



2016 HRA-NCA Washington-Baltimore Area Survey Products

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2016 Washington-Baltimore Metro Area Benefits Survey

sponsored by HRA-NCA , WACABA and WEB

The 2016 Benefits survey provides a snapshot of the current policies and practices from 143 organizations, employing over 120,000 employees. Topics include:

Healthcare

- Medical
- Dental
- Vision
- Prescription Plan
- Consumer Driven Healthcare
- Retiree Medical

Welfare

- Flexible Spending Accounts (FSA)
- Life Insurance
- Disability Insurance
- Employee Assistance Plan
- Long-term Care Insurance

Work-life Benefits and Employee Practices

- Leave Benefits
- Domestic Partner Benefits
- Education/Tuition Assistance
- Telecommuting
- Work Environment
- Health and Wellness Practices
- Financial Compensation Benefits
- Identity Theft

Plus...Retirement Benefits & Fringe Rates

2016 HRA-NCA Compensation Survey sponsored by HRA-NCA

HRA-NCA is proud to release the most comprehensive and reliable compensation survey in the area. The 2016 Compensation Survey features:

- Over 1,400 pages of data
- Data from 228 participants
- Over 70,000 pay rates reported by participants
- High repeat participant rate
- 19 compensation workplace policies and practices
- Security Clearance section
- Program/Project Management jobs
- Data on over 500 jobs
- 10th, 25th, 50th, 75th and 90th salary percentiles
- Salary data by job site location, industry, number of employees and employer revenue

19 Compensation Policies Covered in the Policies and Practices Section

- Security Clearance
- Pay Increase Budgets
- Pay Increase Practices
- Severance Pay
- Signing Bonuses
- Non-Cash Performance
- Retention Bonuses
- Referral Bonuses
- Employee Turnover
- Hours Worked and Overtime
- On-Call/Standby Pay Practices
- Shift Differentials
- Compensation Philosophy
- Job Evaluation
- Salary Structure
- The Compensation Function
- Performance Management
- Variable Pay
- Application of Salary Ranges

2016 Government Contractors Compensation Survey

sponsored by HRA-NCA and PSC

This report is a special cut of the 2016 Compensation Report, and only includes the salary and compensation policies data from government contractors. This year, 62 government contractors were included and over 350 jobs are represented. The survey offers regional government contractor salary data broken down by revenue, number of FTE's, industry and location.

On-line Query Tool

Does your organization need to make fast, informed and specialized hiring decisions? The On-line Query Tool provides on-line access to the 2016 Compensation Survey data and allows you to perform customized searches. Log in with your unique ID and password to conduct unlimited searches based on your company's needs.

2016 Participants!

On top of your significant participant discount, you also receive FREE access to the On-line Query Tool when you order the 2016 Compensation Survey Report.

2016 Salary Planning Survey

The 2016 Salary Planning Survey is an invaluable budgeting tool for pay increase budgets, variable pay, and staffing plans for 2017. This economical report provides detailed breakouts by industry, revenue, size and location. With 92 companies in the Washington-Baltimore area participating, the Salary Planning Survey helps you answer tough questions as you plan for your budgeting and policy needs.

