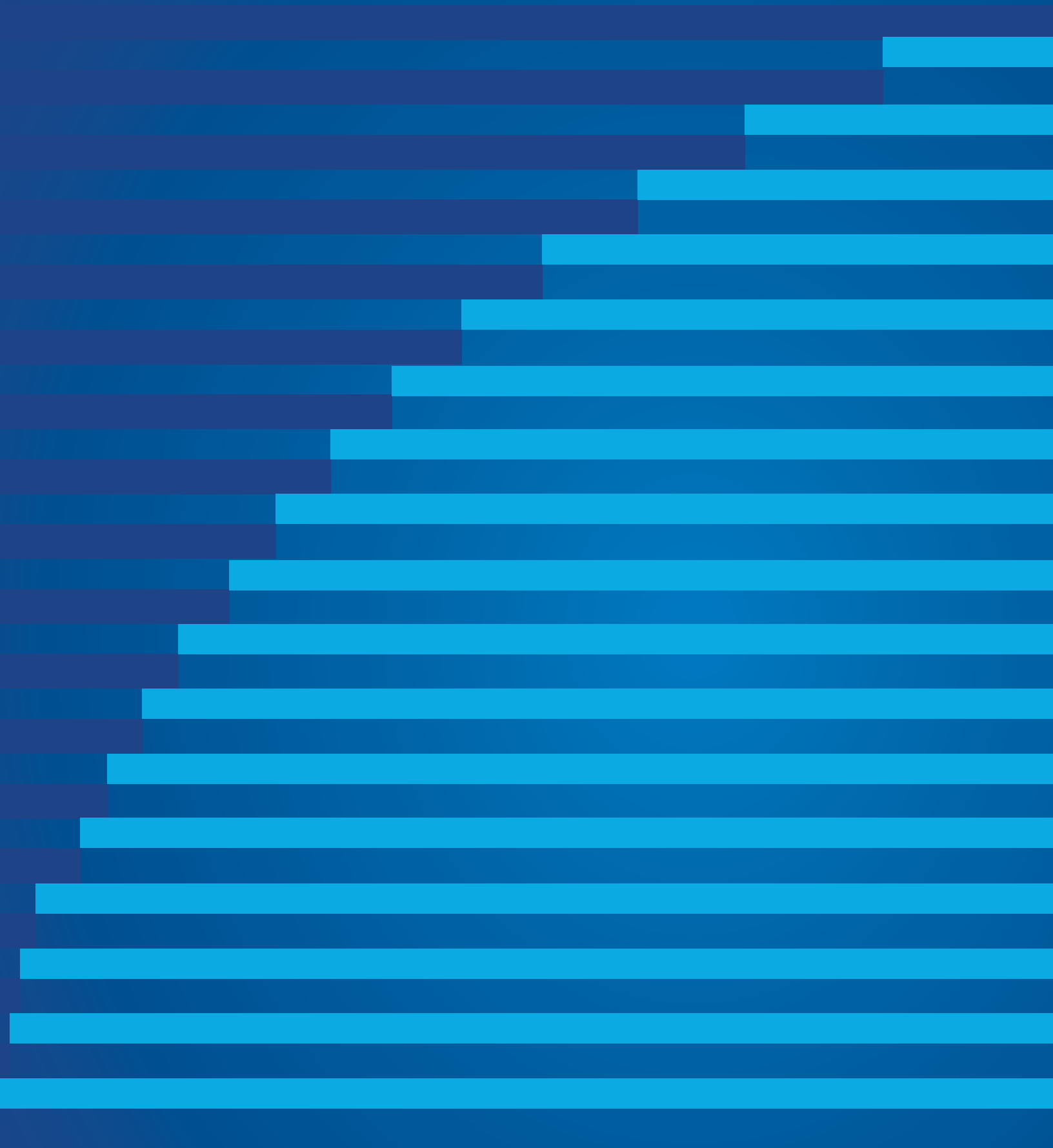
Economic Impact of Arts & Human Services Sectors on Franklin County's Economy

2023



Dear Reader,

The story of Columbus, Ohio, is rapidly changing. The capital of a state that has grown by just 10% in the last 50 years, Columbus has grown steadily and significantly by 68%. With this localized growth, the arts and human services nonprofit organizations that serve Columbus have changed dramatically, too.

But with major economic projects on the horizon, we must prepare for both the opportunities and challenges that will come from population growth that will far outpace what we have experienced previously.

The catalytic driver of this growth–Intel's $20 billion investment in Central Ohio–was announced during the darkest days of the pandemic, when the nonprofit community was as critical as ever in delivering help and hope to everyone in need. Other major economic developments have been announced since, including the White House's selection of Columbus as one of just five Workforce Hubs across the country.

Together, this is a clarion call for our community to come together not only to navigate the challenges that Covid exposed and exacerbated, but to build toward a vision of our community that we have never yet been but still can be.

As we race toward that better future, we must take stock of the nonprofit organizations that have been and will remain instrumental to our community's health and humanity: the arts and human services nonprofits that ensure we are all able to achieve the potential we all have individually, and that we have as a community.

This is why our cross-sector partnership emerged in the fall of 2022, as we endeavored to assess the economic impact of the nonprofit sector in Franklin County. And what we learned is that nonprofits are an economic power in their own right, even as they deliver essential services to nourish people's bodies and minds alike.

GCAC and HSC are tremendously grateful to JP Morgan Chase and The Columbus Foundation for their support of this Nonprofit Economic Impact Report, and we are all deeply appreciative of the excellent work of Scioto Analysis and Wonderly for their work researching, writing, and designing the Report, which we hope will become an essential resource as we work together for years to come.

Sincerely,

Michael Corey
Executive Director

Tom Katzenmeyer
CEO

Matthew Martin
Director,
Community Research

Corrine Burger
Managing Director,
Columbus Location Leader

HUMAN SERVICE CHAMBER OF FRANKLIN COUNTY

GREATER COLUMBUS ARTS COUNCIL

THE COLUMBUS FOUNDATION

JPMORGAN CHASE & CO.

Executive Summary

Franklin County's human arts and human services organizations are substantial contributors to Franklin County's economy. In this economic impact analysis, we estimate the county GDP, employment, and wage impacts among organizations in Franklin County's arts and human service sectors. We also analyze the impact of volunteering and child poverty on Franklin County's economy and report survey data that gives an insight into current financial trends impacting Franklin County's arts and human service sectors.

Economic activity from arts, culture, and humanities organizations in Franklin County contributes **$200 million** to county GDP. It does this by supporting **2,300 jobs** and generating $88 million in total wages across the county. This economic activity leads to an estimated $2.5 million in local income and sales tax revenue generated by arts, culture, and humanities organizations in Franklin County.

Economic activity from human services organizations in Franklin County contributes **$2 billion** to county GDP. It does this by supporting over **30,000 jobs** and generating nearly $1 billion in total wages across the county. This economic activity leads to an estimated $27 million in local income and sales tax revenue generated by human services organizations in Franklin County.

Volunteering also had a substantial impact on Franklin County's economy. We estimate that a quarter million Franklin County residents volunteered in 2021 for a total of 19 million hours of volunteer time. This equated to a total of over **half a billion dollars in the value of volunteer time** that year.

