



2005 NEDA-CEDAS

MEMBERSHIP CHARACTERISTICS AND WAGE AND BENEFIT SURVEY

Dear Member:

We are pleased to present the results of the 2005 NEDA Membership Characteristics and Wage and Benefit Survey including special results from Connecticut membership.

This year, for the first time, NEDA partnered with CEDAS to conduct our third biennial survey, carried out by Bridgewater State College's Institute for Regional Development. The purpose is to provide our members with timely and reliable information about compensation practices in the profession throughout the Northeast.

Of the 800 surveys mailed, 238 responses were returned on a confidential basis to the Institute for analysis -- a response rate of 30%. Connecticut responses were 23.9% of total responses, for a total of 57 respondents from Connecticut. Our thanks to all who participated!

When examining the specific results, keep in mind that the frequency column may not add up to the total due to rounding, multiple, missing or incomplete answers. Once again, thank you to all who participated. We hope that you find the results helpful.

Jamie Stewart
President, NEDA

Doreen DeSarro
President, CEDAS

*PS -- You'll find real value in belonging to both NEDA and CEDAS!
For membership information on NEDA, go to www.nedaonline.org
For CEDAS go to <http://www.cedas.org/membership.html>*

**2005 Northeastern Economic Developers Association
Wage & Benefit Survey Results**

ORGANIZATION

1. LOCATION OF ORGANIZATION

Connecticut	23.9%
New Hampshire	16.8%
Massachusetts	13.0%
Maine	10.1%
Pennsylvania	9.7%
New Jersey	5.9%
Delaware	5.5%
New York	3.8%
Vermont	3.8%
Maryland	2.5%
Rhode Island	2.5%

2. DESCRIPTION OF ORGANIZATION

Local Government	31.5%
Non-profit Economic Development Org.	22.3%
Economic Development Organization	19.3%
State Government	6.7%
Utility	4.6%
Chamber of Commerce	2.5%
Bank/Financial	1.3%
Federal Agency	1.3%
Education	0.8%
For-profit Economic Development Org.	0.4%
Transportation	0.4%
Other	8.8%

**3. SIZE OF ECONOMIC DEVELOPMENT
PROFESSIONAL STAFF**

Number of full-time professionals

0	5.8%
1-10	80.2%
11-20	7.1%
21-50	5.1%
More than 50	1.2%

Number of part-time professionals

0	61.3%
1-10	38.2%
More than 10	0.6%

4. SIZE OF SECRETARIAL/SUPPORT STAFF

Number of full-time employees

0	25.8%
1-10	73.1%
More than 10	1.0%

Number of part-time employees

0	65.4%
1-10	33.4%
More than 10	1.4%

**5. AVERAGE NUMBER OF HOURS WORKED PER
WEEK BY PART-TIME EMPLOYEES**

1-10	17.1%
11-20	48.8%
Over 20 hours	34.0%

6. POPULATION OF ORGANIZATIONS SERVICE AREA

Under 10,000	12.8%
10,000 - 24,999	10.7%
25,000 - 49,999	16.2%
50,000 - 99,999	11.1%
100,000 - 249,999	16.2%
250,000 and over	32.9%

7. SERVICE AREA

Municipality	33.8%
County	5.4%
State	25.7%
Multi-County	10.8%
Metro-area	12.2%
Other	12.2%

8. ORGANIZATION'S SERVICE AREA

Suburban	37.4%
Rural	35.5%
Urban	27.0%

9. ANNUAL OPERATING BUDGET FOR 2005

Less Than \$50,000	11.4%
\$50,000 to 99,999	8.3%
\$100,000 to 149,999	9.2%
\$150,000 to 199,999	7.0%
\$200,000 to 249,999	8.3%
\$250,000 to 499,999	15.3%
\$500,000 to 749,999	7.4%
\$750,000 to 999,999	4.8%
\$1,000,000 to 1,499,999	9.2%
\$1,500,000 to 1,999,999	2.2%
\$2,000,000 and over	17.0%