2016 Survey Products Order Information

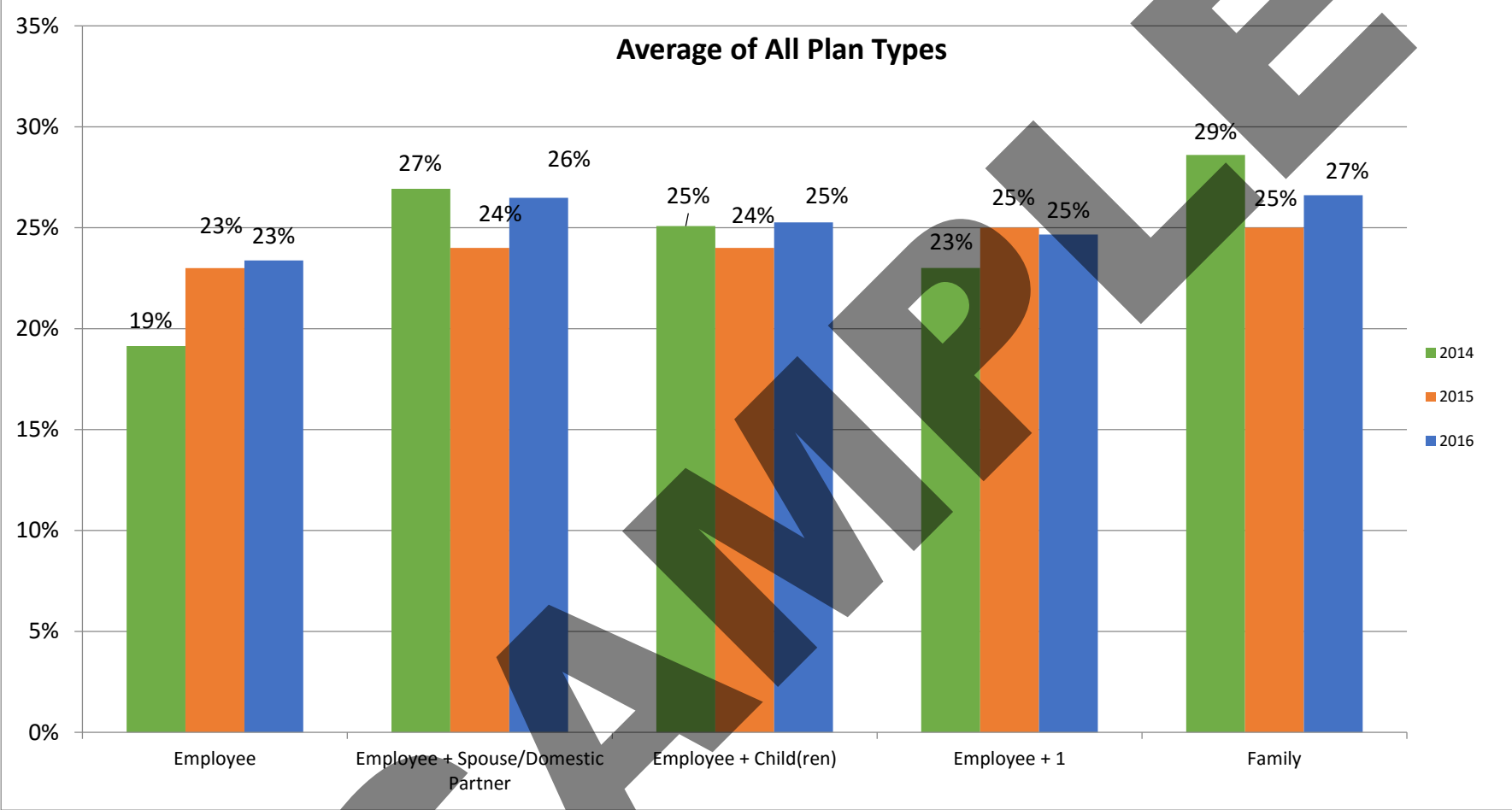
Download an order form for all products at www.hra-nca.org

DISCOUNTS APPLY for all HRA-NCA, WACABA, WEB, PSC, NOVA-SHRM, AILA, and Montgomery County SHRM members

To place an order by phone, call (202) 745-0400 or email Survey@akroninc.net

Medical – Plan Financials (continued)

15. Percent of total monthly health care premium paid by the employee across all plan types



Medical – Plan Financials (continued)

	All Respondents	Number of Full-time Employees						Organization Type		
		< 100	100 - 249	250 - 499	500 - 999	1000 - 2499	> 2499	Government Contractors	Association/ Non-Profit	All Others
Number Surveyed	141	50	44	24	7	7	9	43	59	39

11. What percentage change did you experience in your annual premium rates before plan design changes for the medical plan with the largest enrollment?

HMO										
Cost increased	39	10	18	2	3	3	3	7	20	12
	76%	77%	90%	50%	75%	60%	60%	54%	87%	80%
Average percentage of increase	13.8%	17.9%	12.5%	4.4%	9.4%	5.4%	26.8%	18.3%	12.4%	13.5%
Median	10.0%	16.5%	10.0%		9.0%	5.0%	12.2%	12.0%	9.1%	12.1%
Cost decreased	7	1	2	2	1	1	0	4	1	2
	14%	8%	10%	50%	25%	20%	0%	31%	4%	13%
Average percentage of decrease	1.9%		0.9%	0.7%			-	2.7%		0.7%
Median	1.1%						-	1.1%		
No change in costs	5	2	0	0	0	1	2	2	2	1
	10%	15%	0%	0%	0%	20%	40%	15%	9%	7%
PPO										
Cost increased	71	23	28	10	3	3	4	19	37	15
	83%	85%	88%	63%	75%	100%	100%	79%	88%	75%
Average percentage of increase	11.7%	13.7%	11.5%	10.7%	7.5%	8.1%	9.2%	9.9%	11.8%	13.6%
Median	9.0%	11.0%	8.9%	9.3%	7.1%	8.2%	7.8%	9.4%	9.0%	9.0%
Cost decreased	8	3	3	1	1	0	0	3	2	3
	9%	11%	9%	6%	25%	0%	0%	13%	5%	15%
Average percentage of decrease	5.0%	4.6%	7.8%			-	-	3.2%	5.1%	6.6%
Median	3.7%	5.3%	8.5%			-	-	2.1%		5.3%
No change in costs	7	1	1	5	0	0	0	2	3	2
	8%	4%	3%	31%	0%	0%	0%	8%	7%	10%