Despite this economic impact, there is still work to be done. We estimate **high levels of child poverty cost the Franklin County economy $5.2 billion** in 2021 in the form of reduced future earnings, crime, health care spending, and child welfare impacts. Reducing child poverty to the level of overall poverty in the county could reduce these costs by $1.5 billion. This will lead to more social costs of poverty and more demand for human service provision.

In our survey of Franklin County arts and human service organizations, we find some promising trends. Revenues among these organizations were up from 2019 to 2021. We find some of this could be explained by increased funding coming from outside the county, likely due to funding originating with CARES Act and American Rescue Plan Act funds. This is further corroborated by survey results showing that federal, state, and local grants made up a larger part of organization funding in 2021 than in 2019 while earned income was down over that two-year period. This funding will no longer be available as COVID relief programs come to an end by the middle of the decade.

Methodology

Economic Impact Analysis

Arts and human services funds spent on providing services and running programs are passed through to other sectors of the economy, providing business for other economic sectors. Beyond direct spending in the health care and social assistance sector, arts and human service programs need to pay rent on facilities to carry out their work, pay insurance, employ professional and technical services such as legal, accounting, and computer services, and hire administrators and waste management services. By providing social services and arts, these organizations not only provide direct support to people in need, but they also help support key industries in the county.

Analysts estimated economic impact, employment impact, and wage impact using the Bureau of Economic Analysis's RIMS II economic impact model. This model estimates how much revenue in one sector translates to economic activity in other sectors.

To estimate the economic impact of arts and human services organizations in Franklin County, Scioto Analysis gathered data from the IRS exempt organization master file, a comprehensive database of organizations approved for tax exemptions under the United States tax code.

Analysts estimated total revenue of all human services and arts, culture, and humanities organizations by totaling the revenue reported on 990 tax filings for 2021 and 2022. This struck the best balance between underestimating the total revenue by excluding the year 2021 or 2022 and overestimating total revenue by including past year 990 forms for organizations that may now be defunct. The IRS data and the RIMS II model use slightly different terminology, so analysts used RIMS II modeling estimates for performing arts, spectator sports, museums, and related activities when modeling the impact of the organizations designated as arts, culture, and humanities organizations by the IRS. They also used RIMS II modeling estimates for social assistance services when modeling the impact of the organizations designated as human service organizations by the IRS.

To measure the potential local tax revenue raised due to arts and human services organizations, analysts multiplied the expected wages of arts and human services workers by a municipal income tax rate of 2.5%. This is the municipal income tax rate that 86% of residents in Franklin county cities experience.[1,2] The other 14% of residents pay less in income taxes, meaning our estimate is likely on the upper end of reasonable predictions.

Scioto Analysis
Economics | Public Policy

[1]There are some individuals who live outside of all municipalities who pay no municipal income tax
[2]"Municipal Tax Rates," Ohio Department of Taxation, Available Online: https://tax.ohio.gov/business/municipalities

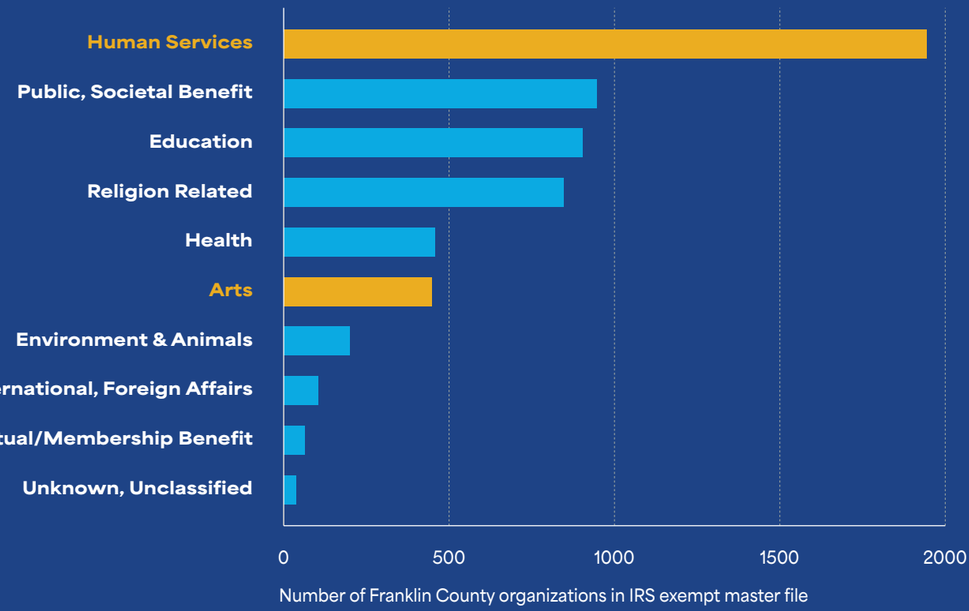
Economic Impact

$2 billion
contributed to Franklin County GDP through economic activity from human service organizations.

$200 million
contributed to Franklin County GDP through economic activity from arts, culture, and humanities organizations.

Figure 1

Human service organizations are the most common type of nonprofit organization in Franklin County.



Exempt Organizations in Franklin County

In order to estimate the total economic impact of arts and human services organizations in Franklin County, we drew data from the IRS' Exempt Organizations Business Master File Extract. This is a database of organizations with tax exemptions on file with the IRS. Overall, over 1,900 human services organizations and about 450 arts organizations are included in the database and located in Franklin County. Other common types of organizations listed in the database are public/societal benefit, education, religion-related, and health organizations, which all included numbers of organizations in Franklin County ranging from 450 to 950. Health and education organizations are excluded in order to determine a conservative estimate of the economic impact of human services organizations. This allows us to exclude large organizations like hospitals that are not generally considered in the same sector as other human services organizations. The overall prevalence of these organizations in Franklin County included in the IRS master file are shown in Figure 1.

Arts, Culture, & Humanities



According to the IRS master file of exempt organizations, arts, culture, and humanities organizations in Franklin County generate total revenue of $160 million annually. Using the Bureau of Economic Analysis's RIMS II Model, we estimate arts, culture, and humanities organizations in Franklin County contribute about $200 million to the Franklin County economy.