10. PERCENTAGE OF BUDGET USED FOR MARKETING

10% or Less	78.0%
11 to 15%	10.1%
16 to 20%	3.5%
21 to 25%	3.5%
Over 25%	4.8%

11. PERCENTAGE OF BUDGET USED FOR SALARIES

Under 30%	15.4%
30 to 50%	26.2%
51 to 60%	13.6%
61 to 70%	15.4%
71 to 80%	14.9%
81 to 90%	9.5%
Over 90%	5.0%

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12. PERCENTAGE OF OPERATING BUDGET FROM:

Federal Government

0%	49.5%
1-25%	17.4%
26-50%	19.5%
51-75%	7.6%
76-99%	4.4%
100%	2.2%

State

0%	26.0%
1-25%	39.8%
26-50%	16.6%
51-75%	4.9%
76-99%	1.9%
100%	11.5%

County

0%	62.4%
1-25%	15.4%
26-50%	7.2%
51-75%	2.4%
76-99%	4.8%
100%	8.2%

City

0%	31.1%
1-25%	13.9%
26-50%	9.0%
51-75%	4.3%
76-99%	5.0%
100%	36.3%

Other Public Sector Sources

0%	61.5%
1-25%	24.3%
Over 25%	14.1%

Individuals

0%	79.5%
1-25%	15.2%
Over 25%	5.5%

Community Organizations

0%	73.1%
1-25%	24.5%
Over 25%	2.6%

Corporations

0%	43.0%
1-25%	33.6%
26-50%	8.7%
51-75%	6.6%
76-99%	2.2%
100%	6.5%

Other Private Sources

0%	41.7%
1-25%	18.6%
26-50%	10.3%
51-75%	8.1%
76-99%	11.3%
100%	9.4%

PERSONAL BACKGROUND

1. POSITION

Executive Director/CEO	65.9%
Assistant/Deputy Director	6.1%
Business Retention Executive	3.5%
Business Recruitment Executive	2.6%
Consultant	2.6%
Chief Financial Officer/ Comptroller	2.2%
Marketing Executive	1.7%
Top Research Executive	0.9%
Other	14.4%

2. AGE

Under 30	3.4%
30-39	10.3%
40-49	29.7%
50-59	41.4%
60-65	9.1%
66 and Older	6.0%

3. GENDER

Male	70.1%
Female	29.9%

4. HIGHEST EDUCATIONAL LEVEL

High School Graduate	1.3%
Some College	8.7%
Bachelors Degree	22.5%
Some Graduate Work	16.9%
Masters Degree	45.9%
Ph.D.	1.3%
Lawyer	3.5%

4b. Type of Masters Degree attained

MBA	31.6%
MPA	22.2%
Planning	21.4%
Economics	6.0%
Other	18.8%

5. NUMBER OF YEARS WORKED...

In present position

1 Year or Less	9.2%
2 Years	10.9%
3 Years	9.2%
4 Years	10.9%
5 Years	5.7%
Over 5 Years	54.1%

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At present organization

1 Year or Less	5.8%
2 Years	6.7%
3 Years	7.1%
4 Years	10.7%
5 Years	5.4%
Over 5 Years	64.3%

In a comparable position at other organization

1 Year or Less	26.8%
2 Years	4.5%
3 Years	3.4%
4 Years	6.1%
5 Years	6.7%
Over 5 Years	52.5%

In the economic development field in general

4 Year or Less	14.4%
5 to 10 Years	23.1%
11 to 15 Years	16.7%
Over 15 Years	45.8%

6. PROGRAMS COMPLETED

NEDA Fundamentals/Principles	34.7%
NEDA Fundamentals & Practices I	13.3%
NEDA Fundamentals & Practices II	6.6%
BEDC	11.4%
EDI	13.3%
CID/CED	8.4%
Licensed Real Estate Broker	11.4%
Certified Planner	6.0%
NDC	13.3%
Other	25.9%

