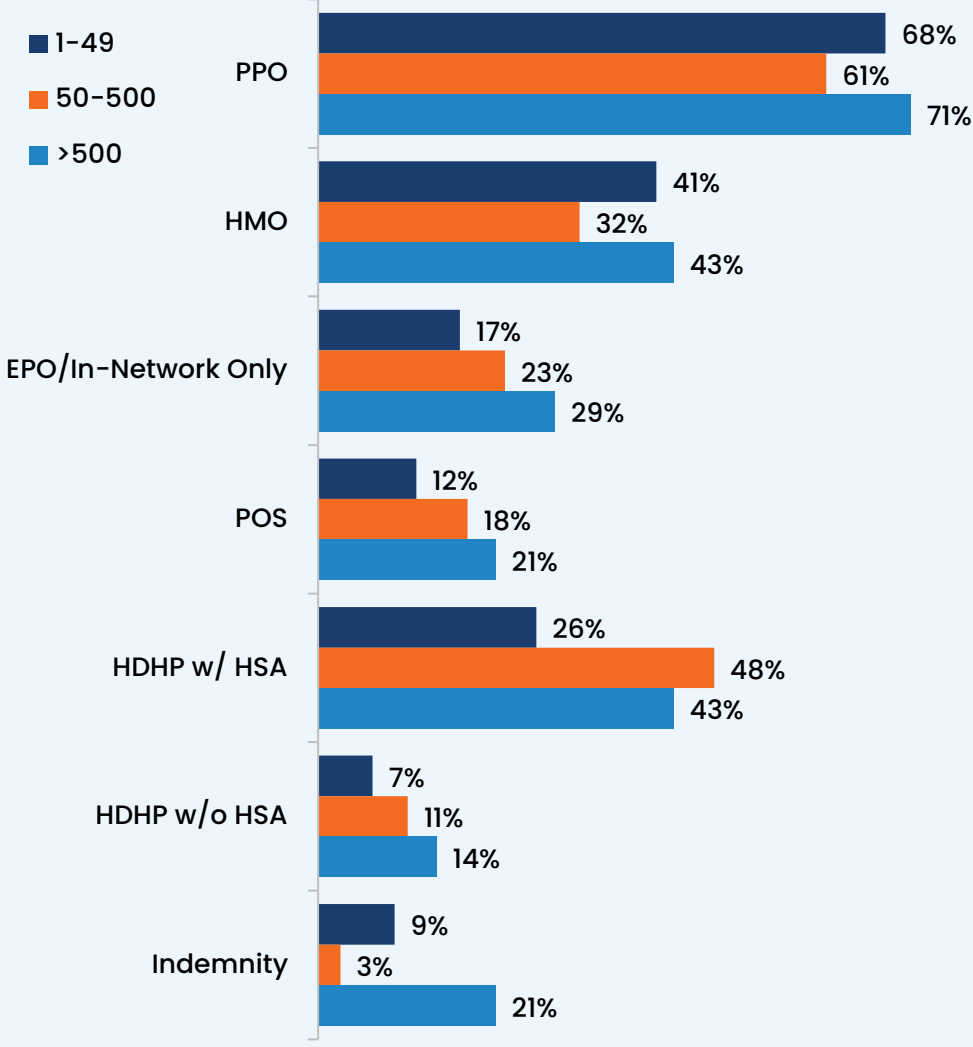
Medical Plan Types Offered, by Survey Year



>500 responses were limited, so results may not be statistically significant.

2023 Breakdown

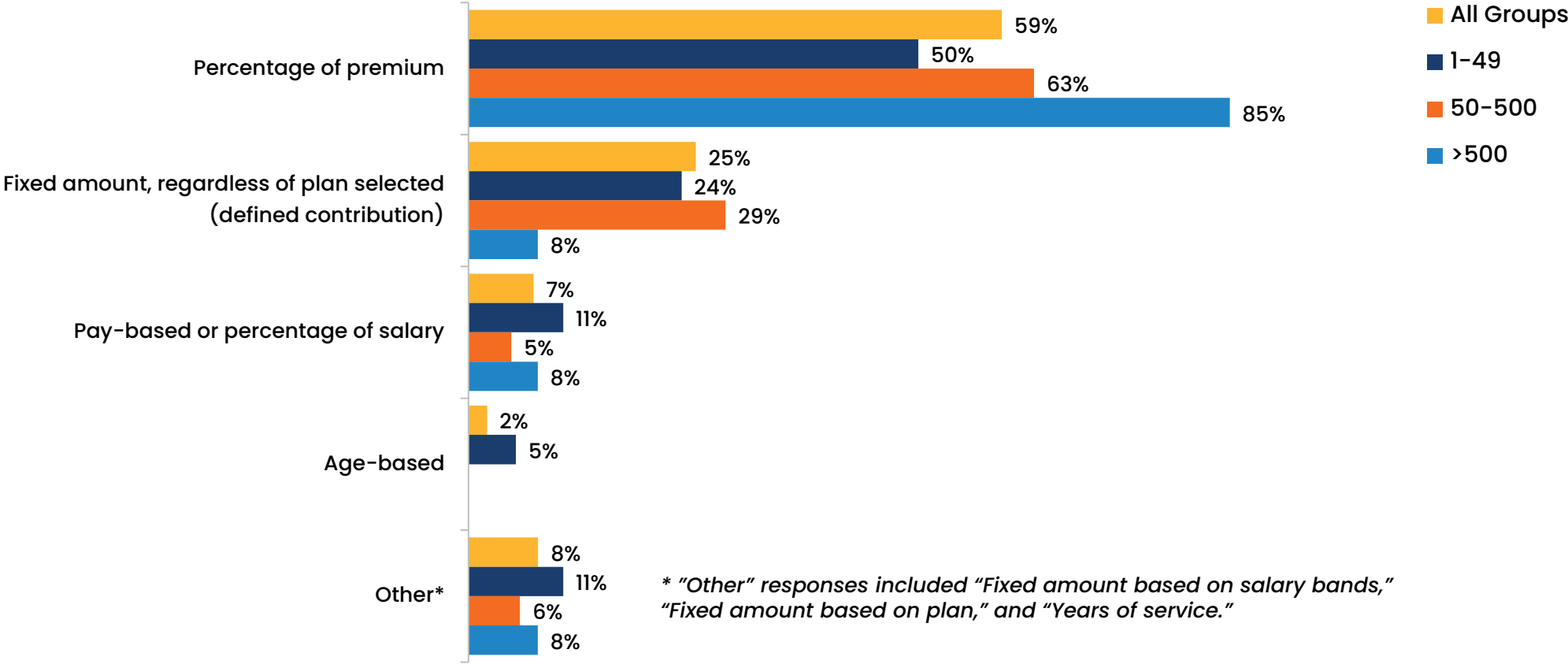
Medical Plan Types Offered, by Size Segment



Medical Plan Contribution Structure

Although the prevalence of each contribution strategy is generally consistent among all three surveyed nonprofit size groups, “Percentage of premium” being the most common, it is noteworthy that a defined contribution, or fixed amount, is more popular within the small (1-49) and midsized (50-500) size groups.

Contribution Structure for the Medical Plan with the Most Enrolled Employees, by Size Segment



>500 responses were limited, so results may not be statistically significant.

Medical Plan Contributions

The chart below shows the range of reported Employee and Employer contributions, by dependent tier and plan. While the data below is accurate, it is crucial to acknowledge that these figures may not fully capture the complete range of Employer contributions for the Family tier, as higher values were not accounted for in the survey options.

Employee and Employer Average Monthly Contributions by Plan Type

Lowest number of responses

Highest number of responses

	\$0	\$1-\$50	\$51-\$100	\$101-\$150	\$151-\$200	\$201-\$250	\$251-\$300	\$301-\$350	\$351-\$400	\$401-\$450	\$451-\$500	\$501-\$550	\$551-\$600	\$601-\$650	\$651-\$700	\$701-\$750	\$751-\$800	\$801-\$850	\$851-\$900	\$901-\$950	\$950-\$1,000	>\$1,000
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PPO

Employee Contribution: Single	12%	13%	27%	16%	11%	9%	4%	3%		2%	1%	1%										
Employee Contribution: Family	1%		2%	6%	2%	11%	7%	6%	4%	3%	4%	3%	7%	3%	4%	1%	6%	2%	1%	1%	2%	18%
Employer Contribution: Single	1%	1%	1%	1%	1%	1%	1%	5%	3%	2%	3%	7%	8%	10%	9%	10%	10%	3%	5%	4%	2%	10%
Employer Contribution: Family	6%		1%	1%		1%	1%			2%		2%	2%	1%	4%	1%	1%	2%	1%	1%	6%	59%

HMO

Employee Contribution: Single	13%	17%	15%	21%	10%	6%	4%	4%	2%	2%												
Employee Contribution: Family			4%	2%	9%	9%	4%	2%	4%	4%	7%	2%	7%	2%	4%	4%	2%		2%	2%		20%
Employer Contribution: Single			5%					2%	5%	2%	5%	9%	5%	9%	12%	9%	9%		5%	2%	7%	9%
Employer Contribution: Family	8%				3%							3%	5%	3%	8%	5%					3%	58%

EPO

Employee Contribution: Single	16%	21%	18%	11%	8%	3%	5%		3%													
Employee Contribution: Family	3%	3%	5%	5%	3%	3%	3%	3%	3%	3%	8%	8%	5%		5%		3%	3%	3%			18%
Employer Contribution: Single						3%		8%	3%		3%			3%	5%	8%	11%	5%	5%	5%	8%	16%
Employer Contribution: Family											3%		3%		8%				3%		3%	64%

POS

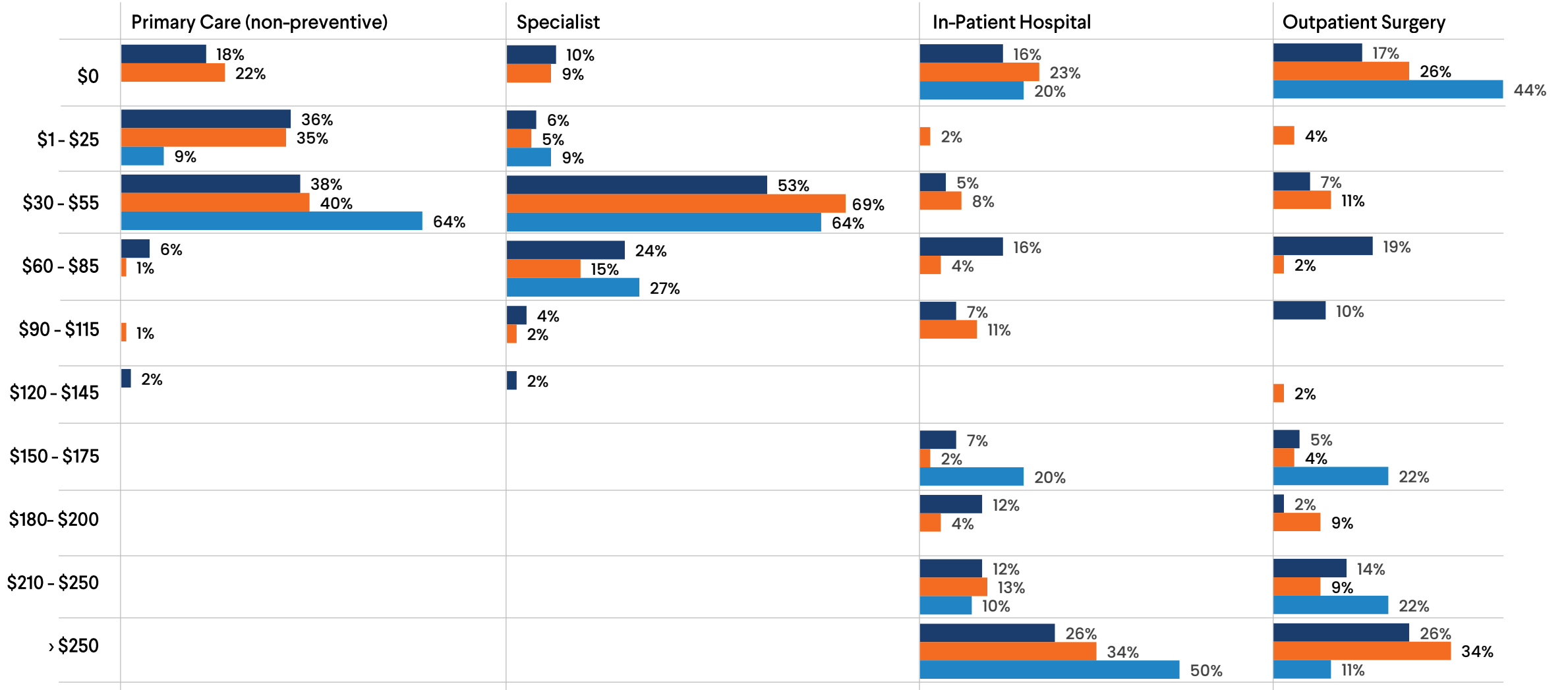
Employee Contribution: Single	14%	6%	9%	17%	9%	6%	6%	3%	3%	3%		3%										
Employee Contribution: Family			3%	3%		3%	9%	3%	6%			9%	3%	3%	3%	3%			3%	6%	6%	15%
Employer Contribution: Single						3%		3%				3%	3%	13%	13%	3%		3%	3%		10%	17%
Employer Contribution: Family						3%									3%						3%	66%

Medical In-Network Copayment Amounts

Most surveyed nonprofits report that preventive and specialist copayments fall in the \$30 to \$55 range. While a decent percentage of small and mid-sized nonprofits reported no (\$0) copay for such services, no participant from the larger group segment reported \$0. That isn't the case for Inpatient Hospital and Outpatient Surgery, however, with 20% and 44% reporting \$0, respectively.

