

PEBA Incentive survey

The survey data was collected through PEBA's web based survey software. 27 companies participated. An executive summary of the results can be found on the PEBA web site. The information below is a question by question analysis. Thank you to all the participating companies. PEBA will conduct 3 new HR surveys in 2005. We welcome your participation.

Demographics

Q1. What is the nature of your company's business?

Responses	Count	Percent
Chemical	0	0.0%
Consulting	0	0.0%
Computer/Data Services	0	0.0%
Education	3	11.1%
Financial Services	1	3.7%
Professional/Consultancy	1	3.7%
Healthcare	2	7.4%
Manufacturing	7	25.9%
Law	0	0.0%
Pharmaceutical	4	14.8%
Other	9	33.3%

Q2. What is the total number of employees for all locations?

Responses	Count	Percent
Fewer than 100	0	0.0%
100-499	4	14.8%
500-999	2	7.4%
1000-2499	4	14.8%
2500-4999	6	22.2%
5000 or more	11	40.7%

Q3. How many employees does your company have in the Delaware Valley?

Responses	Count	Percent
Fewer than 100	1	3.7%
100-499	6	22.2%
500-999	5	18.5%
1000-2499	6	22.2%
2500-4999	7	25.9%
5000 or more	2	7.4%

Questions

Q4. What is the approximate make-up of the employee population for your entire company?

Responses	Mean
Non-exempt hourly	41.5
Exempt salary	34.0
Salary supervisory/manager	13.8
% Executive	4.8

Q5. Does your organization have a merit increase program?

Responses	Count	Percent
Yes	24	88.9%
No	3	11.1%

Q6. If yes, indicate the actual merit increase budget adopted for 2005 as a percent of base salary for each group.

Responses	Mean
Executive	2.2
Exempt	2.0
Non-Exempt	1.9
Information Technology	2.0

Q7. Do you offer a merit increase and an additional bonus to employees?

Responses	Count	Percent
Yes	21	77.8%
No	6	22.2%

Q8. If you answered Yes to Q. 7, is everyone eligible or just specific groups?

Responses	Count	Percent
Yes, everyone is eligible.	8	38.1%
No, only specific groups are eligible.	13	61.9%

Q9. Does your organization offer lump sum payments instead of merit increases?

Responses	Count	Percent
Yes	7	25.9%
No	20	74.1%

Q10. If yes, are the payments offered to:

Responses	Count	Percent
Executives	4	57.1%
Exempt	6	85.7%
Non-exempt	7	100.0%
Information technology employees	6	85.7%

Q11. What is the typical percentage increase in total cash compensation offered to current employees when they accept lateral positions?

Responses	Count	Percent
0-4.9%	24	88.9%
5-9.9%	2	7.4%
10-14.9%	1	3.7%
15% or more	0	0.0%

Q12. What is the typical percentage increase in total cash compensation offered to current employees when they are promoted?

Responses	Count	Percent
0-4.9%	1	3.7%
5-9.9%	20	74.1%
10-14.9%	6	22.2%
15% or more	0	0.0%

Q13. Do you offer overtime to exempt employees?

Responses	Count	Percent
Yes	2	7.4%
No	25	92.6%

Q14. If you answered Yes to Q. 13, do you pay:

Responses	Count	Percent
Straight time	2	100.0%
Time and a half	0	0.0%
Other	0	0.0%

Q15. Do you offer differentials for working the 2nd shift?

Responses	Count	Percent
Yes	16	59.3%
No	4	14.8%
N/A	7	25.9%

Q16. If Yes to Q. 15, what is the range of the differential?

Responses	Count	Percent
0-2	4	25.0%
3-4	4	25.0%
5-6	1	6.3%
7-8	0	0.0%
9-10	6	37.5%
Above 10	1	6.3%

Q17. Do you offer differentials for working the 3rd shift?

Responses	Count	Percent
Yes	14	51.9%
No	3	11.1%
N/A	10	37.0%

Q18. If Yes to Q. 17, what is the range of the differential?

Responses	Count	Percent
0-2	4	28.6%
3-4	2	14.3%
5-6	1	7.1%
7-8	0	0.0%
9-10	3	21.4%
Above 10	4	28.6%

Q19. Have you made changes to your stock options program in response to proposed accounting standards?

Responses	Count	Percent
Yes, within the past year	6	22.2%
No - currently studying impact	8	29.6%
No - Plan to study impact within the next 6 months	1	3.7%
No plan to make any changes	3	11.1%
N/A	9	33.3%

Q20. What type of child care assistance does your company offer?