7. ECONOMIC DEVELOPMENT ORG. MEMBERSHIP

Northeastern Economic Developers Association	65.0%
State/Sub-State Organization	39.1%
International Economic Development Council	33.5%
State Industrial/Economic Dev. Association	20.3%
CORENET	11.7%
National Association of Industrial & Office Parks	5.1%
Commercial-Investment Real Estate Council	3.6%
Edison Electric Institute	3.6%
Mid-America Economic Development Council	2.5%
Society of Industrial and Office Realtors	2.0%
Southern Economic Development Council	2.0%
American Gas Association	1.0%
Building Owners and Managers Association	1.0%
National Assoc. for Corp. Real Estate Executives	0.0%
Other	23.2%

COMPENSATION PACKAGE

1. ESTABLISHED SALARY STRUCTURE

Yes, Salary Grades	38.8%
Yes, Salary Ranges	18.4%
No	42.9%

2. FORMAL EMPLOYMENT CONTRACT

Yes	17.5%
No	82.5%

2a. Length of contract (N=27)

1 year	40.7%
2 years	3.7%
3 years	44.4%
5years	11.1%

3. ANNUAL BASE SALARY

Under 30,000	5.4%
\$30,000 to 39,999	4.0%
\$40,000 to 49,999	11.6%
\$50,000 to 59,999	17.0%
\$60,000 to 69,999	19.2%
\$70,000 to 79,999	12.1%
\$80,000 to 89, 999	8.0%
\$90,000 to 99,999	8.0%
Over \$100,000	14.7%

4. SALARY REVIEW

Semi-Annually	2.2%
Annually – at Calendar or FY-End	62.4%
Annually – on Anniversary Date	19.5%
No Formal Review Cycle	15.9%

5. SALARY ADJUSTMENT BASED ON...

Performance	69.3%
Longevity	17.1%
Cost-of-living	40.3%
Other	20.3%

6. PAY INCREASE RECEIVED IN LAST 12 MONTHS

No increase	18.4%
1 to 2%	10.8%
3 to 4%	51.1%
5 to 6%	11.7%
7 to 8%	3.1%
9 to 10%	2.7%
Over 10%	2.21%

7. PAY INCREASE EXPECTED IN NEXT 12 MONTHS

No increase	15.7%
1 to 2%	13.9%
3 to 4%	54.3%
5 to 6%	12.1%
7 to 8%	1.3%
9 to 10%	1.3%
Over 10%	1.3%

8. ELIGIBILITY FOR SUPPLEMENTAL CASH PAYMENTS

Yes	34.4%
No	65.6%

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9. IF "YES" AMOUNT OF EARNED AWARD IS...

Totally discretionary	20.3%
Tied to personal performance	31.6%
Tied to departmental performance	12.8%
Tied to organizational performance	27.8%

**10. AMOUNT PAID IN BONUS AWARDS/COMMISSIONS
IN LAST 12 MONTHS**

\$0	31.4%
Less than \$1,000	5.8%
\$1,000-5,000	20.2%
\$5,000-10,000	20.1%
\$10,000-20,000	17.2%
Over \$20,000	5.8%

11. ELIGIBILITY FOR FORMAL RETIREMENT PLAN

Yes	82.9%
No	17.7%

12. TYPE OF FORMAL RETIREMENT PLAN

Deferred compensation	10.3%
Pension plan	37.1%
Matching IRA/Keough	10.9%
401(k)	28.6%
No Retirement program	13.1%

**13. PERCENTAGE OF INCOME CONTRIBUTED BY
ORGANIZATION TO RETIREMENT PLAN**

No employer match	19.1%
1% to 3%	21.3%
3 to 5 %	25.0%
6 to 10%	26.6%
11 to 15%	6.4%
Over 15%	1.6%