■ 1-49 Employees
■ 50-500 Employees
■ >500

In-Network Coinsurance Ranges for the Medical Plan with the Most Enrolled Participants, by Size Segment



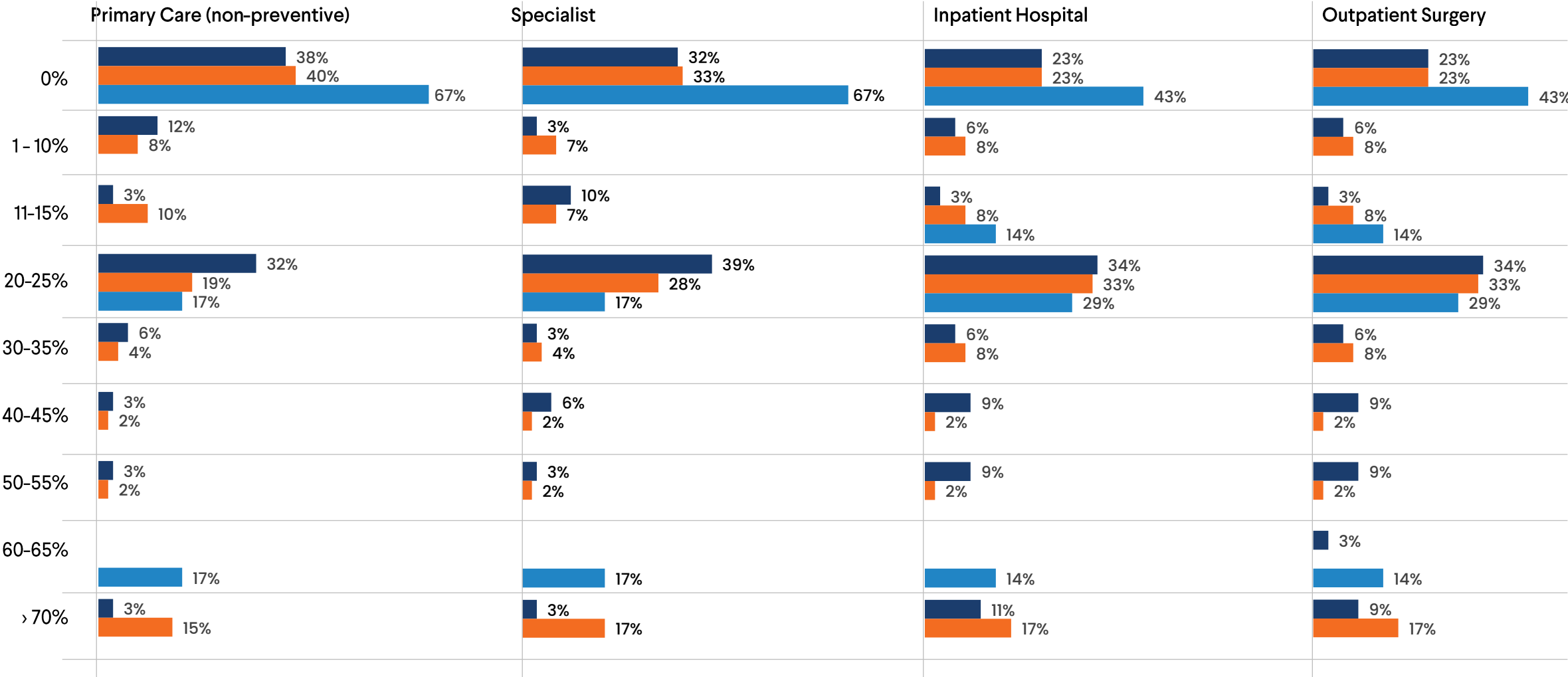
Blank areas on the chart indicate that no response was provided for the corresponding items. >500 responses were limited, so results may not be statistically significant.

Medical Plan Coinsurance Amounts

The distribution of medical plan coinsurance amounts was somewhat consistent across group size segments. Large groups plans are more likely to not have coinsurance, while most surveyed small and mid-sized employers reported 20%–25% coinsurance amounts.

- 1-49 Employees
- 50-500 Employees
- >500

In-Network Coinsurance Ranges for the Medical Plan with the Most Enrolled Participants, by Size Segment



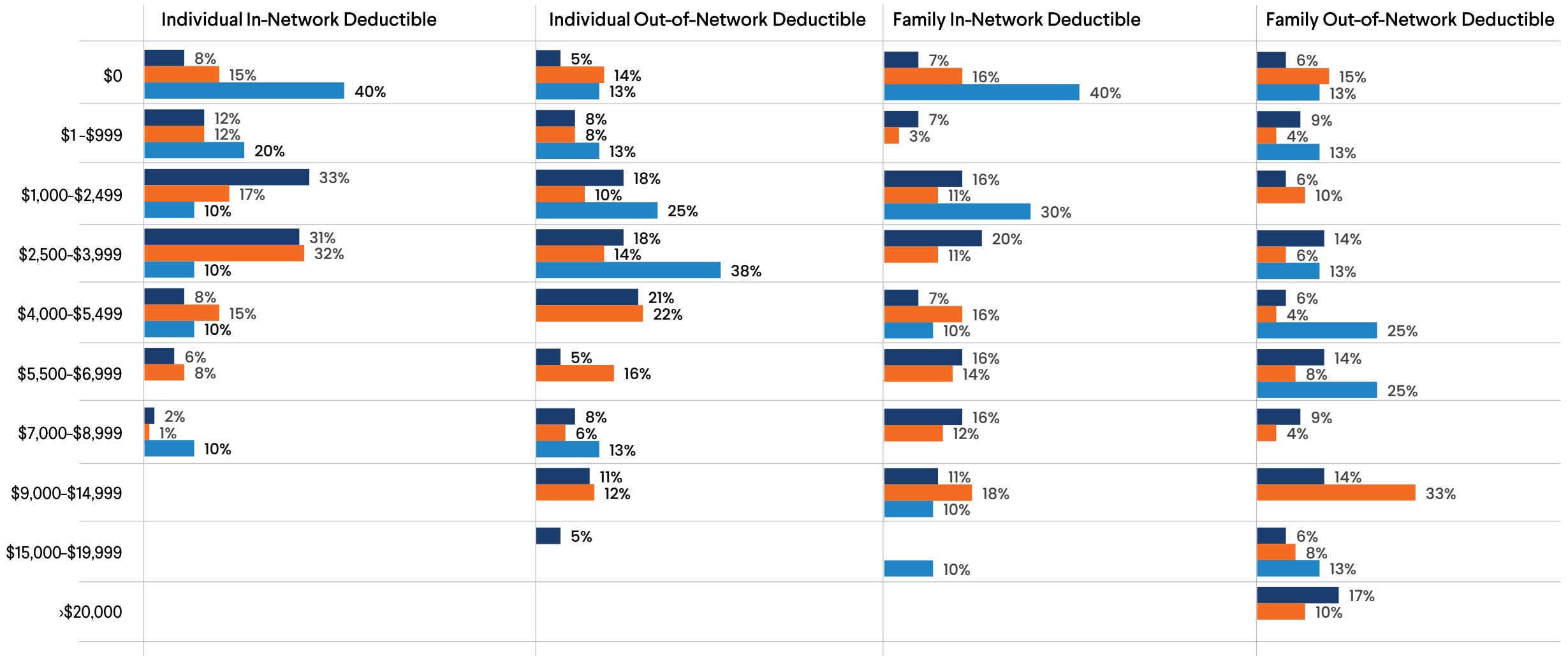
Blank areas on the chart indicate that no response was provided for the corresponding items. >500 responses were limited, so results may not be statistically significant.

Medical Plan Annual Deductibles

The medical plan deductible amounts reported by surveyed nonprofits are similarly distributed across size segments. The >500 size segment group deductibles are somewhat less variable.

- 1-49 Employees
- 50-500 Employees
- >500

Annual Deductibles for the Medical Plan with the Most Enrolled Participants, by Size Segment

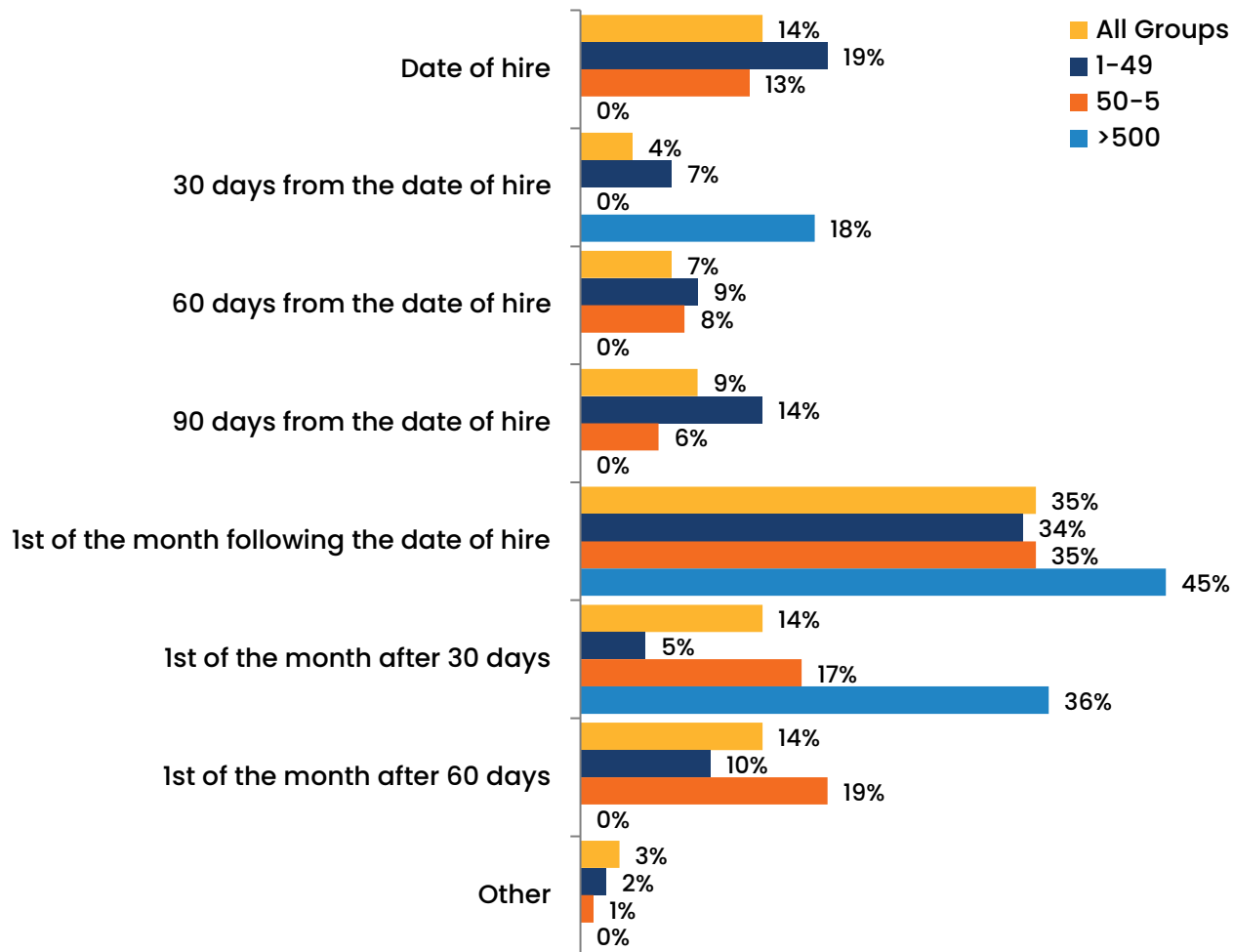


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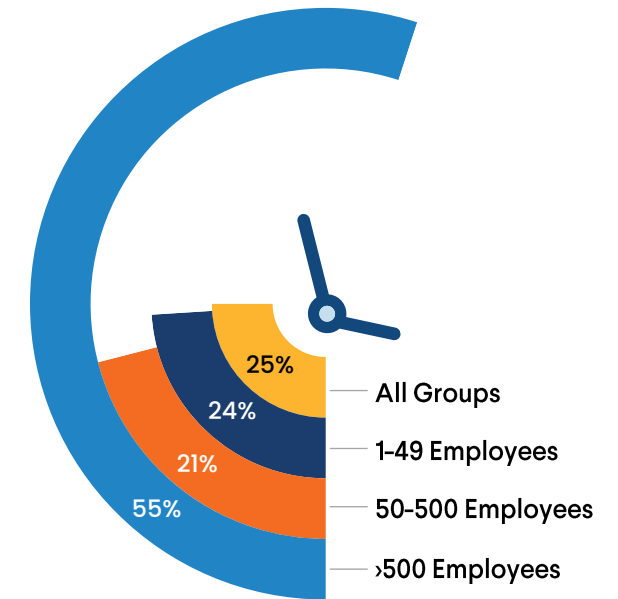
Medical Plan Eligibility

A majority of surveyed nonprofits across all size segments use the 1st of the month following the date of hire eligibility rule. Notably, approximately one-fourth of nonprofits in the small and mid-size segments extend medical benefits to part-time employees. In contrast, more than half of the respondents in the large group segment offer medical benefits to their part-time staff.

Waiting Period for the Medical Plan with the Most Enrollees



Percentage of nonprofits offering medical benefits to part-time (<30 hrs.) employees, by size segment

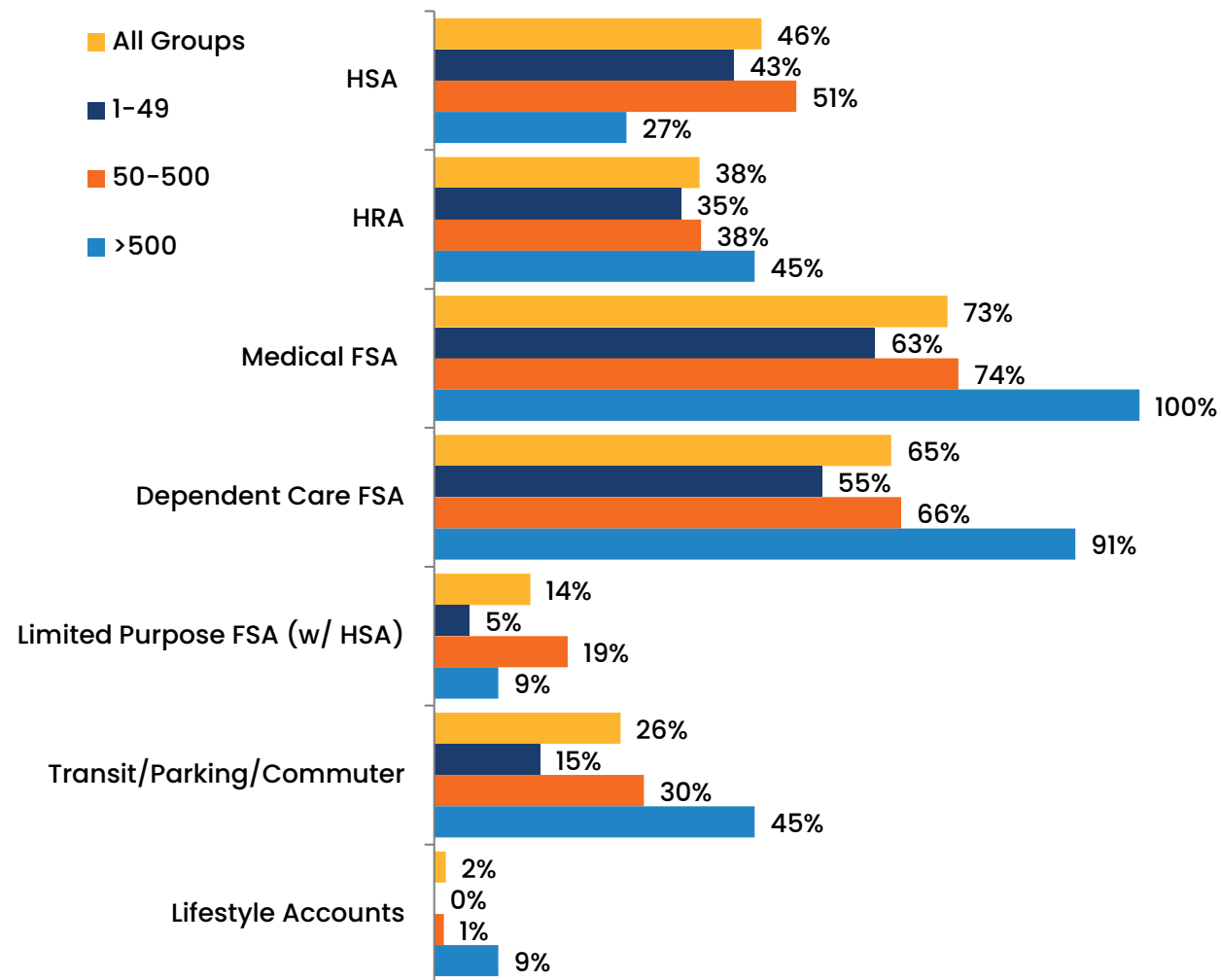


>500 responses were limited, so results may not be statistically significant.