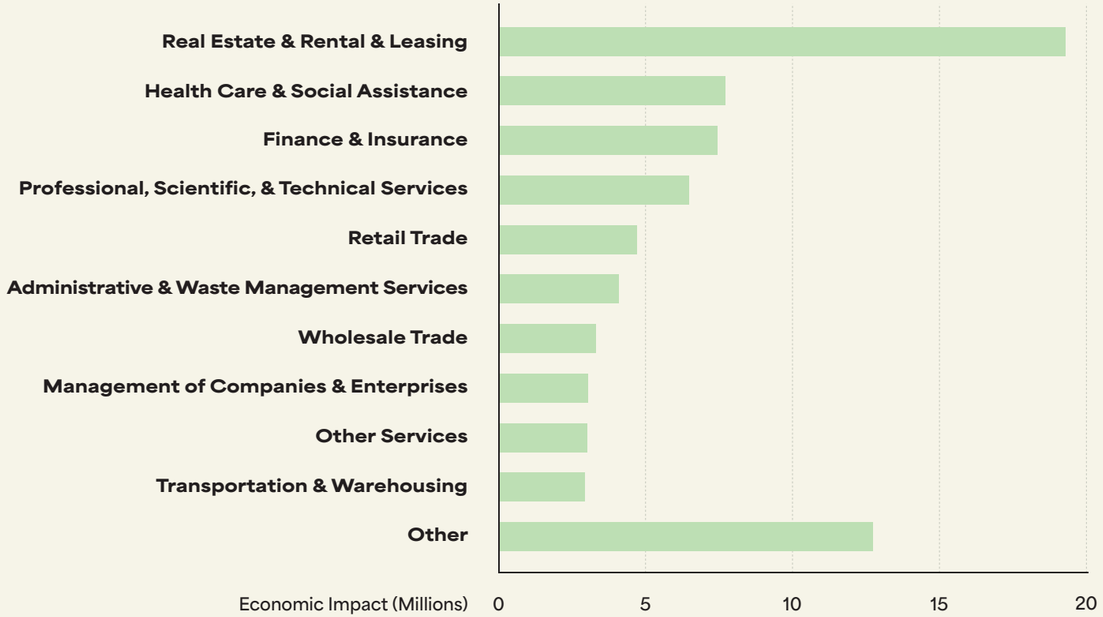
Franklin County's arts, culture, and humanities organizations had the biggest impact on the arts, entertainment, and recreation sector, with a total economic impact of $130 million, 63% of the sector's total economic impact.[3] Other sectors also incurred significant benefits from the arts sector, though: Franklin County's real estate, rental, and leasing sector received an economic impact to the tune of $19 million annually from arts, culture, and humanities organization activity according to our estimates.

Many sectors throughout the state accrue tens of millions of dollars of economic impact from arts, culture, and humanities sector activity. Franklin County's health care and social assistance, finance and insurance, and professional, scientific, and technical services sectors all benefited from between $5 and $10 million in annual economic impact from purchases and other business with the county's arts, culture, and humanities sector.

[3]Organizations are designated as "arts, culture, and humanities" organizations by the IRS, the source for revenue data for this analysis. The Bureau of Economic Analysis's RIMS II model, which we used to estimate economic impact, designates the same sector as "arts, entertainment, and recreation," thus the two similar but distinct designations above.

Figure 2

Franklin County's arts, culture, and humanities sector economic impact adds $75 million to county GDP outside of the arts, entertainment, and recreation sector



Employment impacts of arts, culture, and humanities sector activity are more concentrated than total economic impact. Three-quarters of the over 2,800 Franklin County jobs supported by the arts, culture, and humanities organizations are in the arts, entertainment, and recreation sector. Another 170 (6%) are in the real estate, rental, and leasing sector. This comes from arts, culture, and humanities organizations buying and renting space for business operations or performances.

These organizations also create jobs in other sectors by buying goods and through employee spending. The sector generates employment ranging from 50 to 100 jobs each in the transportation and warehousing, food services and drinking places, retail trade, administrative and waste management services, and health care and social assistance sectors.

Arts, culture, and humanities organizations support over

2,800 jobs

in Franklin County

Overall, Franklin County's arts, culture, and humanities sector had a **total wage impact of over $88 million.** Most of those wages were paid to workers in the arts, entertainment, and recreation sector, but nearly $28 million of those wages were paid to workers in a range of other sectors. All in all, twelve different sectors have wage impacts of $1 million or more per year due to economic activity of the arts, culture, and humanities sector in Franklin County.

While these arts, culture, and humanities organizations are tax-exempt, their employees pay income and sales taxes. By applying an estimated average tax rate of 2.5% for municipalities in Franklin County, we estimate wages generated by arts, culture, and humanities sector economic activity provide Franklin County municipalities with **$2.2 million in income tax revenue.**

Assuming 80% of average household income is spent on consumer purchases and 33% of those purchases are taxable, we estimate these arts, culture, and humanities-sector generated wages also generate **$290,000 in sales tax revenue** for Franklin County due to the county's 1.25% county sales tax.

These estimates do not include business and property tax revenue generated by arts, culture, and humanities sector organization business conducted with nonexempt contractors or vendors.

Twelve different sectors have wage impacts of

$1 million

or more per year due to economic activity of the arts, culture, and humanities sector in Franklin County.

Figure 3

Franklin County's arts, culture, and humanities sector generated upward of $1 million in wages for 11 non-arts, entertainment, and recreation sectors



Human Services



According to the IRS master file of exempt organizations, human services organizations in Franklin County generate total revenue of $1.9 billion annually. Using the Bureau of Economic Analysis's RIMS II Model, we estimate this means human services organizations in Franklin County contribute about $2 billion in total economic impact to the Franklin County economy.

Franklin County's human services sector had its biggest impact on the health care and social assistance sector, generating a total economic impact of $1.1 billion, over half of the sector's total economic impact. Other sectors also incurred significant benefits from the human services sector, though: Franklin County's real estate, rental, and leasing sector received an economic impact to the tune of $270 million annually from human services organization activity according to our estimates. This comes from human services organizations buying or renting property to use for conducting business or providing human services.

Many sectors throughout the state accrue tens of millions of dollars of economic impact from human services sector activity. Franklin County's finance and insurance, professional services, administrative management, and wholesale and retail trade sectors all received between $50 and $100 million in annual economic impact from purchases and other business with the county's human services sector.

