



Montana Nonprofit Association

2008 Nonprofit Wage and Benefit Survey Report

Positions and Benefits

The following table details the 16 positions and numerous benefits covered in MNA's 2008 Nonprofit Wage and Benefit Report. Nonprofits may have different titles for the same positions covered in the report. For further information, contact MNA at (406) 449-3717.

Positions	Benefits
<p>Note: Position data may be viewed statewide or by budget size, geographic region, or mission.</p> <ul style="list-style-type: none"> • Executive Director • Deputy / Assistant Director • Program / Division Director • Project Manager / Program Coordinator • Finance Director • Development Director • Public Policy Director / Lobbyist • Public Relations / Communications Director • Volunteer Coordinator • Human Resources Director • Computer Systems Director • Bookkeeper • Office Manager • Administrative Assistant • Case Worker • Direct Care Worker 	<p>Note: Benefit data cover % of nonprofits offering benefit by budget size and % of benefit costs paid by budget size</p> <ul style="list-style-type: none"> • Health Insurance • Dental Insurance • Limited Health Benefit Plan • Cafeteria Plan • Retirement • Benefit Offset Payments <p>Note: Time off data cover structure, configuration, months of employment required, allowable carry-over, accrual limitations, use limitations</p> <ul style="list-style-type: none"> • Vacation • Sick • Earned Time • Combined Earned Time

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