Consumer Spending Accounts

Medical and Dependent care FSAs are the preferred spending account offered to employees, as reported by surveyed nonprofits.

Consumer Spending Accounts Offered



>500 responses were limited, so results may not be statistically significant.

2023 Breakdown

Annual Employer Contributions to Consumer Spending Accounts

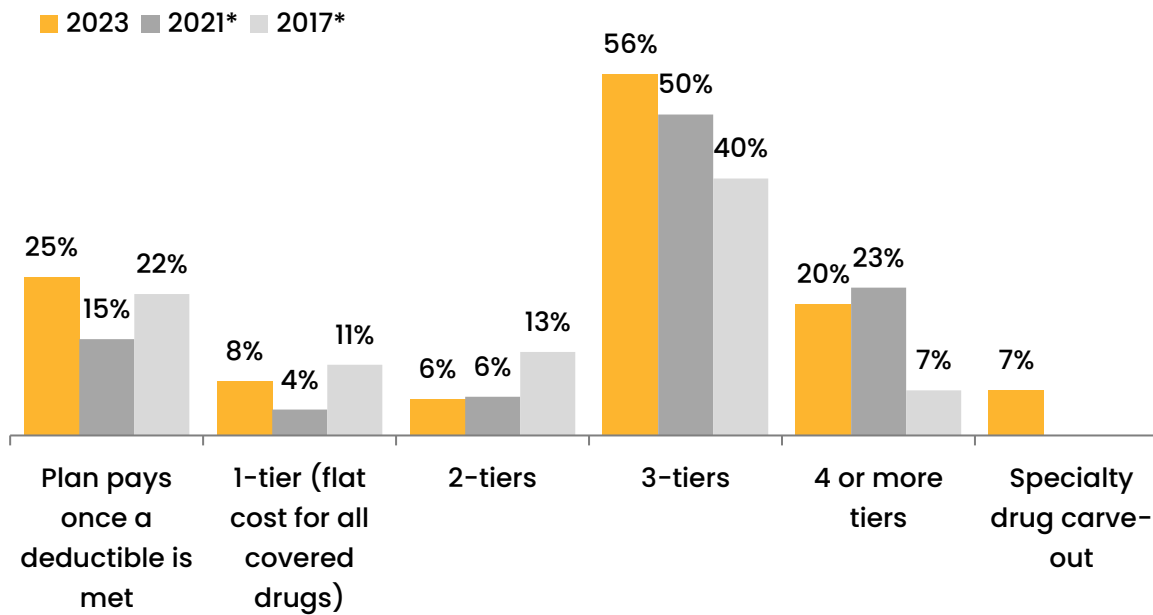
Lowest number of responses Highest number of responses

	HSA, Single	HSA, Family	HRA	Commuter
\$0	23%	23%	3%	80%
\$1 to \$100				
\$101 to \$200	3%			
\$201 to \$300	3%			20%
\$301 to \$400				
\$401 to \$500	11%	7%	6%	
\$501 to \$600	9%	7%		
\$601 to \$700	3%			
\$701 to \$800	9%	3%	3%	
\$801 to \$900				
\$901 to \$1,000	11%	3%	6%	
\$1,001 to \$2,000	17%	47%	37%	3%
\$2,001 to \$3,000	9%	3%	19%	
\$3,001 to \$4,000			3%	
\$4,001 to \$5,000		3%	9%	
\$5,001 to \$6,000			6%	
\$6,001 to \$7,000			6%	
\$7,001 to \$7,750	2%	3%	3%	

Prescription Drug Plan

A 3-tier drug plan remains the option available to most nonprofit employees, as reported by participating nonprofits for the last three survey years. Neither the 2017 nor 2021 survey collected data on specialty drug plans.

Prescription Drug Plan Structure Offered to Most Employees, by Survey Year

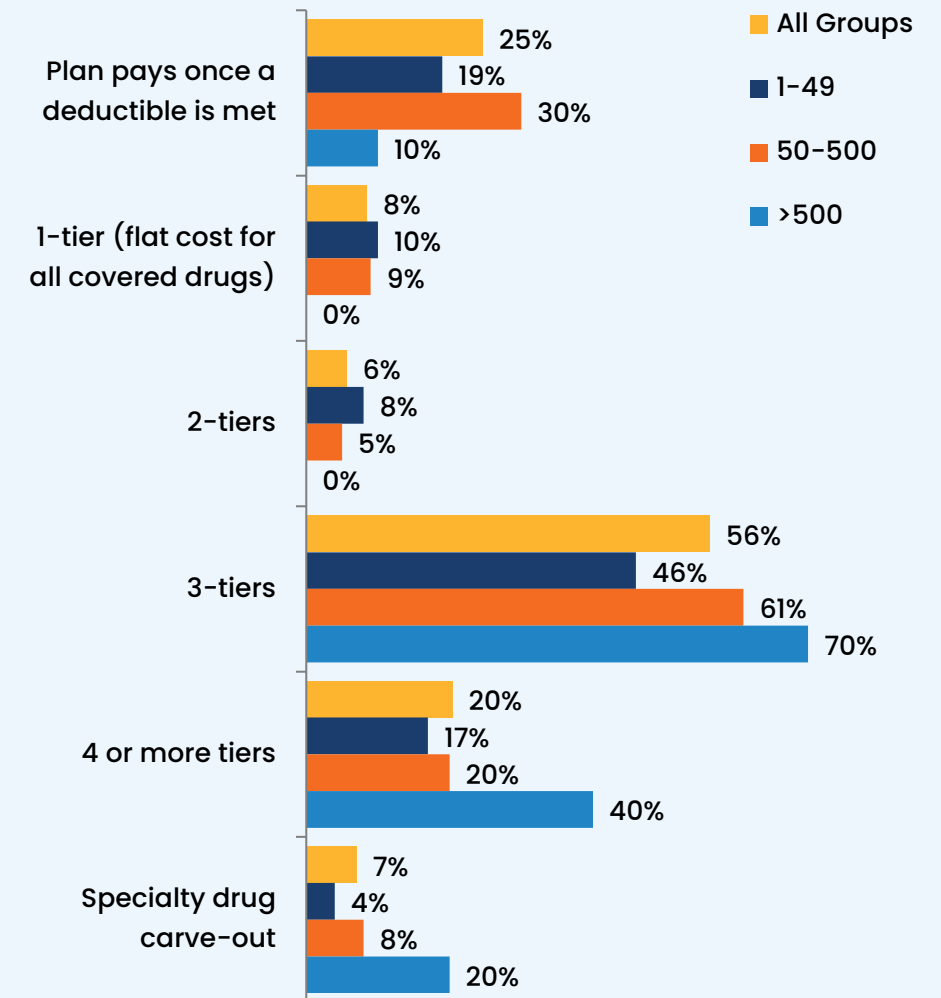


*2021 and 2017 data not available for drug carve-out.

>500 responses were limited, so results may not be statistically significant.

2023 Breakdown

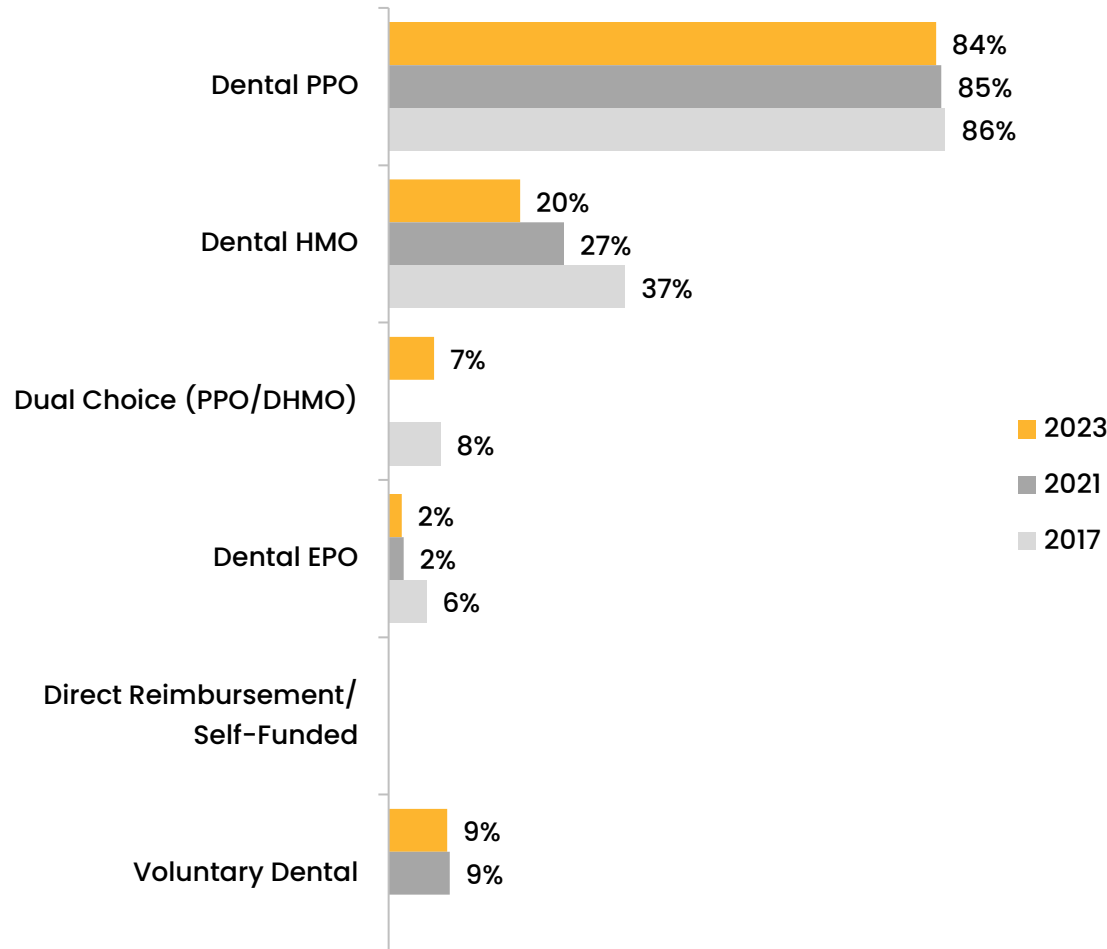
2023 Prescription Coverage, by Size Segment



Dental Benefits

Surveyed nonprofits have largely maintained the same dental plan types as in 2021, with a slight uptick in dual choice offerings and a continued decline in HMO plans.

Dental Plan Types Offered, by Survey Year



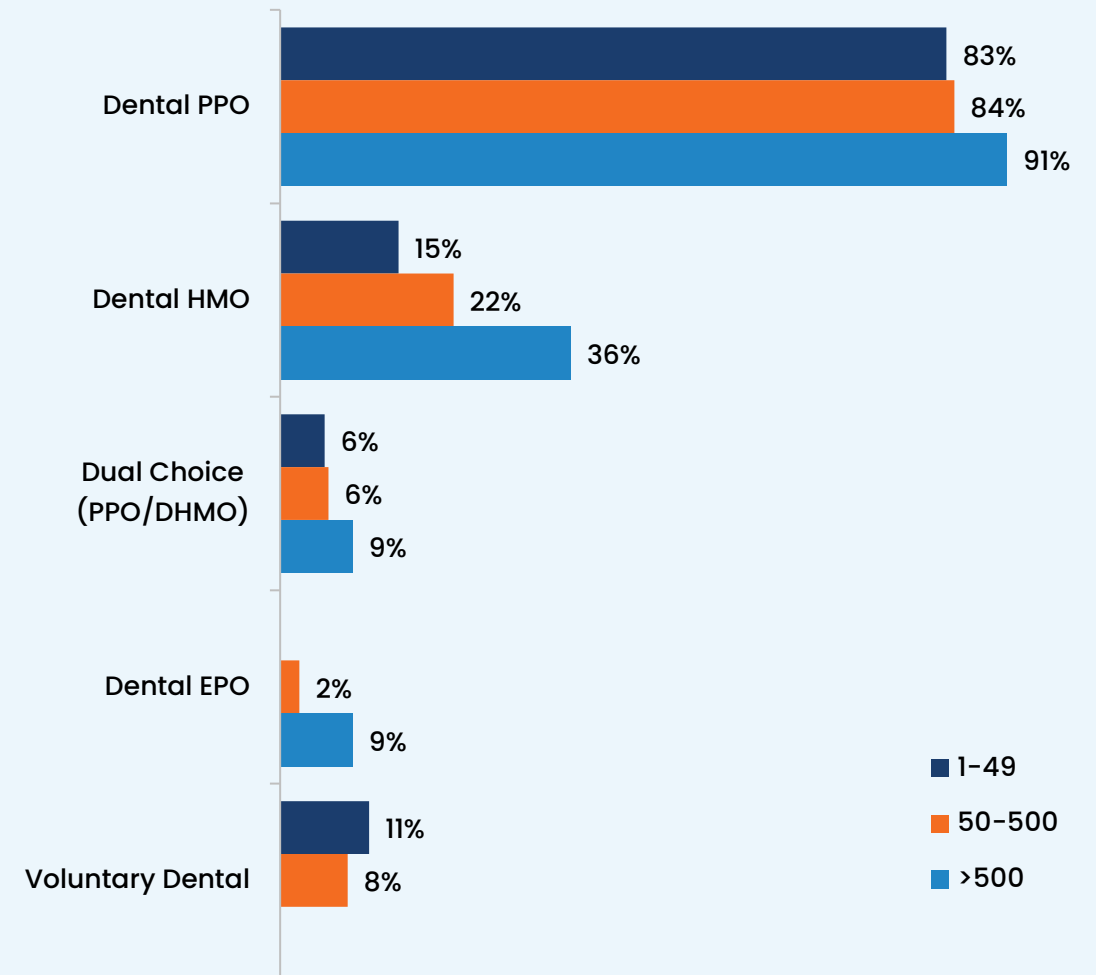
>500 responses were limited, so results may not be statistically significant.

2023 Breakdown

92% of surveyed nonprofits with less than 50 employees offer a dental benefit

100% of surveyed nonprofits with more than 50 employees offer a dental benefit

Dental Plan Types Offered, by Size Segment



Dental Contributions

Approximately one-third of employees receive individual dental coverage with no monthly contribution, while nearly half contribute between \$1 and \$20 per month. When it comes to family coverage, nearly 40% contribute between \$11 and \$40 per month, and 18% contribute over \$100. A little over half of nonprofit employers surveyed contribute \$21 to \$40 per month for individual dental coverage. 12% of employers contribute \$0 for family coverage, but most others contribute between \$91 and \$200 per month.