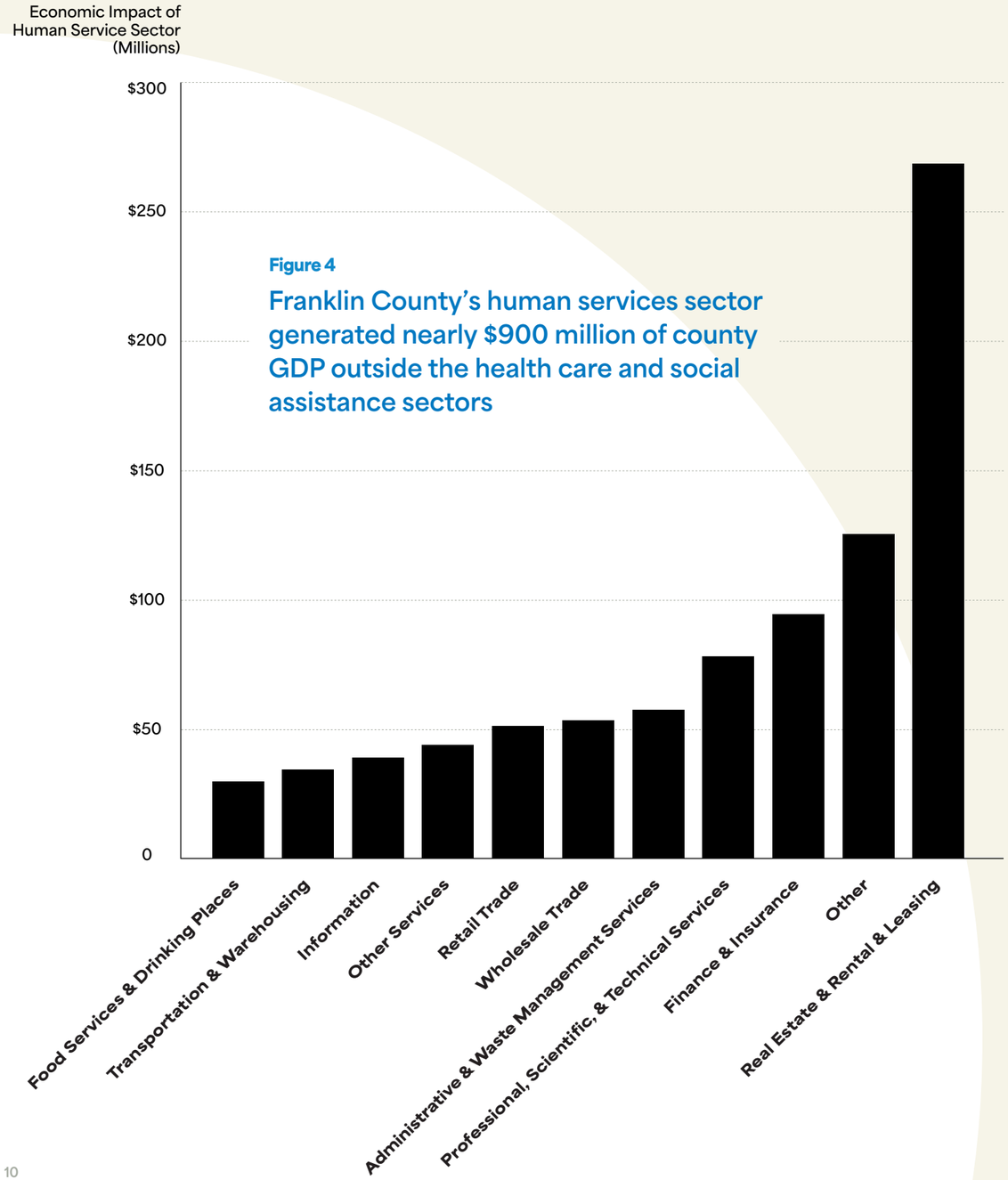


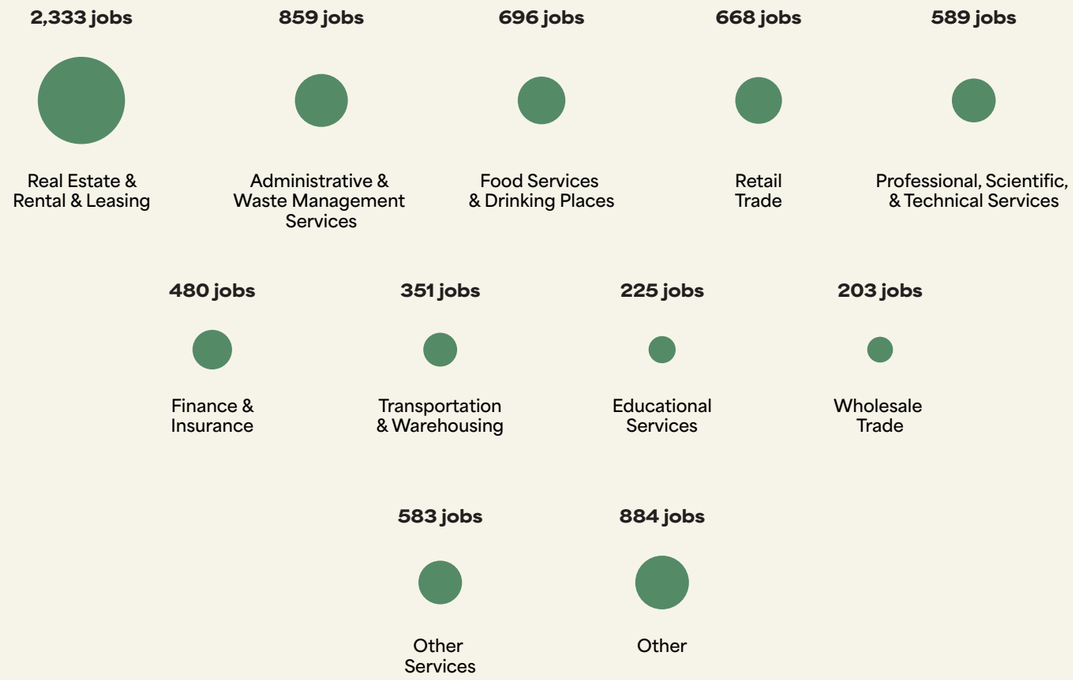
Figure 4

Franklin County's human services sector generated nearly $900 million of county GDP outside the health care and social assistance sectors

Franklin County's human services sector supports over 30,000 jobs across the county. Three-quarters of these jobs are in the health care and social assistance sector. Another 2,300 (8%) are in the real estate, rental, and leasing sector. The sector generates employment ranging from 500 to 1,000 jobs each in the administrative and waste management, food service, retail trade, professional services, and other service sectors.

Figure 5

Franklin County's human services sector supports nearly 8,000 jobs outside of the health care and social assistance sector.



When a human services organization pays rent, hires professionals for support, contracts for administrative and waste management support, purchases insurance, or makes other purchases, the businesses they pay then pay employees to carry out these services. In this way, the services that human services organizations provide result in increased wages throughout the county economy.

Overall, Franklin County's human services sector generated total wages across the county amounting to nearly $1 billion. Most of those wages were paid to workers in the health care and social assistance sectors, but $300 million of those wages were paid to workers in a range of other sectors. Among these were the real estate, rental, and leasing, professional, scientific, and technical services, administrative and waste management services, and finance and insurance sectors, all of which had workers who received over $30 million in total wages from activity generated by the human services sector.

While human services organizations are tax-exempt, their employees pay income and sales taxes. By applying an estimated average tax rate of 2.5% for municipalities in Franklin County, we estimate wages generated by human services sector economic activity provide Franklin County municipalities with **$24 million in income tax revenue.**

Assuming 80% of average household income is spent on consumer purchases and 33% of those purchases are taxable, we estimate these human services-sector generated wages also generate **$3.1 million in sales tax revenue** for Franklin County due to the county's 1.25% county sales tax.

These estimates do not include business and property tax revenue generated by human services sector organization business conducted with nonexempt contractors or vendors.

We estimate wages generated by human service sector economic activity provide Franklin County municipalities with

$24 million

in income tax revenue.

Figure 6

Franklin County's human services sector generated upward of $10 million in wages for 12 non-health and social assistance sectors.



Survey Data

In January of 2023, Scioto Analysis conducted a survey of nonprofit arts and human services organizations in Franklin County. We received a total of 112 responses from nonprofit organizations.

Table 1 is a summary of the primary service area and geographic scopes for the 112 organizations as identified by respondents.

A plurality of organizations identified social/human services as their primary service area with 39 responses. None of the 112 survey respondents identified their primary service area as environment, religion, or transportation.

Table 1: Geographic Scope

A plurality of organizational survey respondents identified themselves as social/human services organizations

Primary Service Area	Neighborhood	County	Regional	Statewide	National Org w/Local Chapter / Affiliate
Children / Youth	1	2	6	2	0
Housing	0	3	3	0	1
Social / Human Services	4	17	12	2	4
Elder Care	1	1	2	0	0
Community Development	2	2	0	0	0
Arts / Culture	0	5	8	4	0
Health	0	4	5	2	0
Education	2	2	1	4	1
Animal Welfare	0	0	1	0	0
Other	1	0	2	2	0

Table 2 shows the FY 2021 revenue of respondent organizations broken down by primary service area. The **most common categories of revenue reported by nonprofit organizations was between $1 million and $5 million.** In FY 2021, no organizations reported having total revenue less than $100,000.