ITNY212P2 - Network Security Administrator II

Administers security of organization's computer systems and networks. Participates in the selection, implementation, and maintenance of firewalls and security patches. Reviews and analyzes security alerts, bulletins, and vendor notifications for applicability to organization's platforms and systems. Identifies network vulnerabilities and recommends remedial actions. Tests security products to ensure effectiveness. Tests patches in a controlled environment and implements across the network. May design and conduct technical security training programs. Requires experience with network and host-based firewalls, intrusion detection technologies, and secure virtual private network solutions. P2 LEVEL GUIDELINES: Mid-level Professional. Applies specific professional-level functional knowledge to solve problems requiring the identification and analysis of moderately complex variables. Takes action to solve problems/issues that routinely arise in areas of assigned responsibility, but may receive guidance or expertise from higher-level staff on more complex problems. Typically has a Bachelors degree, and 3 - 5 years of experience, or equivalent relevant work experience; e.g., each year of work experience may be substituted for each year of education required.

Degree of Match		Pay Ranges		New Hire Rates		FLSA Status	
Less	6%	Employers Reporting	21	Employers Reporting	3	FLSA Non-Exempt	8%
Equal	94%	Minimum	58	Employees Reported	4	FLSA Exempt	87%
More	-%	Midpoint	77.6	Median	90.4	FLSA Exempt, Eligible for OT	4%
		Maximum	97.3	Average	103.2	Not Reported	1%

Total Survey Summary

	Employers	Incumbents	10th	25th	50th	75th	90th	Avg			
Base Pay - Total	25	78	60	64.0	75.2	84.9	92.9	75.3			
Short-Term Incentive	4	4			4.0			4.2	STI, % of Base Pay	Target	6.8
Total Cash - Total	25	78	60.0	64.0	75.2	85.3	92.9	75.7	Actual		4.6
Total Cash - STI Received	4	4			91.7			94.3			
Long-Term Incentive									LTI, % Eligible		-
Total Direct Compensation	25	78	60.0	64.0	75.2	85.3	92.9	75.7	LTI, % of Incumbents Receiving		-
Total Direct Comp - LTI Rec											

Employers Reporting	Employees Reported	Annual Salary							% Rec	Short Term Incentive					Total Cash			
		10th	25th	50th	75th	90th	Avg	25th		50th	75th	Avg	Avg % of Base	Target % of Base	25th	50th	75th	Avg

Total Survey	25	78	60.0	64.0	75.2	84.9	92.9	75.3	5.1		4.0		4.2	4.6	6.8	64.0	75.2	85.3	75.7
Gross Revenue																			
Less Than \$25 Million	1	1														83.5	86.5	90.4	86.9
\$25-100 Million	2	5	82.0	83.5	86.5	90.4	91.7	86.9	-							83.3	87.1	92.4	86.6
\$101-250 Million	7	9	70.0	78.3	85.6	87.5	99.4	84.7	22.2							63.3	70.0	79.9	74.9
\$251-500 Million	4	7	61.0	63.3	70.0	79.9	89.4	73.4	14.3							89.1	91.0	95.4	90.8
\$500 Million to \$1 Billion	4	5	82.0	89.1	90.5	95.4	98.2	90.5	20.0							62.3	70.0	78.0	71.0
Greater Than \$1 Billion	7	51	58.0	62.3	70.0	78.0	84.6	71.0	-										
Full-Time Employees																			
Fewer than 100	1	2																	
100 - 249	5	8	83.0	85.8	87.2	91.0	94.3	88.4	25.0							85.8	89.1	92.4	90.1
250 - 499	5	5	63.0	68.9	83.4	85.6	93.6	79.2	-							68.9	83.4	85.6	80.4
500 - 999	7	54	58.0	62.3	68.0	77.1	84.1	69.8	1.9							62.3	68.0	77.1	69.9
1000 - 2499	2	3			90.5			92.0	33.3								91.0		92.2
2500 or more	5	6	88.0	90.3	96.9	101.1	101.4	95.5	-							90.3	97.5	101.4	95.7