2023 Average Monthly Dental Contributions

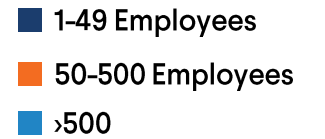
Lowest number of responses Highest number of responses

	\$0	\$1 - \$10	\$11 - \$20	\$21 - \$30	\$30 - \$40	\$41 - \$50	\$51 - \$60	\$61 - \$70	\$71 - \$80	\$81 - \$90	\$91 - \$100	\$101 - \$200	\$201 - \$300
Employee monthly contribution, single	34.55%	26.36%	21.82%	6.36%	3.64%	5.45%	0.91%	0.00%	0.00%	0.00%	0.91%	0.00%	0.00%
Employee monthly contribution, family	7.00%	4.00%	12.00%	10.00%	17.00%	6.00%	7.00%	6.00%	5.00%	5.00%	2.00%	18.00%	0.00%
Employer monthly contribution, single	9.09%	5.05%	13.13%	21.21%	25.25%	8.08%	6.06%	2.02%	4.04%	1.01%	2.02%	2.02%	0.00%
Employer monthly contribution, family	12.37%	3.09%	5.15%	5.15%	6.19%	7.22%	8.25%	6.19%	7.22%	3.09%	10.31%	17.53%	6.19%

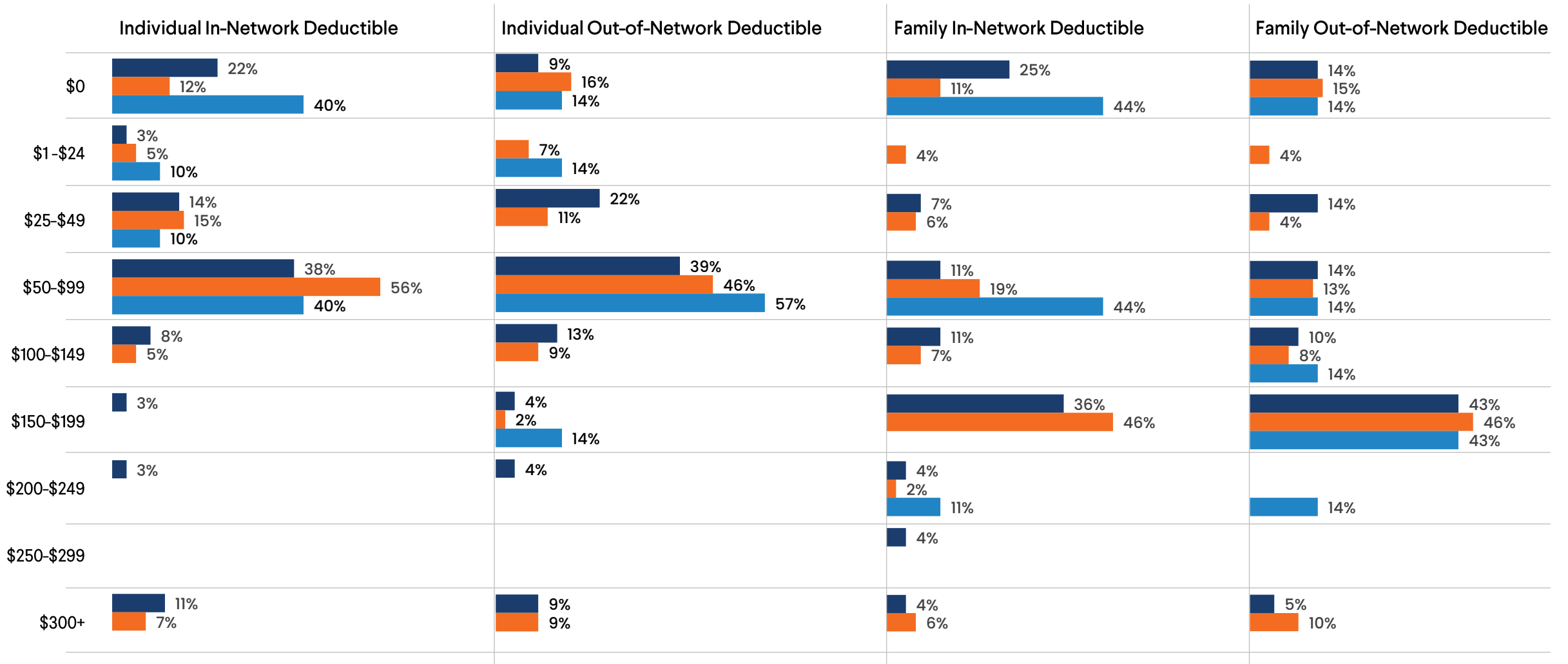
Results for contributions greater than \$300 were not statistically valid and removed for simplicity.

Dental Plan Annual Deductibles

Reported annual deductible amounts were relatively consistent across all nonprofit size segments. Dental plans with no annual in-network deductible are more common with surveyed larger nonprofits.



Annual Deductibles for the Dental Plan with the Most Enrolled Participants, by Size Segment



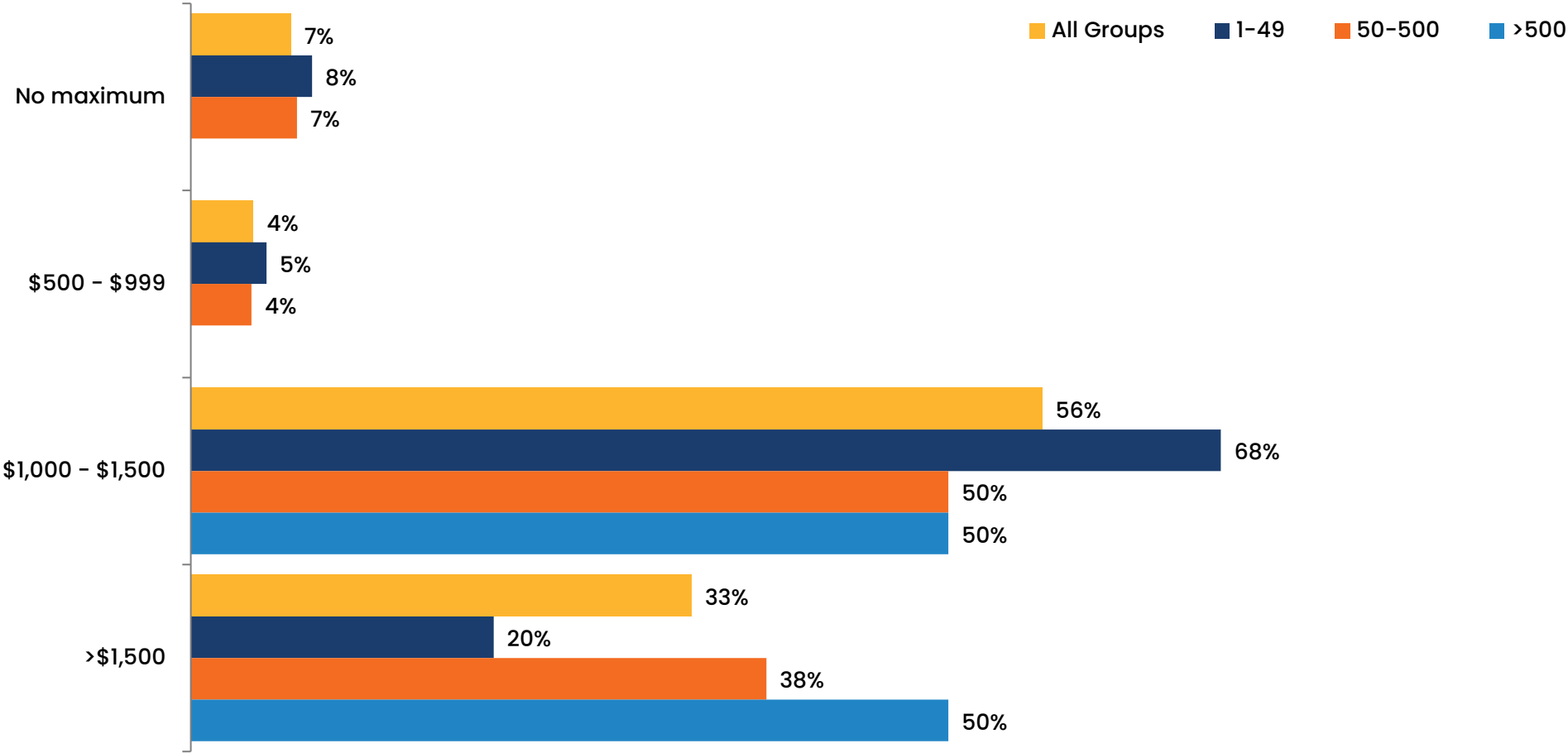
Blank areas on the chart indicate that no response was provided for the corresponding items.

>500 responses were limited, so results may not be statistically significant.

Dental Plan Annual Maximum

An annual maximum of \$1,000 to \$1,500 was the most prevalent across all nonprofit size segments surveyed, followed by a maximum greater than \$1,500.

Annual Maximum for the Dental Plan with the Most Enrolled Participants, by Size Segment

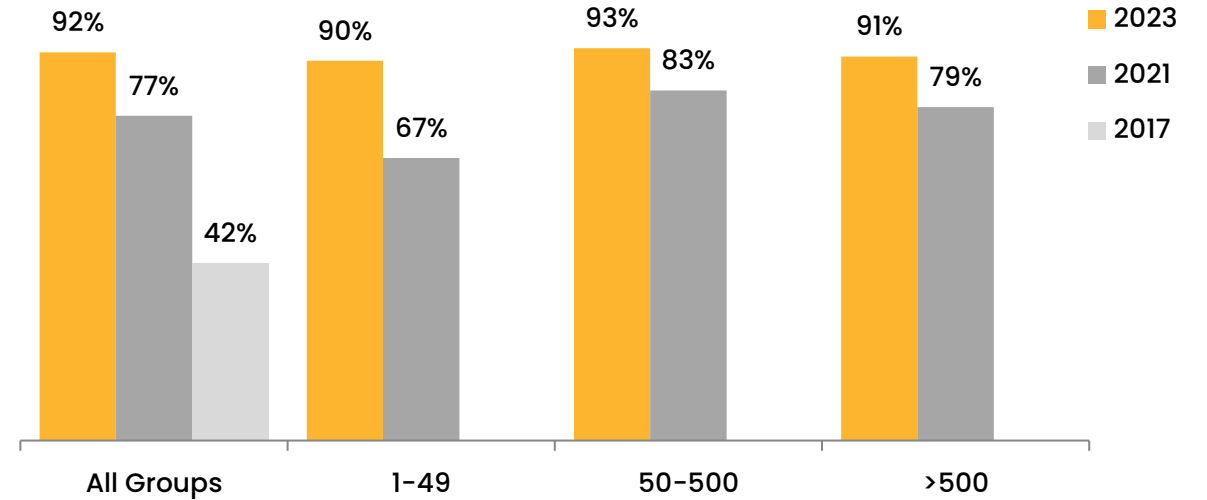


>500 responses were limited, so results may not be statistically significant.

Vision Benefits

More surveyed nonprofit organizations offer a vision plan today than in the past two survey years. Among all size segments surveyed, more than 90% offer vision coverage.

Vision Plans Benefits Offered, by Survey Year and Size Segment



2023 Vision Plan Contributions

Lowest number of responses Highest number of responses

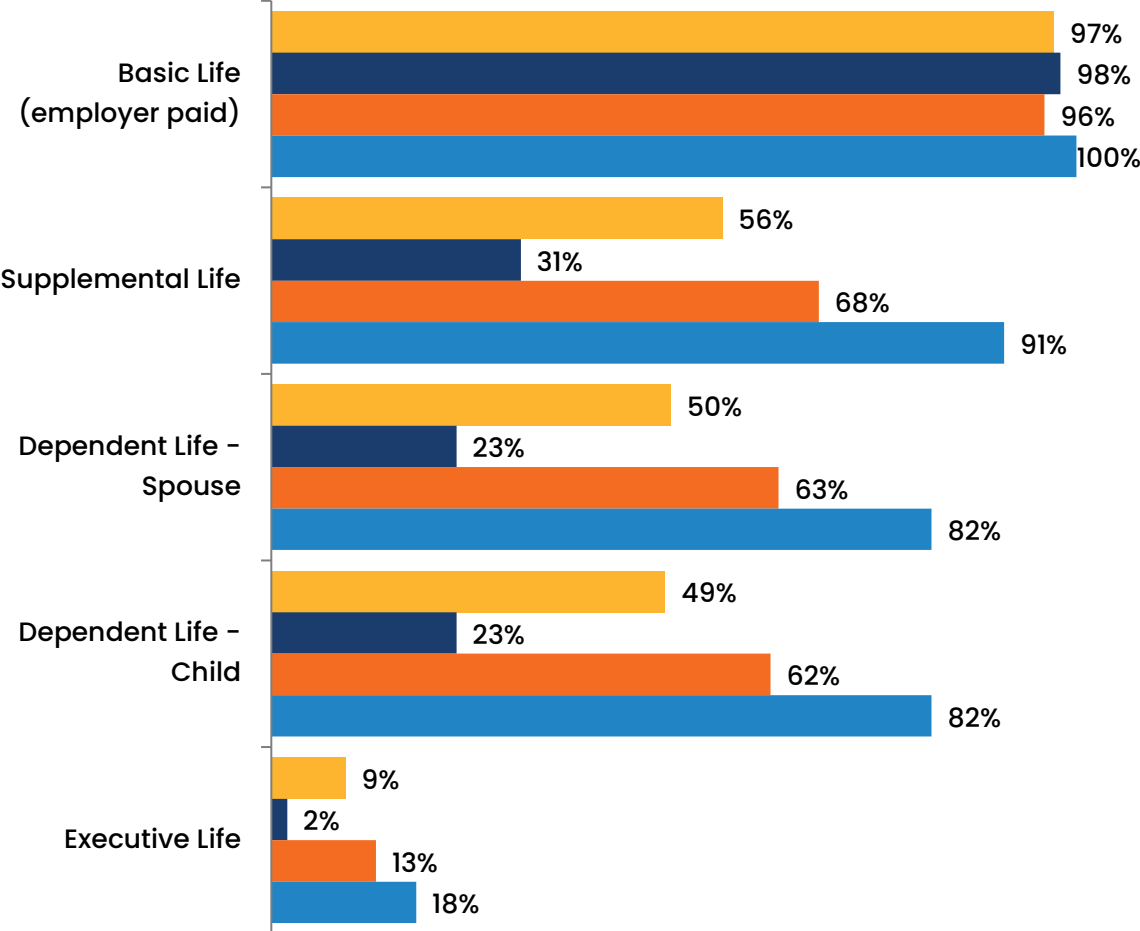
	\$0	\$1 - \$5	\$5 - \$9	\$10 - \$14	\$15 - \$19	\$20 - \$24	\$25 - \$29	\$30 - \$39	\$40 - \$49	\$50 - \$59
Employee monthly contribution, Single	31%	23%	42%	2%	0%	1%	0%	0%	0%	0%
Employee monthly contribution, Family	18%	5%	17%	17%	23%	10%	6%	1%	1%	2%
Employer monthly contribution, Single	40%	17%	22%	9%	1%	6%	0%	0%	0%	0%
Employer monthly contribution, Family	47%	2%	8%	11%	9%	9%	1%	8%	0%	1%

Contributions exceeding \$59 have been excluded due to statistically low responses.