Responses	Count	Percent
Before care	0	0.0%
After care	0	0.0%
Before/after care	3	11.1%
Referral service	5	18.5%
Child care reimbursement	9	33.3%
Emergency child care	1	3.7%
Other	2	7.4%
We do not offer child care assistance	12	44.4%

Q21. What nontraditional working arrangements are available to your organization?

Responses	Count	Percent
Compressed work week	5	18.5%
Flex-time	13	48.1%
Job sharing	9	33.3%
Part-time schedule	17	63.0%
Special summer hours	6	22.2%
Work-at-home	11	40.7%
Voluntary reduced work time	5	18.5%
Other	0	0.0%
We do not offer nontraditional working arrangements	6	22.2%

Q22. Stock options?

Responses	Count	Percent
Yes, fully paid	10	37.0%
Yes, partially paid	1	3.7%
Yes, not paid	4	14.8%
No	12	44.4%
Considering	0	0.0%

Q23. Car allowances?

Responses	Count	Percent
Yes, fully paid	9	33.3%
Yes, partially paid	6	22.2%
Yes, not paid	0	0.0%
No	12	44.4%
Considering	0	0.0%

Q24. Auto insurance?

Responses	Count	Percent
Yes, fully paid	2	7.4%
Yes, partially paid	2	7.4%
Yes, not paid	5	18.5%
No	17	63.0%
Considering	1	3.7%

Q25. Travel insurance?

Responses	Count	Percent
Yes, fully paid	10	37.0%
Yes, partially paid	0	0.0%
Yes, not paid	1	3.7%
No	15	55.6%
Considering	1	3.7%

Q26. Paid spouse travel?

Responses	Count	Percent
Yes, fully paid	0	0.0%
Yes, partially paid	0	0.0%
Yes, not paid	1	3.7%
No	26	96.3%
Considering	0	0.0%

Q27. Financial counseling services?

Responses	Count	Percent
Yes, fully paid	6	22.2%
Yes, partially paid	6	22.2%
Yes, not paid	3	11.1%
No	12	44.4%
Considering	0	0.0%

Q28. Legal counseling services?

Responses	Count	Percent
Yes, fully paid	0	0.0%
Yes, partially paid	4	14.8%
Yes, not paid	8	29.6%
No	15	55.6%
Considering	0	0.0%

Q29. Housing?

Responses	Count	Percent
Yes, fully paid	0	0.0%
Yes, partially paid	4	14.8%
Yes, not paid	0	0.0%
No	23	85.2%
Considering	0	0.0%

Q30. Additional life insurance?

Responses	Count	Percent
Yes, fully paid	1	3.7%
Yes, partially paid	2	7.4%
Yes, not paid	23	85.2%
No	0	0.0%
Considering	1	3.7%

Q31. Athletic/fitness club membership?

Responses	Count	Percent
Yes, fully paid	1	3.7%
Yes, partially paid	11	40.7%
Yes, not paid	9	33.3%
No	6	22.2%
Considering	0	0.0%

Q32. Country club membership?

Responses	Count	Percent
Yes, fully paid	0	0.0%
Yes, partially paid	1	3.7%
Yes, not paid	0	0.0%
No	26	96.3%
Considering	0	0.0%

Q33. Extra vacation?

Responses	Count	Percent
Yes, fully paid	2	7.4%
Yes, partially paid	1	3.7%
Yes, not paid	2	7.4%
No	22	81.5%
Considering	0	0.0%

Q34. Annual physical exam?

Responses	Count	Percent
Yes, fully paid	5	18.5%
Yes, partially paid	0	0.0%
Yes, not paid	0	0.0%
No	21	77.8%
Considering	1	3.7%

Q35. Long-term care?

Responses	Count	Percent
Yes, fully paid	0	0.0%
Yes, partially paid	1	3.7%
Yes, not paid	7	25.9%
No	17	63.0%
Considering	2	7.4%

Q36. Living benefits?

Responses	Count	Percent
Yes, fully paid	1	3.7%
Yes, partially paid	0	0.0%
Yes, not paid	2	7.4%
No	23	85.2%
Considering	1	3.7%

Q37. Waiver of health care coverage?

Responses	Count	Percent
Yes, fully paid	5	18.5%
Yes, partially paid	6	22.2%
Yes, not paid	6	22.2%
No	10	37.0%
Considering	0	0.0%

Q38. Domestic partner coverage?