Table 2: FY2021 Revenue

Social/human service organizations make up most of the total revenue in Franklin county

Primary Service Area	100K-250K	250K-500K	500K-1M	1M-2.5M	2.5M-5M	5M-10M	10M-15M	15M-20M	20M-25M	25M-50M	50M & Above
Children / Youth	1	2	0	2	1	1	0	0	0	0	0
Housing	0	0	0	0	0	0	2	0	0	0	1
Social / Human Services	1	3	3	4	4	5	0	0	0	1	2
Elder Care	1	0	0	0	0	1	0	0	1	0	0
Community Development	0	0	0	1	0	0	0	0	0	0	0
Arts / Culture	0	0	6	3	0	3	0	1	0	1	0
Health	0	0	1	1	2	0	1	1	0	1	0
Education	0	1	0	1	5	0	0	1	0	0	0
Animal Welfare	0	0	0	0	1	0	0	0	0	0	0
Other	0	0	0	1	0	0	0	0	0	0	0

Between FY 2019 and FY 2021, **revenues for Franklin county human services organizations increased overall.** 23 survey respondents reported being in a higher revenue category in 2021 than they were in 2019, while **only eight respondents reported moving into a lower category.** This is likely due in part to the availability of CARES and ARPA funds, much of which passed through nongovernmental human service organizations.

Generally speaking, the organizations that moved into higher revenue categories were on the lower end of the spectrum when it came to initial revenue in FY 2019. In Figure 7, we see that **no organizations report less than $100,000 in revenue in FY 2021.** Conversely, the majority of the organizations that moved into a smaller revenue category in FY 2021 had relatively high revenues in FY 2019. Only one organization that had FY 2019 revenue less than $1 million reported a dramatic reduction in revenue in 2021.

Similarly, total expenditures rose between FY 2019 and FY 2021. None of the survey respondents reported total expenditures less than $100,000 in FY 2021.

Survey respondents reported an increased share of their revenue coming from outside the Columbus metro area in FY 2021 than in 2019. One potential reason for this is the influx of COVID-19 aid originating with the federal government.

23
survey respondents reported being in a higher revenue category in 2021 than they were in 2019

Figure 7

FY 2019-2021 Total Revenue & Expenditures

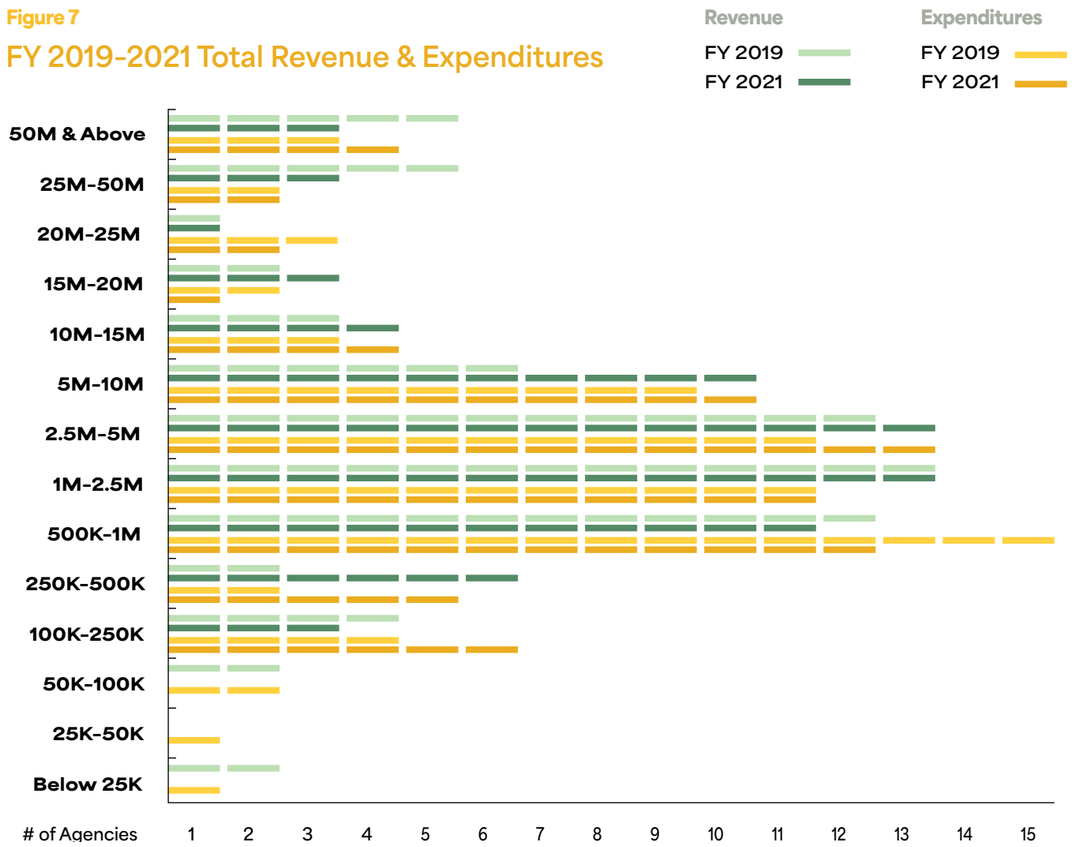
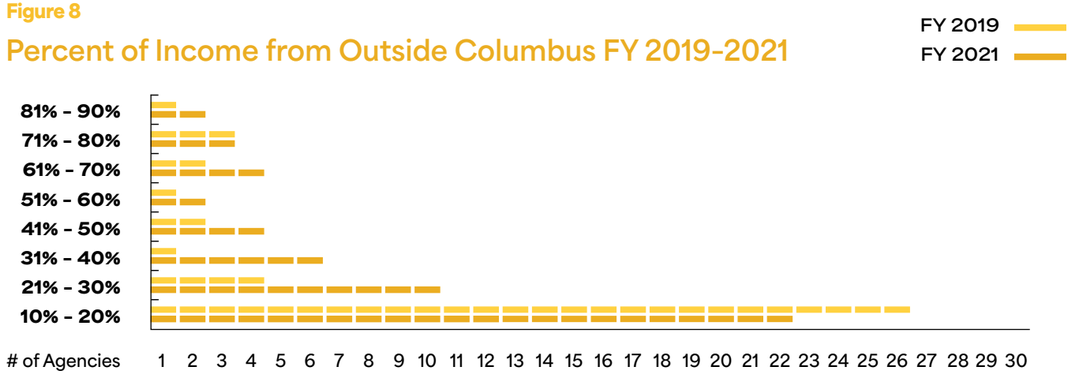


Figure 8

Percent of Income from Outside Columbus FY 2019-2021



Additionally, respondents reported that higher percentages of their organization's income came from government contributions in FY 2021 than in FY 2019. The average percent of income that came from state and local governments increased from 19% to 22% and the percent of income that came from the federal government doubled from only 7% to 14%.

Respondents also reported a significant decrease in the percentage of earned income. This again suggests that during the pandemic, Franklin county non-profits relied more heavily on government funding to operate rather than their own income.