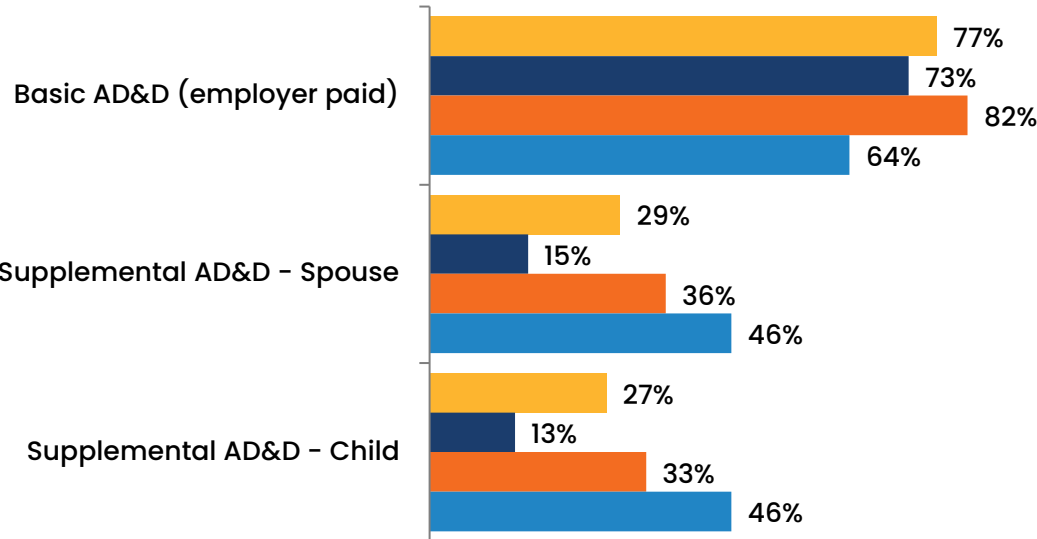
Life and AD&D Benefits

While Basic Life and AD&D are provided to employees across all size segments surveyed, mid-sized and larger groups were much more likely to offer supplemental policies to employees and their dependents. Few surveyed groups offer executive life policies.

Life Benefits Available, by Size Segment



AD&D Benefits Available, by Size Segment

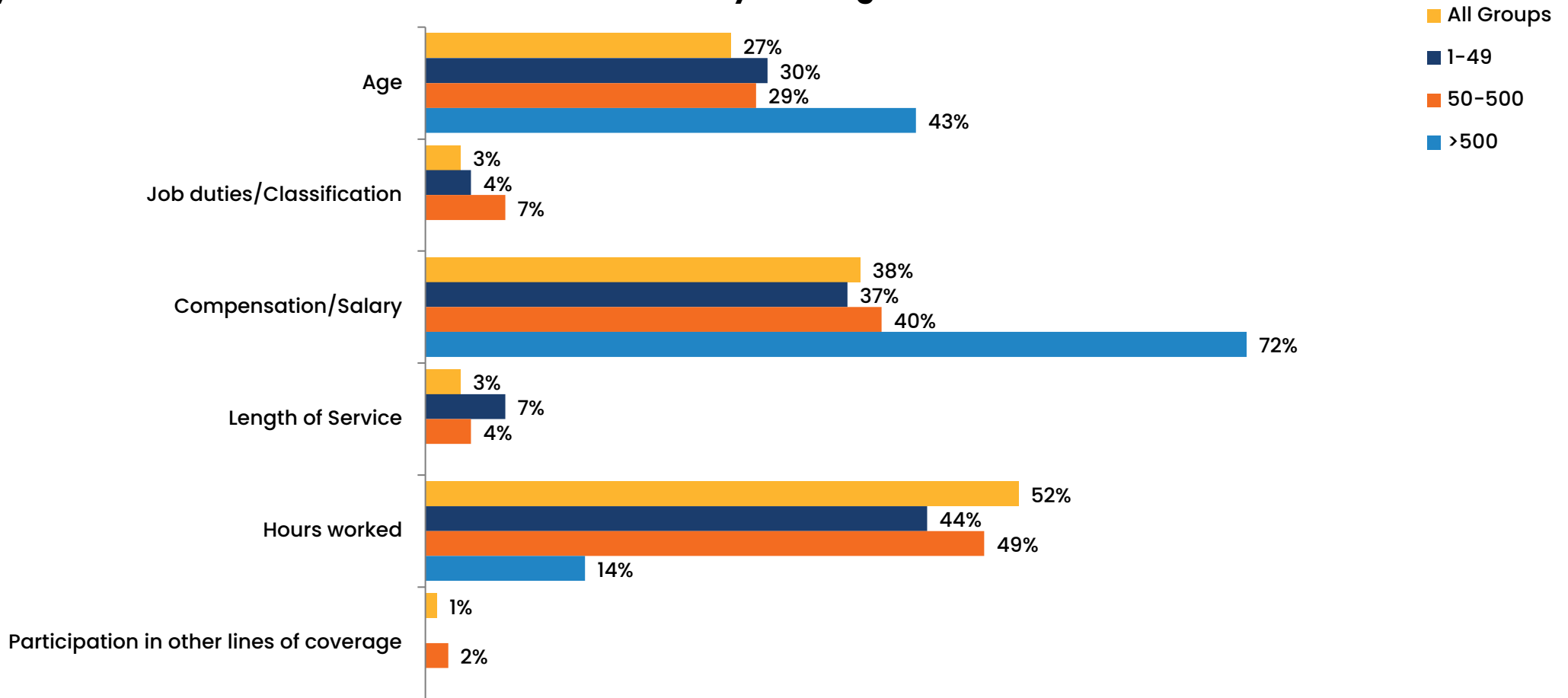


>500 responses were limited, so results may not be statistically significant.

Basic Life Eligibility

Participants in the survey were asked to select any of the following as a determinate for basic life eligibility and benefit amount. Hours worked was the most prevalent determinate, followed by compensation and salary and age. Few nonprofits across all size segments determine eligibility for basic life coverage based on job duties or length of service, and fewer still require participation in other coverages.

Eligibility and benefit amount determinates for Basic Life, by Size Segment



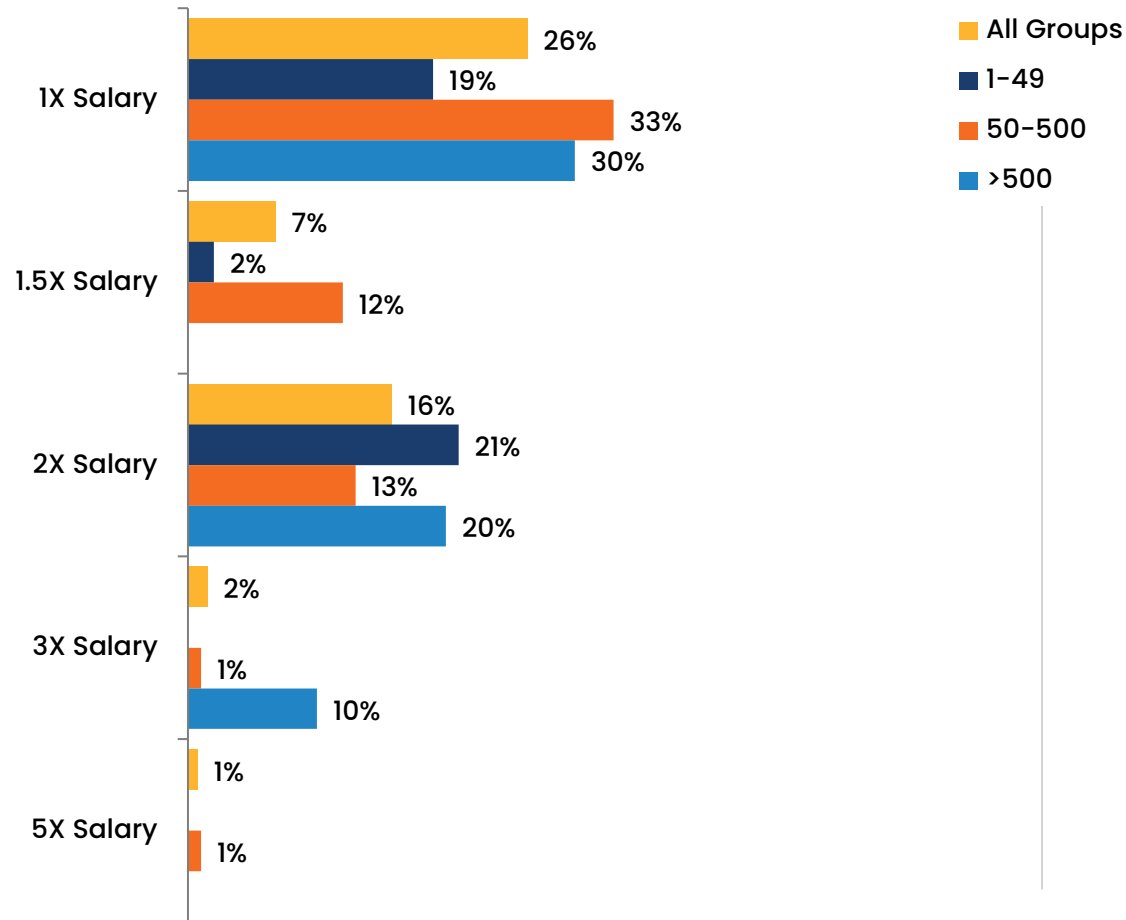
Blank areas on the chart indicate that no response was provided for the corresponding items.

>500 responses were limited, so results may not be statistically significant.

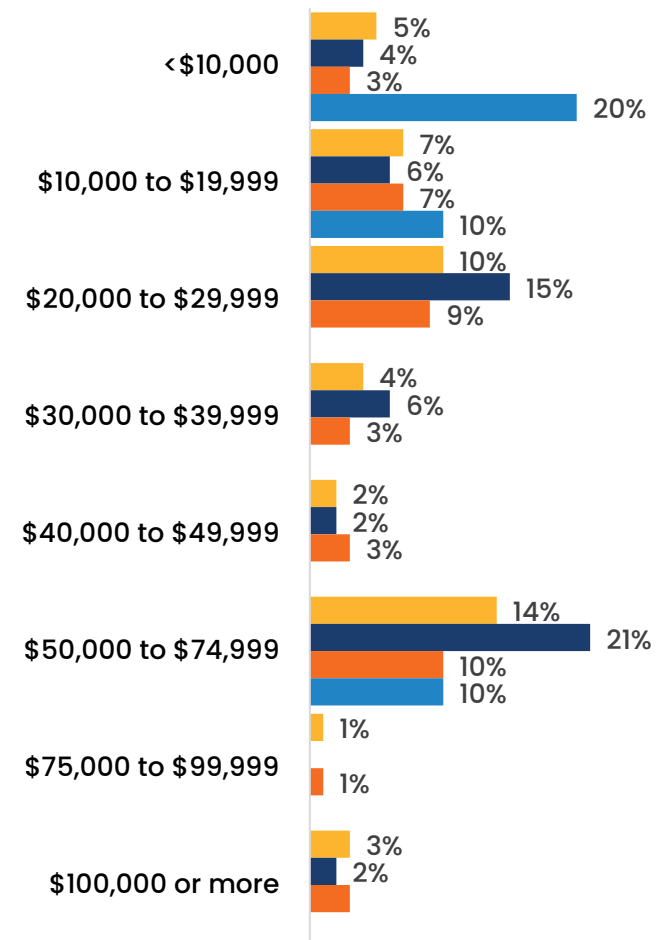
Basic Life Coverage Provided

One- or two-times salary are the preferred basic life coverage amounts reported by nonprofits that provide a percentage of salary benefit. Benefit amounts for nonprofits that use a flat dollar amount were more widely distributed along the dollar amount scale, however \$10k to \$29,999 and \$50k to \$74,999 stood out more than most other amounts.

Percentage of Nonprofits Offering Basic Life Coverage by Multiples of Salary, by Size Segment



Percentage of Nonprofits Offering Basic Life Coverage by Dollar Amount, by Size Segment



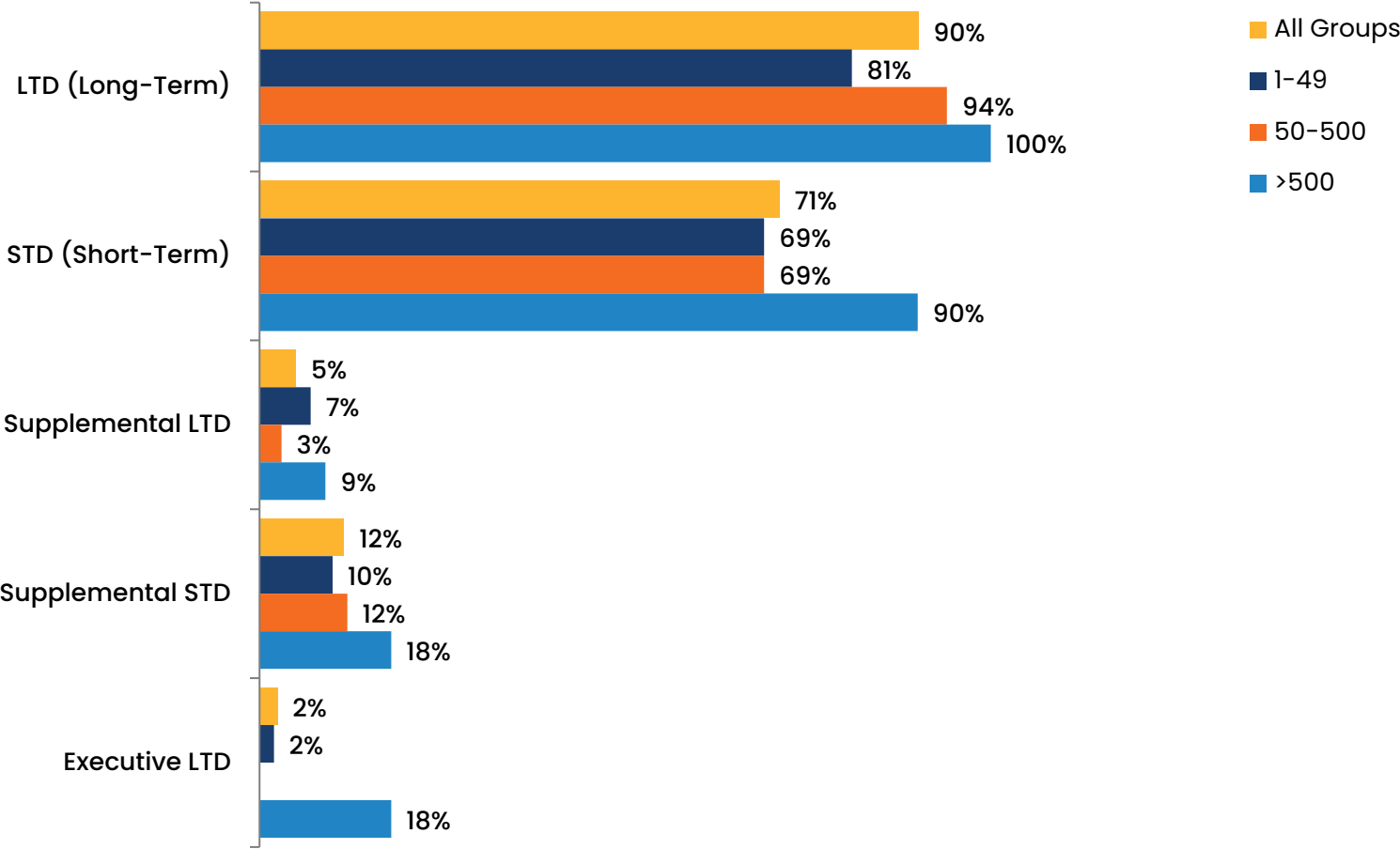
Blank areas on the chart indicate that no response was provided for the corresponding items.

