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Salaries reported for less than 1.0 FTE were scaled up for comparison purposes. To calculate your annual 1.0 FTE salary to compare to this chart, take your annual salary and divide by your FTE status. For example, if your annual salary is $40,000 and your FTE status is 0.75: $40,000/0.75=$53,333.
United States - Benefits

Disability and Life Insurance Benefits

- Long-term disability
- Short-term disability
- Group life insurance
- Long-term care

- Benefit not available
- Employer covers none but benefit is available
- Employer covers some cost, remainder is covered by employee
- Employer covers full cost
- Unknown

Other Benefits

- Health club membership
- Eldercare benefits
- Tuition reimbursement
- Professional development

- Benefit not available
- Employer covers none but benefit is available
- Employer covers some cost, remainder is covered by employee
- Employer covers full cost
- Unknown
United States - Benefits

Bonuses, Spending Accounts, Time Off, and Retirement Plans

- Annual bonus
- Flexible Spending Account
- PTO or traditional leave
- Employer contribution to retirement plan
- Other
United States - COVID-19

Changes from COVID-19

- Temporary/short term reduction of hours: 406
- Permanent/long term reduction of hours: 20
- Temporary/short term pay reduction: 60
- Permanent/long term pay reduction: 7
- Mandated PTO usage: 333
- Reduction of employment benefits: 159
- No changes: 179
- Furlough: 501
- Other: 196
Salaries reported for less than 1.0 FTE were scaled up for comparison purposes. To calculate your annual 1.0 FTE salary to compare to this chart, take your annual salary and divide by your FTE status. For example, if your annual salary is $40,000 and your FTE status is 0.75: $40,000/0.75 = $53,333.
Canada - Benefits

Disability and Life Insurance Benefits

- **Long-term disability**
  - Benefit not available: 2
  - Employer covers none but benefit is available: 3
  - Employer covers some cost, remainder is covered by employee: 27
  - Employer covers full cost: 8
  - Unknown: 11

- **Short-term disability**
  - Benefit not available: 3
  - Employer covers none but benefit is available: 3
  - Employer covers some cost, remainder is covered by employee: 24
  - Employer covers full cost: 8
  - Unknown: 13

- **Group life insurance**
  - Benefit not available: 2
  - Employer covers none but benefit is available: 6
  - Employer covers some cost, remainder is covered by employee: 27
  - Employer covers full cost: 10
  - Unknown: 6

Other Benefits

- **Health club membership**
  - Benefit not available: 27
  - Employer covers none but benefit is available: 13
  - Employer covers some cost, remainder is covered by employee: 4
  - Employer covers full cost: 0
  - Unknown: 7

- **Eldercare benefits**
  - Benefit not available: 22
  - Employer covers none but benefit is available: 1
  - Employer covers some cost, remainder is covered by employee: 3
  - Employer covers full cost: 25
  - Unknown: 0

- **Tuition reimbursement**
  - Benefit not available: 24
  - Employer covers none but benefit is available: 4
  - Employer covers some cost, remainder is covered by employee: 6
  - Employer covers full cost: 0
  - Unknown: 17

- **Professional Development**
  - Benefit not available: 27
  - Employer covers none but benefit is available: 5
  - Employer covers some cost, remainder is covered by employee: 13
  - Employer covers full cost: 3
  - Unknown: 3
Canada - Benefits

Bonuses, Spending Accounts, Time Off, and Retirement Plans

Annual bonus
Flexible Spending Account
PTO or traditional leave
Employer contribution to retirement plan
Other

0 10 9 32 7
Canada - COVID-19

Changes from COVID-19

- Temporary/short term reduction of hours
- Permanent/long term reduction of hours
- Temporary/short term pay reduction
- Permanent/long term pay reduction
- Furlough
- Reduction of employment benefits
- No changes
- Mandated PTO usage
- Other

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Looking for a deeper dive into the 2020 Salary Survey Data? Keep an eye out for these upcoming ACLP Member-Only supplementary reports:

- US Census Divisions 1 & 2: New England and Middle Atlantic
- US Census Divisions 3 & 4: East North Central and West North Central
- US Census Divisions 5, 6, & 7: South Atlantic, East South Central, and West South Central
- US Census Divisions 8 & 9: Mountain and Pacific
- Canada

Questions about this report? Email mroloff@childlife.org.