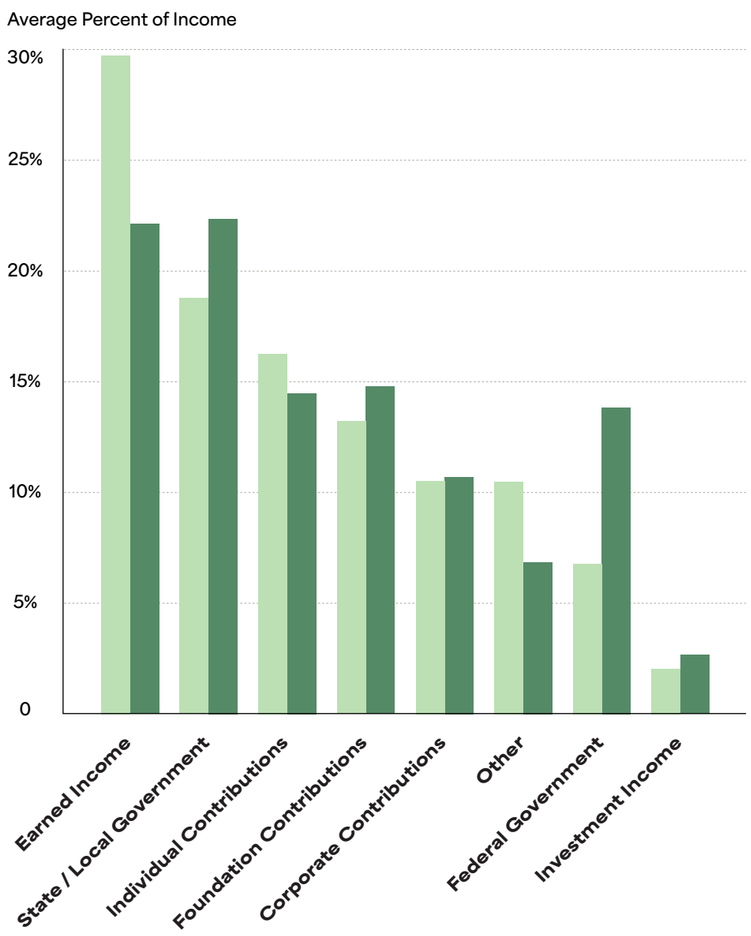
Figure 9

Sources of Income

FY 2019 | FY 2021

The average percent of income that came from state and local governments increased from **19% to 22%**

The average percent of income that came from the federal government doubled from only **7% to 14%.**



Volunteering in Franklin County

Earlier this year, the U.S. Census Bureau released its biannual report on volunteering in the United States.[4] This report draws insights from a nationwide survey conducted from September 2020 through September 2021 on volunteering and civic life in America.

The most recent survey did not collect detailed information on the county residence of survey participants, so direct data on county-level volunteering is not available. The Census Bureau did collect information on state-level volunteering, though. Assuming Franklin County volunteer rates are similar to volunteering rates as the rest of the state of Ohio, we estimate the following statistics for Franklin County volunteering in 2021.

250,000
Franklin County residents volunteered formally

This volunteering has a total economic value of over
$500 million

500,000+
Franklin County residents helped their neighbors

These volunteers contributed volunteer time that totals
19 million hours

[4] "Volunteering and Civic Life Supplement," U.S. Census Bureau, Accessed March 17, 2023, census.gov/data/datasets/time-series/demo/cps/cps-supp_cps-repwgt/cps-volunteer.html

Franklin County Arts + Human Service Benefits Report

2023

This benefits report provides the results of a survey of Franklin County's arts and human service organizations conducted in the winter of 2023. This report shows average reported wages for 94 jobs in the arts and human services industry. It also reports information on health, dental, life, disability, long-term care, and unemployment insurance. The report also includes sections on paid time off, other compensation, and Executive Director or CEO demographics.

These results are the averages of the responses from 112 surveyed arts and human service organizations in Franklin County (95 human service organizations 17 art/culture organizations). Respondent organizations ranged from small businesses with single digit employees and less than $1 million in revenue to large groups with over 1000 employees and over $50 million in revenue.

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Methodology

We surveyed member organizations of the Franklin County Human Service Chamber and Greater Columbus Arts Council. In total 112 organizations responded, 95 human service organizations and 17 art/culture organizations.

Questions about retirement benefits were asked in a separate follow-up survey. 50 organizations responded to the follow-up, two of which were from the art/culture sector. These responses were collected after the initial survey. The majority of respondents to the follow-up survey also responded to the first survey.

Respondents were asked for general demographics about their organizations and about the wage and non-wage compensation they offer their employees. The results reported here represent the average survey response. We do not make adjustments for the size of the respondent organizations so these represent average results of organizations.

Wages

Table 1

Reported average hourly wages of executive positions

Position	Avg. Hourly Wage	Estimated Annual Salary[1]
Executive Director / Chief Executive Officer	$71.25	$148,200
Chief Financial Officer	$49.83	$103,646
Chief Programs Officer / Vice President of Programs and/or Planning	$48.23	$100,318
Chief Development Officer	$47.09	$97,947
Deputy Director / Associate Director / Chief Operating Officer	$46.22	$97,178
Chief Information Officer	$39.04	$81,203
Chief Human Resources Officer	$35.65	$74,152
Chief Communications Officer / Communications Director	$34.76	$72,301

Among executives:

↑ Executive Directors

had the highest surveyed wage, making over $71/hr on average.

↓ Chief Communications Officers

had the lowest, making less than half as much as Executive Directors.

[1]This assumes 52 weeks of payment at 40 hours a week using wages reported by survey respondents.

Table 2

Reported average hourly wages of manager positions

Position	Avg. Hourly Wage
Medical Director	$66.61
Director of Information Technology Services	$42.98
Director of Human Resources	$41.27
Director, Housing or Residential Services	$39.35
Finance Director	$37.88
Director of Research and Evaluation / Senior Researcher	$36.80
Program or Division Director	$33.28
Business Manager	$32.18
Admissions Director	$32.07
Quality Assurance Director/Manager	$31.30
Project Manager	$28.25
Program Manager	$25.75
Business Development Manager	$24.81
Office Manager	$21.82
Director of Education	$9.91

Among managers:

↑ Medical Directors

had the average reported wage with an average of $66.61 /hr.

↓ Directors of Education

had the lowest, reported to make under $10/hr.

Table 3

Reported average hourly wages of healthcare / social workers positions

Position	Avg. Hourly Wage
Psychiatrist	$120.65
Psychologist	$55.73
Speech and Language Therapist/Pathologist	$30.73
Physician	$30.00
Behavioral Health Licensed Counselor	$28.47
Nurse/Registered Nurse	$28.26
Occupational Therapist	$27.20
Advanced Practice Registered Nurse	$20.63
Case Manager/Nonclinical Social Worker	$20.58
Behavioral Health Counselor	$20.31
Medical Assistant	$16.26
Certified Nurse's Aide	$16.26
Direct Care Worker	$14.36
Personal Care Assistant	$10.48

Among healthcare and social workers:

↑ Psychiatrists

had the highest average reported hourly wage, making over $120/hr.

***** This was the highest average reported hourly wage of any position in our survey.

↓ Personal Care Assistants

were the lowest paid among these positions, on average making just over $10/hr.

