

**ADVANCED PRACTICE MANAGEMENT, LLC
FALL 2018 BENEFIT SURVEY**

PAID VACATION

Full Time Employees :

Number of weeks equivalent* within 1 year:	0 wks 43%	1 wk 41%	2 wks 15%		
Number of weeks after 1 year:		1 wk 54%	2 wks 40%	3 wks 6%	
Number of weeks after 2 years:		1 wk 14%	2 wks 73%	3 wks 13%	
Number of weeks after 5 years:		1 wk 2%	2 wks 38%	3 wks 50%	4 wks 9% 5 wks 1%
Number of weeks after 10 years:		1 wk 1%	2 wks 18%	3 wks 57%	4 wks 20% 5 wks 3%

Part Time Employees :

What is the minimum number of hours worked/week to qualify for paid vacation:

<u>6-10 hrs/wk</u>	<u>11-19 hrs/wk</u>	<u>20-29 hrs/wk</u>	<u>30-32 hrs/wk</u>	<u>33+ hrs/wk</u>
18%	15%	40%	24%	3%

****Weeks equivalent** means if employee works 4 day work week, 2 "weeks equivalent" of vacation is 8 paid days.*

PAID HOLIDAYS

# of paid Holidays for full-time employees:	0 days - 2%	1 day - 0%	2 days - 0%	3 days - 1%	4 days - 3%	5 days - 13%
	6 days - 61%	7 days - 14%	8 days - 4%	9 days - 3%	10+ days - 2%	

What is your definition of a full-time employee?	<u>6-10 hrs/wk</u>	<u>11-19 hrs/wk</u>	<u>20-29 hrs/wk</u>	<u>30-31 hrs/wk</u>	<u>32-35 hrs/wk</u>	<u>36+ hrs/wk</u>
	0%	1%	8%	17%	64%	10%

Part Time Employees :

No Holiday benefit for part-timers	19%
Part-timers paid Holidays on prorated basis	43%
Part-timers are paid only for Holidays that fall on their normal work days	38%

Minimum # of hours worked per week for employees to qualify for **some** Holiday pay:

<u>6-10 hrs/wk</u>	<u>11-19 hrs/wk</u>	<u>20-29 hrs/wk</u>	<u>30-32 hrs/wk</u>	<u>33+ hrs/wk</u>
31%	14%	42%	14%	0%

DENTAL BENEFITS

	<u>Full Time:</u>	<u>Part Time:</u>	<u>Family Members:</u>
Free except for lab costs	83%	66%	49%
Completely free	11%	7%	6%
% discount off normal fee	2%	4%	37%

(The most common discount for fulltime, part time and family members was 50%)

MEDICAL INSURANCE

No medical insurance benefit	42%				
Full premium paid	8%				
Partial premium paid	31%	Most common % paid by employer was 50%			
Flat fee (monthly) paid by employer	19%	<u>Average amt:</u> \$310/month			
Min. # of hours worked per week to receive medical benefits:	<u>6-10 hrs/wk</u>	<u>11-19 hrs/wk</u>	<u>20-29 hrs/wk</u>	<u>30-32 hrs/wk</u>	<u>33+ hrs/wk</u>
	2%	8%	23%	58%	9%

SICK DAYS / WELL PAY

Sick/Well Pay Offered?	<u>Yes:</u> 51%	<u>No:</u> 49%	(Many offices have PTO instead of Sick/Well Pay)			
Number of days/yr for full-time staff:	<u>0-3 days/yr</u>	<u>4 days/yr</u>	<u>5 days/yr</u>	<u>6 days/yr</u>	<u>7 days/yr</u>	<u>8+ days/yr</u>
	32%	24%	23%	21%	0%	0%
Unused Sick days are paid as "Well Pay" (For those offices that offer it.)	<u>Yes:</u> 81%	<u>No:</u> 19%				

CONTINUING EDUCATION

Paid days/yr:	<u>0 days*</u>	<u>1 day/yr</u>	<u>2 days/yr</u>	<u>3 days/yr</u>	<u>4 days/yr</u>
	29%	19%	35%	14%	3%
Min. # hours worked/week to receive benefit:	<u>6-10 hrs/wk</u>	<u>11-19 hrs/wk</u>	<u>20-29 hrs/wk</u>	<u>30-32 hrs/wk</u>	<u>33+ hrs/wk</u>
	30%	7%	36%	25%	2%

** Many offices pay for CE tuition as needed but no hourly pay for attending.*

MISCELLANEOUS BENEFITS

	(For full-time employees)				
Life Insurance	11%	Retirement Plan	93%	License Fee Paid	49%
FSA, HSA, HRA	22%	Disability Insurance	14%	Dues Paid	33%