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Disability Benefits

A majority of nonprofits across all size segments surveyed provide some level of Long- and Short-term Disability benefits. Few, however, offer a supplemental policy that allows employees the chance to buy more coverage than what is provided by the employer.

Percentage of Surveyed Nonprofits Offering Disability Benefits, by Size Segment

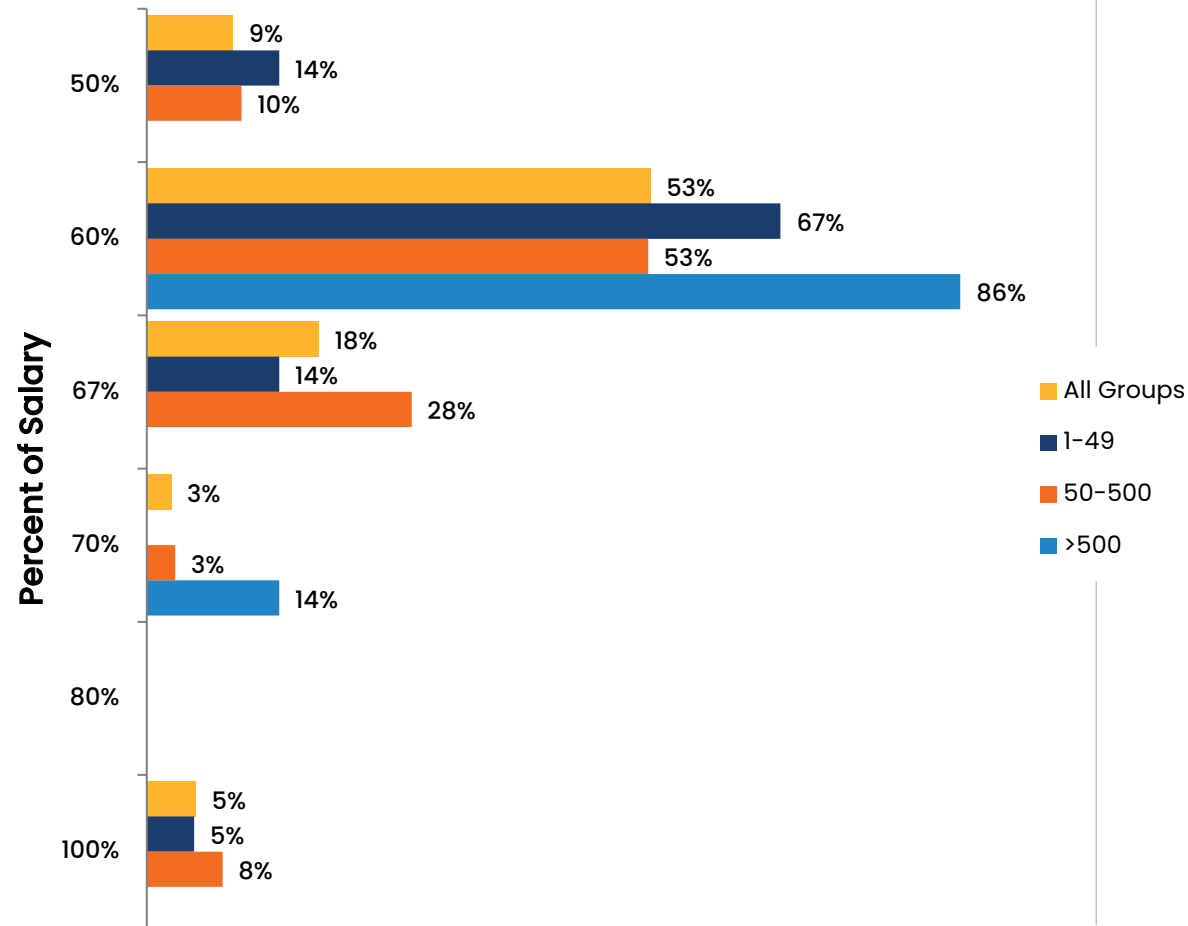


Blank areas on the chart indicate that no response was provided for the corresponding items.
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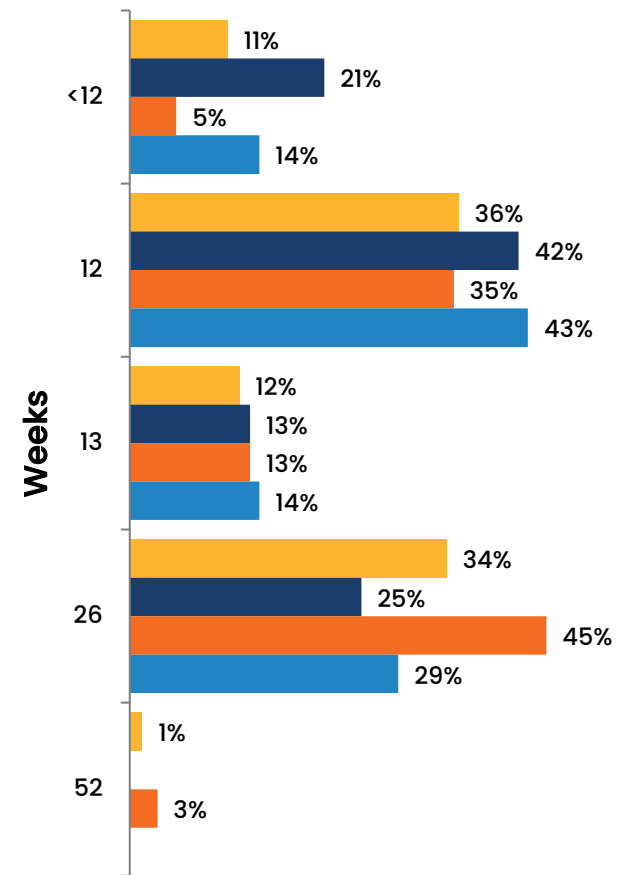
Short-Term Disability

Consistent with industry standard, the most common STD benefit amount among all surveyed nonprofit size groups is 60% of salary. Duration of the STD benefit has more variability, with 12 and 26 weeks being the most common.

Short-Term Disability Benefit Amounts, by Size Segment



Short-Term Disability Duration, by Size Segment



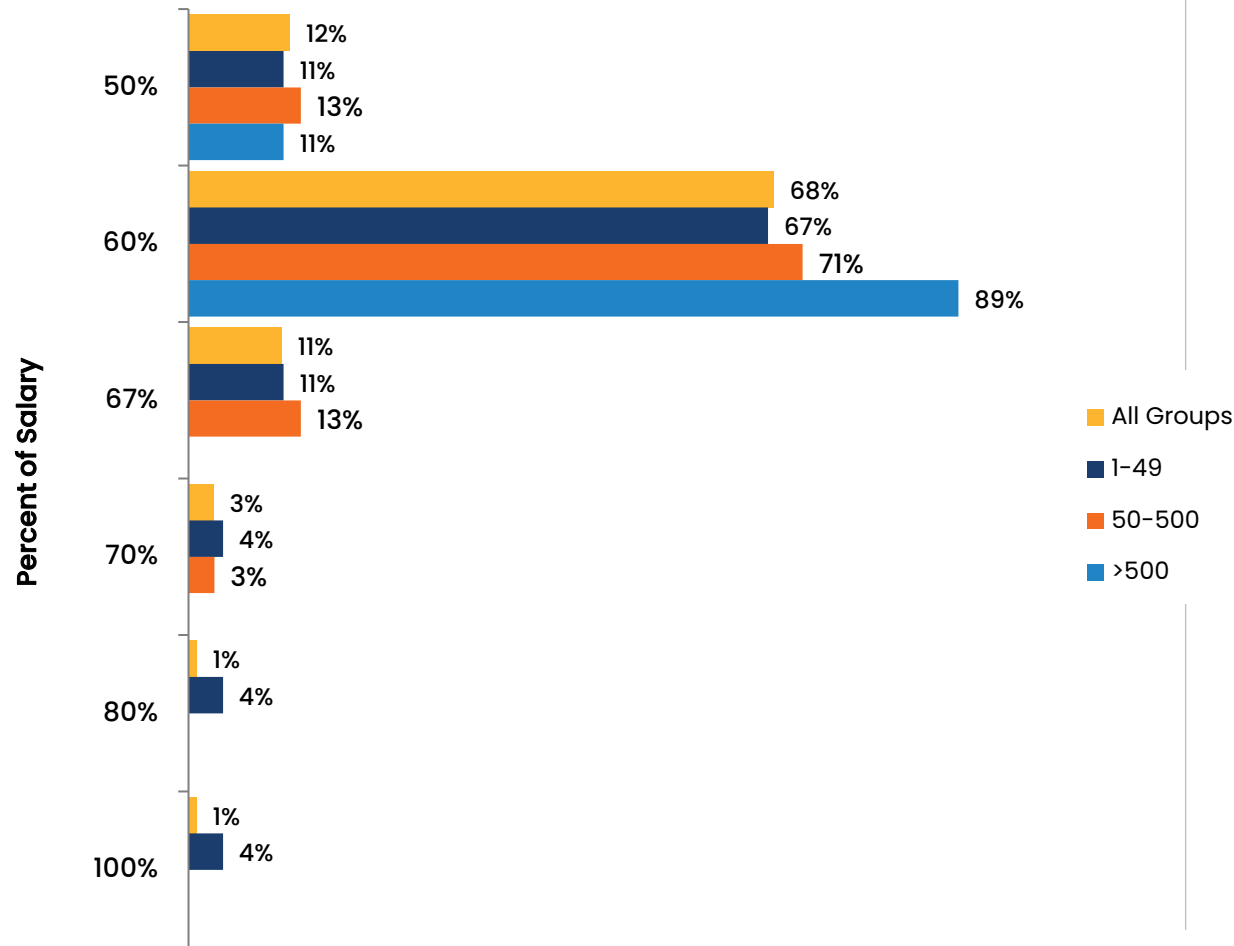
Blank areas on the chart indicate that no response was provided for the corresponding items.

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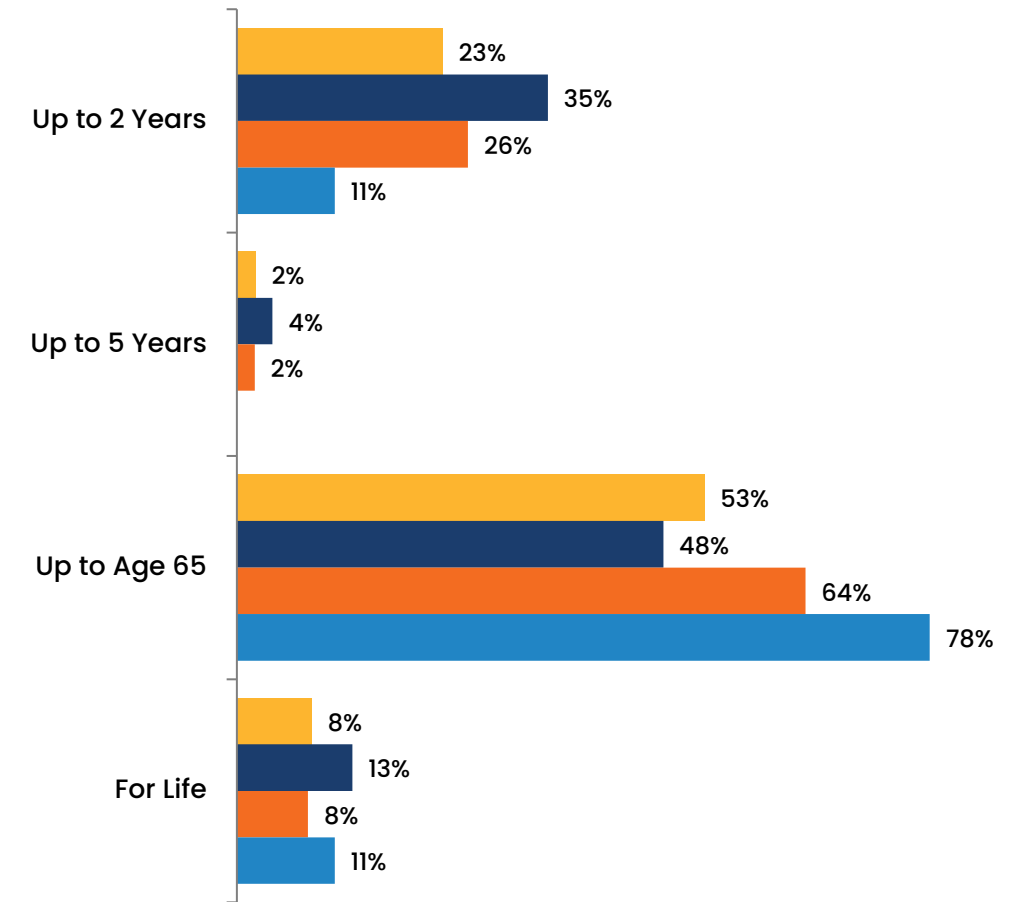
Long-Term Disability

Also consistent with industry standards, the most common LTD benefit amount of all surveyed nonprofit size groups is 60% of salary. Up to Age 65 is the more common duration for the LTD benefit, followed by up to 2 Years.

Long-Term Disability Benefit Amounts, by Size Segment



Long-Term Disability Duration, by Size Segment

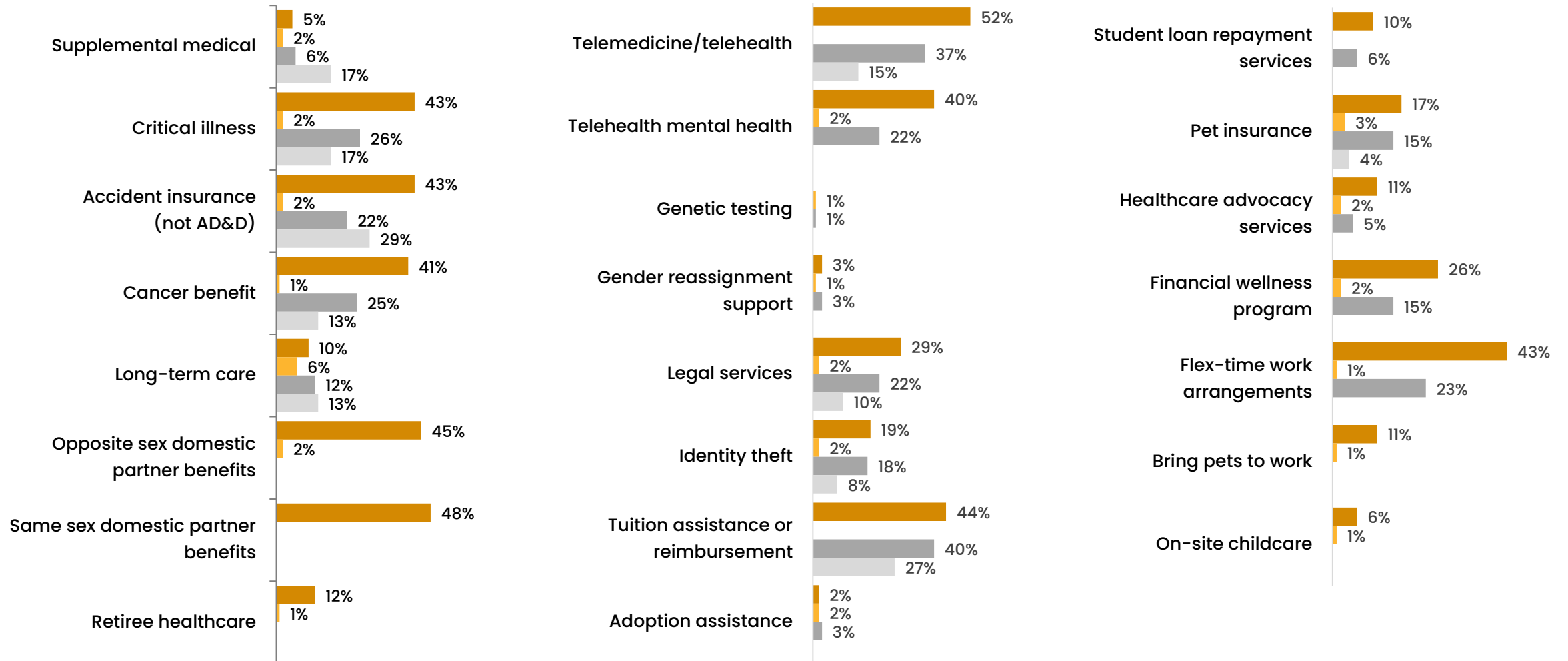
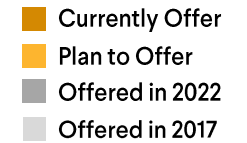


Blank areas on the chart indicate that no response was provided for the corresponding items.
 >500 responses were limited, so results may not be statistically significant

Other Benefits Offered

Voluntary Critical Illness, Accident, and Cancer all increased over past surveys, as did Identity Theft, Legal, and most other lifestyle type benefits. This is on trend, as employers generally recognize the need to support a diverse employee base with options to customize their benefits.