Table 4

Reported average hourly wages of cultural / artistic positions

Position	Avg. Hourly Wage
Instrumental Musician	$73.65
Resident Director	$46.00
Artistic Director	$43.03
Director of Exhibits	$41.72
Resident Designer	$31.00
Exhibit Developer	$29.25
Curator	$28.22
Visitor Services Manager	$25.88
Box Office/Sales Manager	$25.27
Exhibit Guide/Docent	$25.00
Technical Staff	$24.43
Production Manager/Coordinator	$22.25
Production Assistant	$21.90
Subscription/Group Sales Manager	$21.12
Exhibit Designer	$19.64
Stage Manager	$19.37
House Manager	$17.10
Costume Shop Manager	$15.00
Visitor Services Specialist	$14.75
Actor	$10.10

Among cultural / artistic positions:

↑ **Instrumental Musicians**

had the highest paid position, being paid, on an hourly basis, more than the average Executive Director in the survey.

↓ **Actors**

are the lowest paid among these positions, making a little over $10 an hour.

* This may be due to specialized skillsets of these positions and limited hours paid based on performances and practices.

Table 5

Reported average hourly wages of specialist positions

Position	Avg. Hourly Wage
Attorney	$33.13
Nutritionist/Dietician	$33.09
Accountant	$29.95
Senior Accountant	$29.79
Teacher	$28.84
Grant Writer	$27.64
Property/Site Supervisor	$26.78
Chef	$26.49
Systems Administrator	$25.76
Executive Assistant	$25.43
Network Technician	$24.95
Bookkeeper	$24.91
Records Manager	$24.59
Human Resources Representative/Specialist	$23.45
Paralegal/Legal Support Staff	$23.00
Contracts Administrator/Contract Specialist	$22.50
Warehouse Manager	$22.05
Special Events Coordinator	$21.68
Vocational Counselor	$21.64
Instructor	$20.45
Quality Assurance Specialist	$19.65
Research Analyst	$19.50
Administrative Assistant	$18.35
Community Liaison	$18.33
Volunteer Coordinator	$18.25
Curriculum Specialist	$18.20
Community Educator	$17.83
Child Day Care Teacher	$17.09
Warehouse Worker	$15.46
Teaching Assistant	$15.44
Visitor Services Specialist	$15.00
Receptionist	$14.64
Custodian/Janitor	$14.60
Cook	$14.32
Recreation or Activity Leader	$13.62
Food Service Assistant/Worker	$10.14
Driver	$9.52

Among specialists:

↑ **Attorneys & Nutritionist/ Dieticians**

were the highest average hourly wages reported, both specialized professional positions making an average of over $33 an hour.

↓ **Drivers**

are the lowest paid of these positions, who actually had the lowest average hourly pay of any position in the survey, making under $10 an hour.

Insurance

Table 6

Most arts and human service organizations provide support with health, dental, life, and disability insurance

Insurance Type	Employer Pays 100%	Employer Pays 51-99%	Employer Pays 1-50%	Employee Pays 100%	Other Structure	Do Not Offer
Health Insurance for Employee	10%	66%	6%	0%	3%	15%
Health Insurance for Employee Dependents	3%	56%	13%	10%	5%	14%
Group Dental Insurance for Employee	17%	47%	6%	12%	2%	17%
Group Dental Insurance for Employee Dependents	8%	43%	10%	21%	2%	17%
Group Life Insurance	68%	6%	0%	6%	2%	17%
Long-Term Disability Insurance	43%	3%	2%	17%	3%	32%
Short-Term Disability Insurance	37%	5%	0%	25%	2%	31%
Long-Term Care Insurance	4%	2%	0%	4%	5%	86%

Above is data from respondents on eight common forms of insurance compensation arts and human service organizations provide to employees.

The most common forms of compensation were health insurance for employees and their dependents, dental insurance for employees and their dependents, and life insurance. Over 80% of respondents indicated their organizations provided each of these forms of compensation. The most common arrangement for health insurance and dental insurance was for employers to cover most but not all of the cost of insurance. Respondents indicated life insurance is usually covered by the employer in full.

Respondents also indicated disability insurance was split, with about half of organizations reporting they provide long-term and short-term disability insurance and the other half requiring 100% employee pay or not offering disability insurance at all. The most common arrangement reported for those who provided disability insurance was for the insurance to be covered by the employer in full.

Long-term care insurance was rare among respondents. Only 14% of respondents reported their organization covered long-term care insurance.

About half of respondents indicated their organization offered a high deductible health insurance plan with an accompanying health savings account, flexible savings account, or health reimbursement account. Less than one in five respondents indicated they offered health insurance for part-time employees and only a few said their organization compensated employees that do not participate in the health care plan through a program like a benefit offset plan.

Figure 1

About half of respondents reported offering a high deductible plan with a savings or reimbursement account

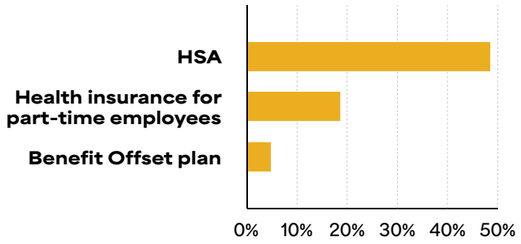
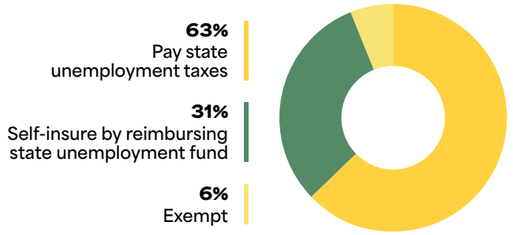


Figure 2

Almost all respondents indicated their organization pays into or reimburses the state unemployment fund



The average respondent indicated a part-time employee must work for 30 hours a week to be eligible for health insurance benefits. The majority of respondents (63%) said part-time employees paid the same premium contribution as full-time employees. 8% said employee contribution is prorated by hours worked while 30% used some other formula for determining employee contribution. While all of the respondents for arts organizations indicated they used the same formula for determining employee premium contribution for full- and part-time staff, 45% of human service organizations prorated hours worked or used some other formula. This is one of the few questions that respondents from arts organizations gave significantly different answers than those from human service organizations.

The majority of respondents indicated their organization provides unemployment insurance by paying state unemployment taxes. Among the minority that do not, most self-insure by reimbursing the state unemployment fund for the amount of benefits paid.

To be eligible for health insurance benefits, part-time employees must work for

30 hrs/wk

Paid Time Off

Nearly all respondents indicated their organization provided some form of paid time off. Over 90% separated holiday time off from vacation and sick days. Nearly half of respondents indicated their organization combined vacation and sick days into flexible paid time off.

Over 90%
separated holiday time off from vacation & sick days.

11 holidays
is what the average respondent indicated their organization provided.

The average respondent indicated their organization **provided 17-19 days off between vacation and sick days and 11 holidays.** For organizations that separated sick days and vacation days, the average respondent indicated their organization provided 11 paid sick days and 8 paid vacation days per year.

44% of respondents indicated their organization had a waiting period for employees to be eligible for paid time off. Arts organizations were less likely than human service organizations to have a waiting period for paid time off. While 50% of respondents from human service organizations said their organization had a paid time off waiting period, only 21% of respondents from arts organizations said they did.

Respondents indicated an **average wait time of 9 months for vacation or sick days.** Arts organizations that had waiting periods tended to have shorter waiting periods than human service organizations. While the average human service organization respondent reported a 10-month waiting period before an employee is eligible for paid vacation or sick leave, the average arts organization waiting period was only 5 months for vacation time and 2 months for sick leave. **38% indicated their organization offers different paid time off for different classifications of employees.**

A majority of respondents (56%) indicated part-time staff are eligible for paid time off. This rate was higher for human service organizations, where 62% of respondents said part-time staff are eligible for paid time off, compared to arts organizations where only 36% of respondents said the same.