14. MAXIMUM AMOUNT ELIGIBLE TO DEFER

0 to 2%	15.3%
3 to 5%	27.1%
6 to 8%	11.8%
Over 8%	45.9%

**15. LENGTH OF SERVICE REQUIRED TO EARN PAID
VACATION**

One Week

0-1 year	92.3%
2-5 years	3.9%
6-10 years	3.9%

Two Weeks

0-1 year	61.7%
2-5 years	27.9%
6-10 years	10.3%

Three Weeks

0-1 year	11.3%
2-5 years	65.3%
6-10 years	19.4%
10-20 years	4.1%

Four Weeks

0-1 years	5.9%
2-5 years	17.8%
6-10 years	43.2%
11-20 years	31.1%
More than 20 years	1.4%

More Than Four Weeks

0-1 year	11.7%
2-5 years	8.8%
6-10 years	17.6%
11-20 years	45.7%
More than 20 years	16.2%

**16. PAID SICK/PERSONAL DAYS AVAILABLE IN ONE
YEAR**

1 to 5 Days	10.0%
6 to 10 Days	30.3%
11 to 15 Days	42.3%
16 to 20 Days	9.5%
21 to 25 Days	1.5%
Over 25 Days	6.5%

17. INSURANCE PROGRAMS PROVIDED

Medical Insurance (N=131)

Personal Only	57.5%
Family	42.5%
100% Coverage	40.0%
Partial Coverage	53.6%

Life Insurance (N=135)

Personal Only	96.3%
Family	3.7%
100% Coverage	48.8%
Partial Coverage	29.5%

Short-Term Disability Insurance (N=107)

Personal Only	96.9%
Family	3.1%
100% Coverage	35.5%
Partial Coverage	25.2%

Long-Term Disability Insurance (N=88)

Personal Only	94.3%
Family	5.7%
100% Coverage	39.6%
Partial Coverage	24.5%

Dental Insurance (N=94)

Personal Only	58.5%
Family	41.5%
100% Coverage	31.6%
Partial Coverage	36.8%

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Vision Insurance (N=59)

Personal Only	54.7%
Family	45.3%
100% Coverage	31.4%
Partial Coverage	26.5%

Legal Insurance (N=15)

Personal Only	80.0%
Family	20.0%
100% Coverage	3.9.0%
Partial Coverage	6.6.0%

Travel Benefits (N=32)

Personal Only	100.0%
Family	0.0%
100% Coverage	22.5%
Partial Coverage	7.5%

Accidental Death Insurance (N=45)

Personal Only	100.0%
Family	0.0%
100% Coverage	27.7%
Partial Coverage	14.5%

18. LIFE INSURANCE PROVIDED BY ORGANIZATION

None	25.8%
Under \$50,000	24.4%
\$50,000 to 100,000	27.2%
Over \$100,000	22.5%

19. COVERED BY PROFESSIONAL LIABILITY INSURANCE

None	38.6%
Carry on own	4.1%
Org purchases this and covers me	45.0%
Self-Insured	12.3%

20. DIRECTORS AND OFFICERS INSURANCE

None	31.8%
Organization purchases this directly	49.5%
Organization purchases at reduced price	4.7%
We are self-insured	14.0%

21. AMOUNT OF DIRECTORS AND OFFICERS INSURANCE

Under \$100,000	0.0%
\$100,001-\$500,000	6.7%
\$500,001-\$1,000,000	62.7%
\$1,000,001-\$5,000,000	26.7%
Over \$5,000,000	4.0%

22. GENERAL LIABILITY INSURANCE

None	12.0%
Organization purchases this directly	59.3%
Organization purchases at reduced price	5.6%
We are self-insured	23.1%

23. AMOUNT OF GENERAL LIABILITY INSURANCE

Under \$100,000	0.0%
\$100,001-\$500,000	9.1%
\$500,001-\$1,000,000	47.4%
\$1,000,001-\$5,000,000	36.7%
Over \$5,000,000	6.5%