Other Benefits Offered, by Size Segment



Blank areas on the chart indicate that no response was provided for the corresponding items; or not an option in 2017 or 2021 surveys.

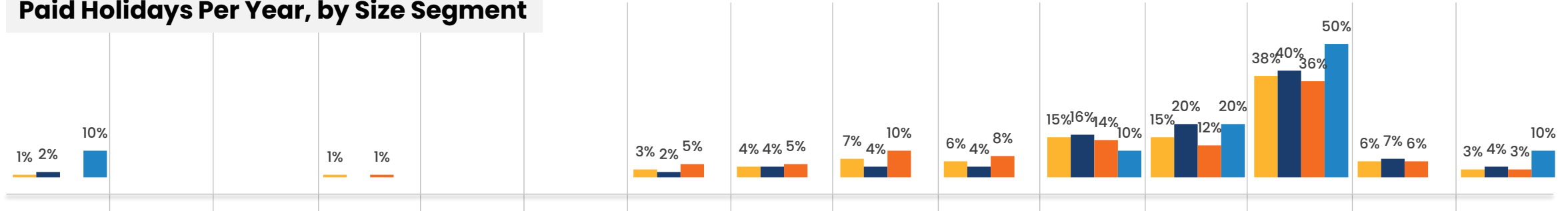
>500 responses were limited, so results may not be statistically significant

Paid Holidays

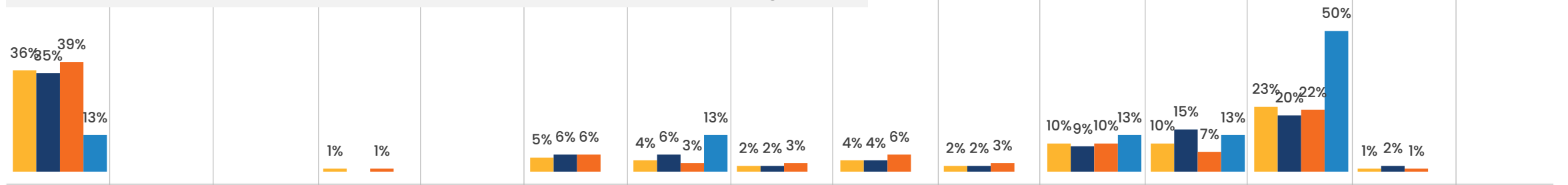
Most nonprofits surveyed provide 12-15 paid holidays per year. Notably, ~20% of small and mid-sized nonprofit employers extend paid holidays to part-time employees, unlike those in the large segment who do. The same is true for floating holidays, where larger employers surveyed provide one day per year, while small and mid-sized groups provide none.

- All Groups
- 1-49 Employees
- 50-500 Employees
- >500

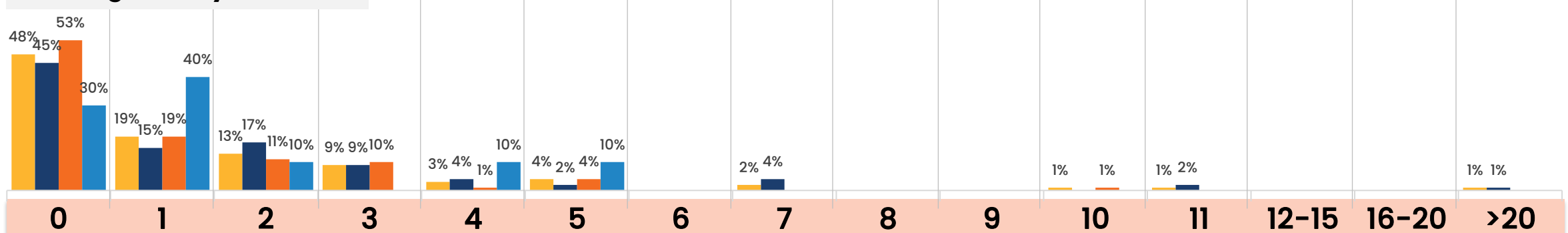
Paid Holidays Per Year, by Size Segment



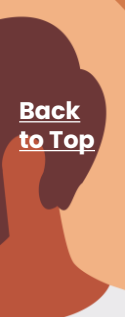
Paid Holidays Per Year for Part-Time Employees, by Size Segment



Floating Holidays Per Year



Blank areas on the chart indicate that no response was provided for the corresponding items. >500 responses were limited, so results may not be statistically significant

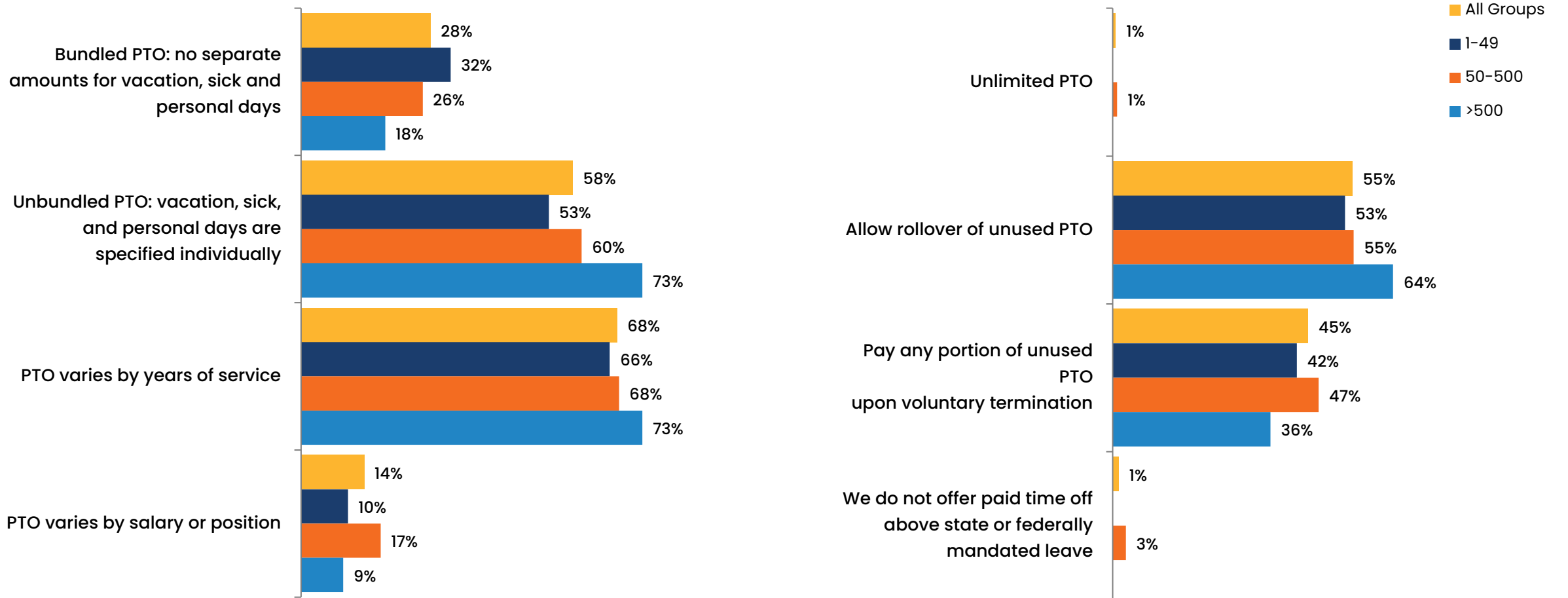


[Back to Top](#)

Paid Time Off Policies

An unbundled PTO policy is more common for all three surveyed nonprofit size segments. An overwhelming majority among all three size groups indicated that PTO varies by years of service, as opposed to a policy that varies by salary or position.

Paid Time Off Policies, Excluding Paid Holidays and Above State or Federally Mandated Leave, by Size Segment



Blank areas on the chart indicate that no response was provided for the corresponding items.

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Paid Time Off

Many survey respondents indicated that PTO amounts for new employees and part-time employees are prorated based on their date of hire or hours worked, respectively.

Average PTO Days (Bundled policy) Per Year Provided to Most Employees, by Years of Service

<1 year of service	1 year of service	2 years of service	3 years of service	4 years of service	5-9 years of service	10-19 years of service	>20 years of service	Part-time employees, if applicable	Maximum PTO rollover	PTO payout for voluntary terminations
15.14 Days	17.13 Days	17.48 Days	19.33 Days	20.21 Days	22.75 Days	24.72 Days	26.12 Days	7.80 Days	19.84 Days	9.10 Days

2% have no rollover max.
9% payout all unused PTO

Average Vacation Days (standalone, unbundled policy) Per Year Provided to Most Employees, in Days, by Years of Service

<1 year of service	1 year of service	2 years of service	3 years of service	4 years of service	5-9 years of service	10-19 years of service	>20 years of service	Part-time employees, if applicable	Maximum PTO rollover	PTO payout for voluntary terminations
11.15 Days	13.14 Days	13.82 Days	15.01 Days	15.93 Days	18.57 Days	20.63 Days	21.97 Days	5.83 Days	14.59 Days	12.29 Days

1.4% have no rollover max.
16% payout all unused vacation time

Average Sick Days (standalone, unbundled policy) Per Year Provided to Most Employees, in Days, by Years of Service

<1 year of service	1 year of service	2 years of service	3 years of service	4 years of service	5-9 years of service	10-19 years of service	>20 years of service	Part-time employees, if applicable	Maximum PTO rollover	PTO payout for voluntary terminations
9.78 Days	10.88 Days	11.06 Days	11.01 Days	11.17 Days	11.49 Days	11.56 Days	11.70 Days	5.63 Days	34.44 Days	11 Days

11% have no rollover max.
23% payout all unused sick time

Average Personal Days (standalone, unbundled policy) Per Year Provided to Most Employees, in Days, by Years of Service

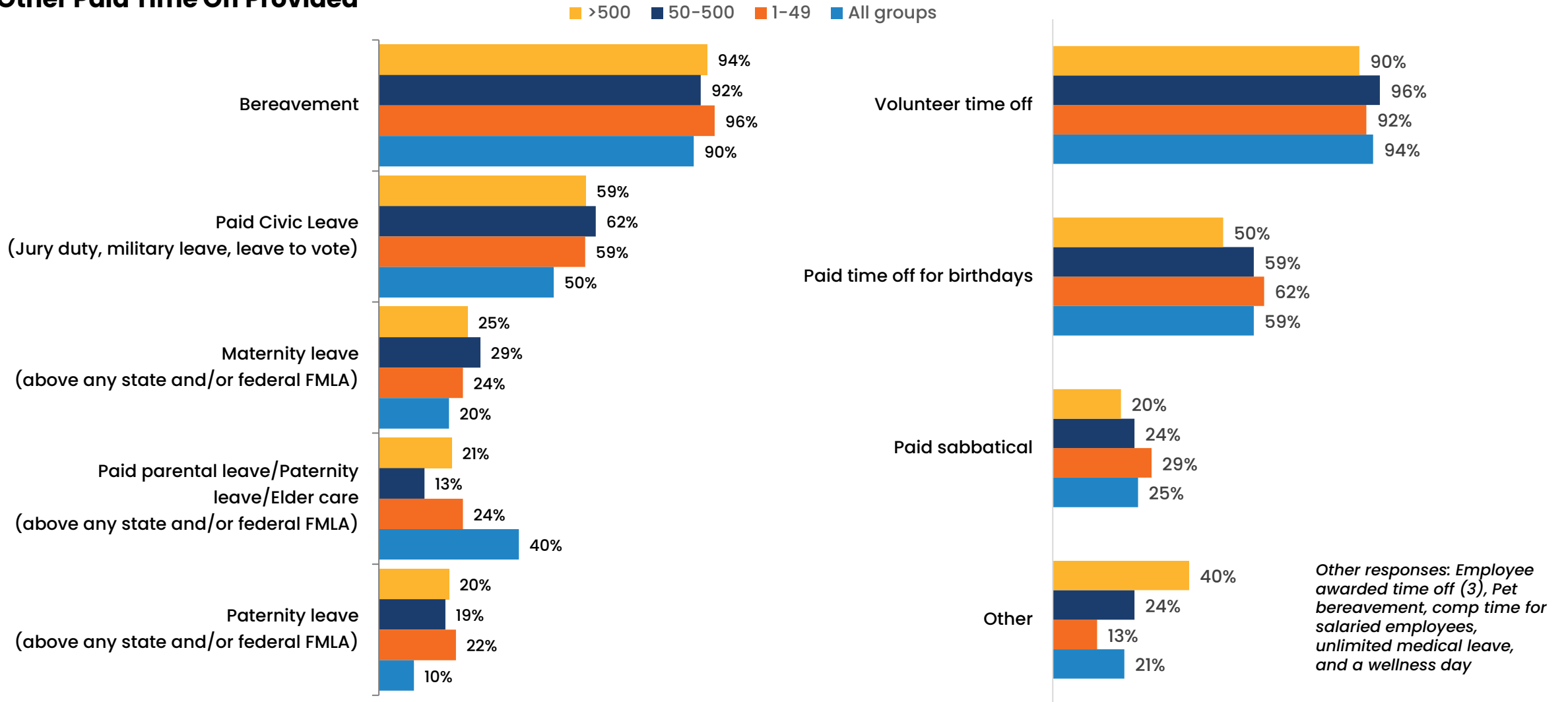
<1 year of service	1 year of service	2 years of service	3 years of service	4 years of service	5-9 years of service	10-19 years of service	>20 years of service	Part-time employees, if applicable	Maximum PTO rollover	PTO payout for voluntary terminations
3.56 Days	3.75 Days	3.75 Days	3.75 Days	3.75 Days	3.75 Days	3.75 Days	3.79 Days	1.17 Days	.35 Days	11 Days

1.6% have no rollover max.
1.6% payout all unused personal time

Paid Time Off

Among the three surveyed size groups, there is a consistent similarity in the types of paid time off offered, with comparable prevalence across the board. Notably, Paid Parental Leave emerges as more prevalent among mid-to-large nonprofit groups compared to their smaller counterparts.