56%
of respondents indicated part-time staff are eligible for paid time off.

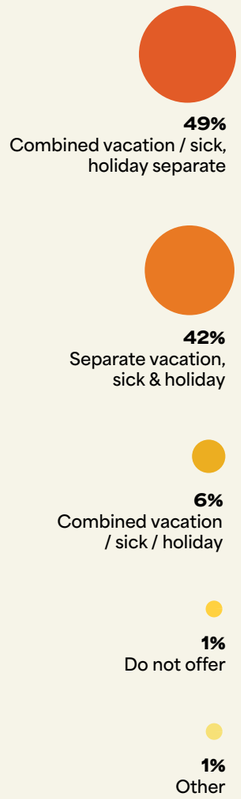
To be eligible for paid time off, the average respondent indicated employees needed to work

17 hrs/wk

The average respondent indicated employees needed to work 17 hours per week to be eligible for paid time off. Arts organizations tended to require fewer hours for paid time off to accrue, an average of 7 hours compared to 18 for human service organizations. **Most (84%) respondents who indicated their organization provided paid time off for employees said paid time off was accrued by prorating hours worked.**

Figure 3

Nearly all respondents indicated their organization provided paid time off.



Retirement

Figure 4

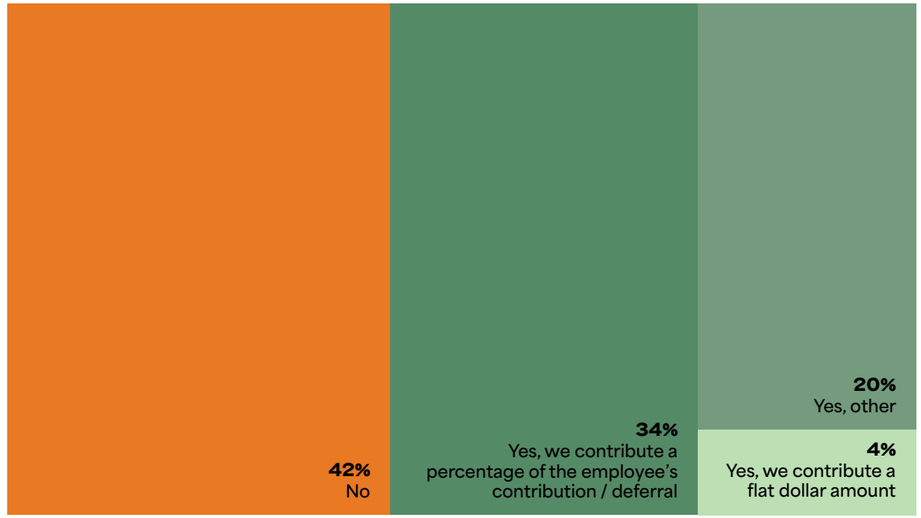
About three quarters of respondents indicated they offer a defined contribution plan.



Most respondents indicated they offer a defined contribution plan such as a 403(b), 457, or 401(k) where employees pay into a retirement fund and the organization may match some or all of the contributions/deferral. Most respondents also indicated contributing to this fund, with the most common form of contribution being a percentage match.

Figure 5

Most respondents contributed to employee defined contribution accounts



The average limit on deferrals matched was 2.5% of employee salary.

None of the fifty respondents indicated they offered employees a defined benefit retirement plan that provides employees with a specific percentage of their salary upon retirement.

Other Benefits

Other benefits were offered by most respondents: only 5% of respondents indicated their organization offered no other benefits.

The most common benefit offered by respondents is remote work, which was offered by a little less than half of all respondents. About a third offered unpaid family medical leave and a quarter offered some sort of employee assistance plan. Over 20% offered benefits such as tuition reimbursement or professional development, paid or unpaid maternity leave, and flextime for exempt employees.

A majority of respondents (55%) indicated their organization offered bonuses to at least some employees, and 28% indicated their organization offered bonuses to all employees. Human service organizations were more likely than arts organizations to offer bonuses to employees, with 60% of human service organization respondents saying they do compared to 38% of arts organizations.

90% of respondents indicated their organization reimbursed employees for mileage, with 71% of total respondents indicating they reimbursed mileage at the federal rate and 19% indicating reimbursement at some other rate.

Figure 6

Remote Work **45%**	Unpaid Family Medical Leave **32%**	Employee Assistance Plan (EAP) **26%**	Tuition Reimbursement / Professional Development **23%**
Paid Maternity Leave **22%**	Unpaid Maternity Leave **21%**	Flextime for exempt EEs **21%**	Unpaid Paternity Leave **19%**
Phone Reimbursement **18%**	Paid Paternity Leave **18%**	Health/Wellness Program **18%**	Retirement Counseling **13%**
Employer Contribution to Employees' HSA **13%**	Paid Family Medical Leave **10%**	Paid Time Off for Volunteering **7%**	Flexible Benefit Plan **7%**
Child Care Assistance **5%**	Sabbatical **2%**	Other **17%**	None **5%**

Executive Directors & CEOs

One hundred and fifty three Franklin County arts and human service organizations responded to the survey on whether they had an Executive Director or CEO. 97% of respondents said they had a paid Executive Director or CEO.

Two-thirds of respondents indicated that the Executive Director or CEO of their organization was female. No organizations indicated their Executive Director or CEO was nonbinary or some other gender.

62% of respondents indicated their Executive Director or CEO was White or European American.

More than half of organizations that responded to the survey indicated their Executive Director or CEO had a Master's degree or above.

We did not find significant differences in responses between arts and human service organizations for any questions relating to Executive Director or CEO demographics.

Figure 7

Nearly all survey respondents indicated they had a paid Executive Director or CEO

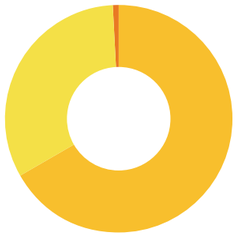
Does your organization have a paid Executive Director or CEO?



148 Yes **5** No

Figure 8

Most respondents indicated their Executive Director or CEO is female



67% Female | **32%** Male

0.5% Prefer not to answer

Figure 9

38% of Executive Directors and CEOs are people of color

Executive Directors or CEOs | Franklin County



62% | **64%** White or European American



28% | **23%** Black or African American

3% | **5%** Asian or Asian American



3% | **6%** Biracial or Multiracial

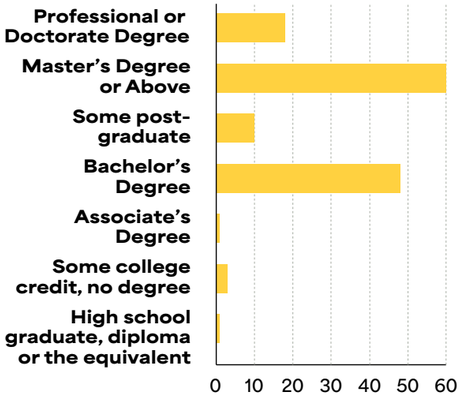


3% | **6%** Hispanic or Latino/a/x

One organization surveyed preferred not to answer.

Figure 10

Most respondents had an Executive Director or CEO with a Master's degree or more



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