Responses	Count	Percent
Yes, fully paid	3	11.1%
Yes, partially paid	12	44.4%
Yes, not paid	1	3.7%
No	9	33.3%
Considering	2	7.4%

Q39. Paid time off program?

Responses	Count	Percent
Yes, fully paid	12	44.4%
Yes, partially paid	4	14.8%
Yes, not paid	2	7.4%
No	9	33.3%
Considering	0	0.0%

Q40. Dependent care days?

Responses	Count	Percent
Yes, fully paid	5	18.5%
Yes, partially paid	0	0.0%
Yes, not paid	0	0.0%
No	22	81.5%
Considering	0	0.0%

Q41. Sick leave bank?

Responses	Count	Percent
Yes	11	40.7%
No	16	59.3%
Considering	0	0.0%

Q42. Community services during working hours?

Responses	Count	Percent
Yes, fully paid	4	14.8%
Yes, partially paid	1	3.7%
Yes, not paid	0	0.0%
No	21	77.8%
Considering	1	3.7%

Q43. Work-at-home policy?

Responses	Count	Percent
Yes	8	29.6%
No	19	70.4%
Considering	0	0.0%

Q44. Job sharing program?

Responses	Count	Percent
Yes	7	25.9%
No	19	70.4%
Considering	1	3.7%

Q45. Flexible hours?

Responses	Count	Percent
Yes	15	55.6%
No	11	40.7%
Considering	1	3.7%

Q46. Adoption expenses?

Responses	Count	Percent
Yes, fully paid	2	7.4%
Yes, partially paid	11	40.7%
Yes, not paid	0	0.0%
No	14	51.9%
Considering	0	0.0%

Q47. Employee assistance programs?

Responses	Count	Percent
Yes, fully paid	17	63.0%
Yes, partially paid	5	18.5%
Yes, not paid	1	3.7%
No	4	14.8%
Considering	0	0.0%

Q48. Tuition reimbursement?

Responses	Count	Percent
Yes, fully paid	14	51.9%
Yes, partially paid	11	40.7%
Yes, not paid	0	0.0%
No	1	3.7%
Considering	1	3.7%

Q49. On-site cafeteria?

Responses	Count	Percent
Yes	18	66.7%
No	9	33.3%
Considering	0	0.0%

Q50. Personal computer use?

Responses	Count	Percent
Yes, fully paid	5	18.5%
Yes, partially paid	0	0.0%
Yes, not paid	2	7.4%
No	19	70.4%
Considering	1	3.7%

Q51. On-site medical clinic?

Responses	Count	Percent
Yes, fully paid	5	18.5%
Yes, partially paid	1	3.7%
Yes, not paid	2	7.4%
No	19	70.4%
Considering	0	0.0%

Q52. Casual dress days?

Responses	Count	Percent
Yes	23	85.2%
No	4	14.8%
Considering	0	0.0%

Q53. Dry cleaning?

Responses	Count	Percent
Yes	4	14.8%
No	21	77.8%
Considering	2	7.4%

Q54. Photo processing?

Responses	Count	Percent
Yes, fully paid	0	0.0%
Yes, partially paid	2	7.4%
Yes, not paid	1	3.7%
No	24	88.9%
Considering	0	0.0%

Q55. Auto servicing?

Responses	Count	Percent
Yes	1	3.7%
No	26	96.3%
Considering	0	0.0%

Q56. Mail services?

Responses	Count	Percent
Yes, fully paid	0	0.0%
Yes, partially paid	0	0.0%
Yes, not paid	5	18.5%
No	22	81.5%
Considering	0	0.0%

Q57. On-site banking services (e.g. MAC, Credit Union, etc.)?

Responses	Count	Percent
Yes	12	44.4%
No	14	51.9%
Considering	1	3.7%

Q58. On-site video rental service?

Responses	Count	Percent
Yes	0	0.0%
No	27	100.0%
Considering	0	0.0%

Q59. On-site take home meal preparation?

Responses	Count	Percent
Yes	3	11.1%
No	23	85.2%
Considering	1	3.7%

Q60. On-site lactation rooms/services?

Responses	Count	Percent
Yes	8	29.6%
No	18	66.7%
Considering	1	3.7%

Q61. Elder care?

Responses	Count	Percent
Yes	1	3.7%
No	25	92.6%
Considering	1	3.7%

Q62. Do you offer an additional compensation for attaining a professional designation?

Responses	Count	Percent
Yes	3	11.1%
No	23	85.2%
Considering	1	3.7%