Other Paid Time Off Provided

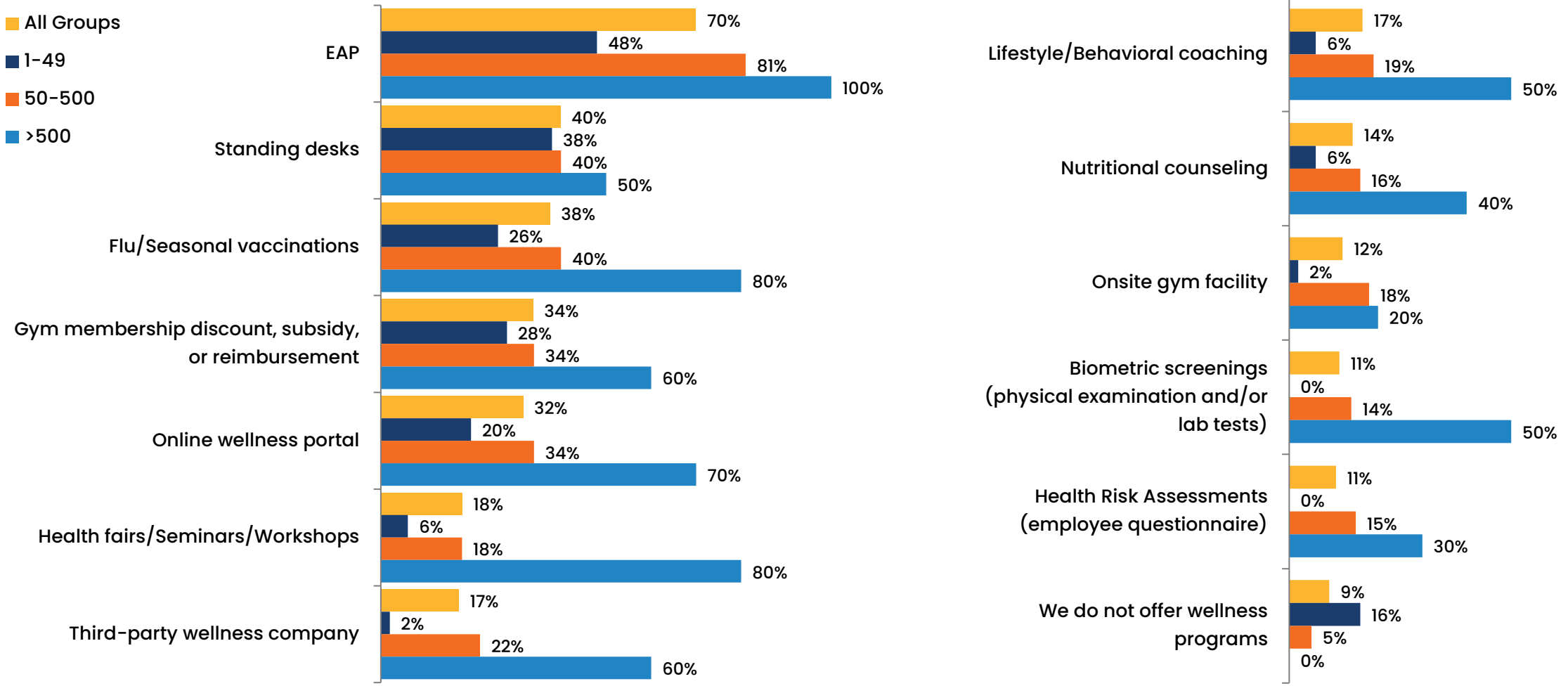


>500 responses were limited, so results may not be statistically significant

Wellness Programs

Aside from an EAP, Standing Desks, Flu/Seasonal Vaccinations, and Gym membership discount/subsidy/reimbursement are offered by at least a quarter of all surveyed nonprofits, in each size segment. The small size group drops off a bit after that, as other wellness resources like health fairs, wellness companies, coaching/counseling, etc. are more prevalent among mid- to large nonprofits.

Wellness Programs Offered, by Size Segment

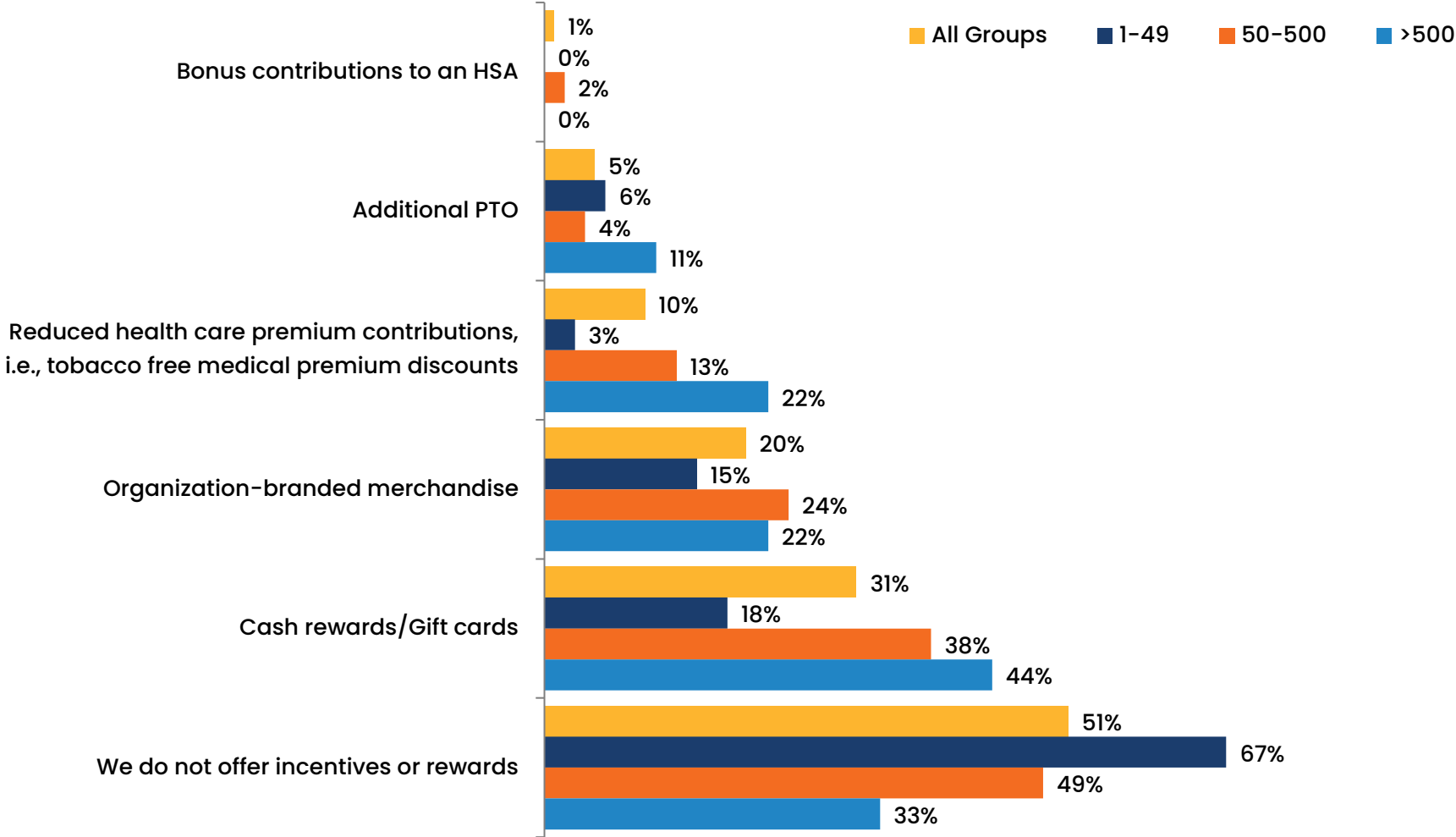


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Wellness Incentives and Awards

About half of nonprofits surveyed do not offer incentives or awards for participating in wellness programs, however for those who do offer awards, the most popular for all size segments is cash or gift cards.

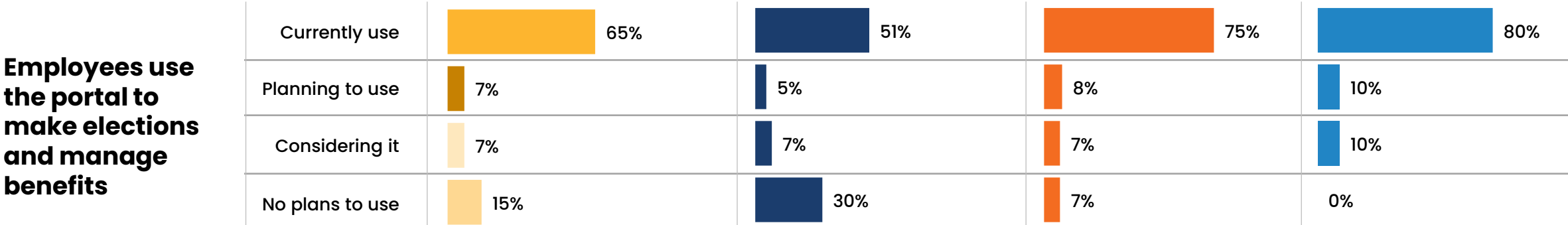
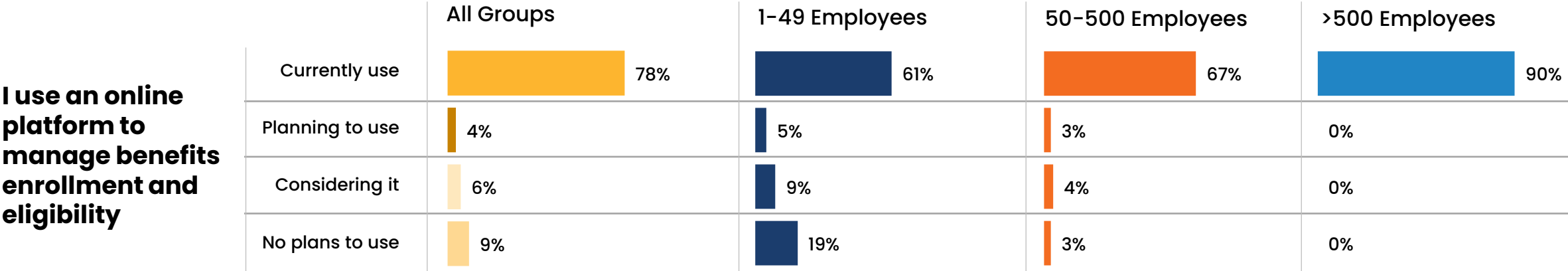
Wellness Incentives and Awards Available, by Size Segment



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Ben Admin Technology Adoption

A majority of nonprofits across all size segments surveyed utilize an online benefits administration system to manage enrollment and eligibility. Most also provide employees with access to the platform to enroll and manage benefits.

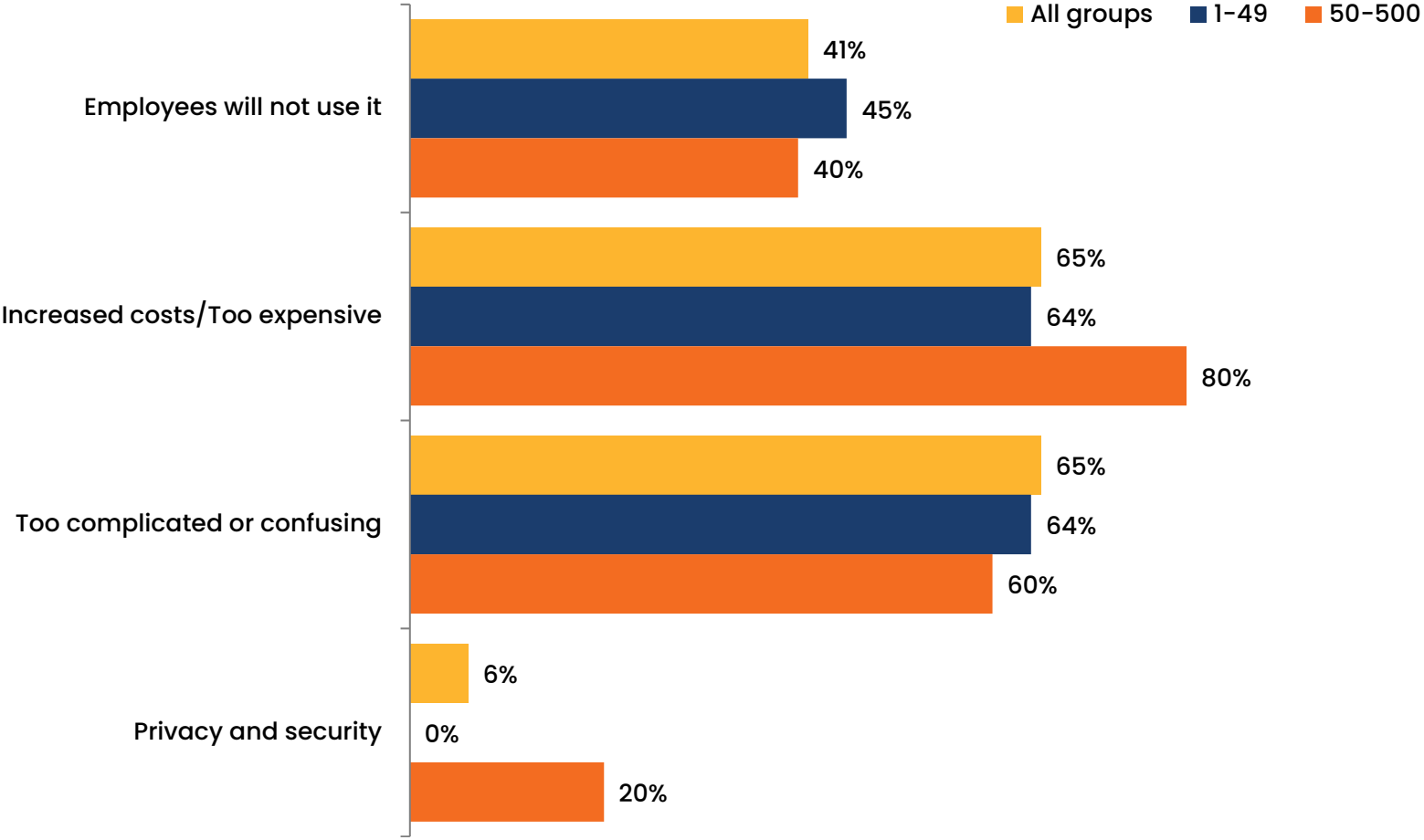


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Biggest Barriers to Technology Adoption

Among the 22% of surveyed nonprofits that do not utilize a benefits technology platform, the most frequently reported barriers to its adoption are the increased expense and complexity associated with its use.

Biggest Barriers to Adopting Benefits Technology, by Size Segment



>500 responses were omitted, due to low response



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