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2019 National Think Tank Compensation Survey



Participant List

Listed in alphabetical order

Organization

AEI (American Enterprise Institute)
American Action Forum
American Institutes for Research
Asia Society
Atlantic Council
Bipartisan Policy Center
Carnegie Endowment for International Peace
Cato Institute
Center for Global Development
Center for Strategic and International Studies
Chapin Hall at The University of Chicago
Committee for a Responsible Federal Budget
Council on Foreign Relations
Independent Institute
Institute for Women's Policy Research
Inter-American Dialogue
International Center for Research On Women (ICRW)
International Food Policy Research Institute
Lincoln Institute of Land Policy
Mathematica Policy Research
MDRC
Milken Institute
NORC
Nuclear Threat Initiative, NTI
Pew Research Center
Public Policy Institute of California
RAND Corporation
Resources for the Future
Social Science Research Council
Tax Foundation
The Aspen Institute
The Brookings Institution
The Chicago Council on Global Affairs
The Clayton Christensen Institute for Disruptive Innovation Inc
The German Marshall Fund of the United States
The Guttmacher Institute
The Heritage Foundation
The National Academies of Sciences, Engineering, and Medicine
The Union of Concerned Scientists
The Urban Institute
U.S. Institute of Peace
World Resources Institute

Organization Type

Think Tank
Think Tank
Combination
Combination
Think Tank
Think Tank
Think Tank
Think Tank
Think Tank
Think Tank
Think Tank
Think Tank
Think Tank
Think Tank
Other
Other
Combination
Think Tank
Think Tank
Other
Think Tank
Think Tank
Think Tank
Think Tank
Think Tank
Think Tank
Think Tank
Other
Other
Think Tank
Combination
Think Tank

Health Care (continued)

Number Responding: 42

What are the total monthly premium rates for the plan with the largest participation?			
<i>Largest Plan is PPO</i>		Percent paid by employer	Percent paid by employee
Number reporting	24		
Single coverage			
Average	\$693	81%	19%
Median	\$669	83%	17%
Employee + spouse			
Average	\$1,551	70%	30%
Median	\$1,492	75%	25%
Employee + 1 child			
Average	\$1,283	70%	30%
Median	\$1,248	76%	24%
Family coverage			
Average	\$2,044	68%	32%
Median	\$2,006	75%	25%

<i>Largest Plan is HMO</i>			
		Percent paid by employer	Percent paid by employee
Number reporting	9		
Single coverage			
Average	\$532	85%	15%
Median	\$545	85%	15%
Employee + spouse			
Average	\$1,256	72%	28%
Median	\$1,274	69%	31%
Employee + 1 child			
Average	\$1,022	73%	27%
Median	\$1,025	75%	25%
Family coverage			
Average	\$1,588	75%	25%
Median	\$1,651	74%	26%

Do you vary contributions by salary?			
Yes	12	No	29
	29%		71%

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411 Public Policy Researcher I

Conducts research and writing in support of research or policy papers, studies and reports in the field of Public Policy. Conducts research in specific areas under the guidance of more experienced researchers. Performs library, on-line, bibliographic, and investigative research. Knowledge of public policy area gained from undergraduate education. Typically has a BA or BS degree and 0 to 2 years of research and writing experience.

	Base Pay (in \$000s)				Operating Budget (Millions)				Organization Type			Number of Employees				Region			
	Total	< \$10	\$10 - \$25	\$25 - \$50	> \$50	Think Tank	Combination	Other	< 50	50 - 150	150 - 500	> 500	Wash Metro	Northeast	West	Other			
ERs Reporting	18	3	2	3	10	14	2	2	2	3	8	5	13	2	1	2			
EEs Reported	326	10	11	47	258	172	132	22	2	26	128	170	212	72	16	26			
25th Pctile	43.0	40.0	44.0	39.8	43.0	42.0	43.0	44.8		39.5	42.0	43.9	42.0	47.5		47.0			
50th Pctile	45.0	40.7	45.7	43.1	47.0	45.0	47.0	47.5		40.5	45.0	47.5	43.2	50.5		48.2			
75th Pctile	48.5	43.0	51.9	45.0	49.0	48.4	48.2	48.6		45.5	47.5	50.0	45.0	52.0		49.3			
Average	46.8	41.2	47.9	43.3	47.6	46.9	46.7	46.7	43.9	43.4	45.0	48.7	43.9	50.3		48.1			
Std Dev	6.1	2.1	5.1	2.9	6.3	7.8	3.6	2.5	.9	5.2	3.7	7.0	2.7	2.4		3.3			
IQA	45.2	41.7	47.9	43.4	45.7	44.3	45.3	47.5		40.6	44.0	47.0	43.5	49.7		47.8			

Pay Range (in \$000s)	
ERs Reporting	10
Minimum	44.6
Midpoint	54.0
Maximum	63.4

FLSA Status	
	% Reporting
Exempt	44
Exempt, paid OT	-
Non-Exempt	50
Not Reported	6

Level of Match	
	% Reporting
Close Match	17
Survey Job Higher	0
Survey Job Lower	0
Not Reported	83

Close Match Pay	
	Base Pay (in \$000s)
25th Pctile	39.5
50th Pctile	39.5
75th Pctile	42.0
Average	40.5
Std Dev	1.7

Other Job Titles
Junior Fellow or Research Assistant; Policy Analyst, II; Policy Assistant, Policy Assistant and Project Administrator to the President

Respondent Comparison to Survey Data											
Base Pay (in \$000s)	Your Data	Survey Data (1)	Diff (%)	Your Peers							
				Oper Budget (1)	Diff (%)	Org Type (1)	Diff (%)	Num of EEs (1)	Diff (%)	Region (1)	Diff (%)
25th Pctile											
50th Pctile											
75th Pctile											
Average											
(1) Aggregate excludes your data.											

	Year-over-Year Percent Change						
	2019	2018	1 Yr % Chg	2017	2 Yr % Chg	2016	3 Yr % Chg
ERs Reporting	18	17		19		17	
EEs Reported	326	387		352		343	
Average	46.8	47.9	(2.2)%	45.5	2.9%	44.9	4.2%
Median	45.0	45.0	0.0%	45.0	0.0%	44.0	2.3%