24. BENEFITS PROVIDED BY ORGANIZATION

Mileage Reimbursement	77.8%
Professional Association Dues	77.4%
Educational Reimbursement	57.0%
Use of Company Car	26.7%
Employee Assistance Program	25.5%
Car Allowance	18.1%
Wellness/Fitness Program	16.0%
Club Memberships	13.2%
Paid Physical Examination	9.6%
Savings Plan	6.4%
Childcare	3.7%
Stock Options/Thrift Plan	3.2%
Spouses Travel Expenses	1.4%
Other	4.1%

25. CONNECTED TO INTERNET/WORLD WIDE WEB

Yes	97.4%
No	2.6%

26. USAGE AREAS

E-Mail	92.6%
Home Page/Web Site Demographics	73.4%
Research	47.4%
Marketing/Advertising	38.2%
Other	0.0%

2005 NEDA-CEDAS
Wage & Benefit Survey -- State-Specific Results

# of Responses = 57	
Description of Organization	
Local Government	27
Non-profit Economic Development Organization	13
Size of Economic Development Professional Staff	
<i>Number of full-time professionals</i>	
0-10	42
More than 10	9
<i>Number of part-time professionals</i>	
0-5	37
Size of Secretarial/Support Staff	
<i>Number of full-time employees</i>	
0-5	39
More than 6	5
<i>Number of part-time employees</i>	
0-5	35
Average Number of Hours Worked Weekly by Part-Time Employees	
1-15	13
More than 15	14
Population of Organizations Service Area	
Under 10,000	9
10,000-24,999	8
25,000-49,000	9
50,000-99,999	10
Over 100,000	14
Service Area	
Municipality	33
State	10
Organization's Service Area	
Suburban	20
Urban	21
Annual Operating Budget for 2005	
Less Than \$50,000	7
\$50,000-149,999	10
Over \$150,000	33
Position	
Executive Director/CEO	27
Assistant/Deputy Director	11

Age	
30-39	19
40-49	10
50 and over	34
Gender	
Male	33
Female	20
Highest Educational Level	
Some College/Bachelors Degree	18
Some Graduate work	8
Masters Degree	22
Years in the Economic Development Field	
Less than 10 Years	23
More than 10 Years	27
Programs Completed	
NEDA Programs	26
EDI	5
NDC	5
Economic Development Organization Membership	
Northeastern Economic Developers Association	25
State/Sub-State Organization	23
International Economic Development Council	10
State Industrial/Economic Development Association	6
Edison Electric Institute	6
Other	14
Established Salary Structure	
Yes, Salary Grades	16
Yes, Salary Ranges	12
No	21
Annual Base Salary N = 57	
Under \$49,999	18
\$50,000-79,999	20
Over \$80,000	15
Pay Increase Received in last 12 months	
No increase	11
1 to 4%	32
More than 5%	7

**2005 NEDA-CEDAS
Wage & Benefit Survey -- State-Specific Results**

Life Insurance Provided by Organization	
None	13
Under \$50,000	17
\$50,000 to 100,000	14
Over 100,000	7
Covered by Professional Liability Insurance	
None	20
Carry on own	8
Organization purchases this and covers me	18
Self-insured	4
Directors and Officers Insurance	
None	19
Organization purchases this directly	22
Self-insured	6
General Liability Insurance	
None	7
Carry on own	29
Self-insured	12

Benefits Provided by Organization		N = 57
Mileage Reimbursement	34	
Professional Association Dues	32	
Educational Reimbursement	20	
Use of Company Car	13	
Employee Assistance Program	11	
Car Allowance	11	
Wellness/Fitness Program	5	
Club Memberships	9	
Paid Physical Examination	5	
Savings Plan	7	
Stock Options/Thrift Plan	5	
Connected to the Internet/World Wide Web		
Yes	44	
Usage Areas		
Email	38	
Home Page/Web Site Demographics	31	
Research	27	
Marketing/Advertising	18	

*Learn more about how **NEDA** and **CEDAS** can help you be more effective!*

For information on NEDA, go to www.nedaonline.org

For CEDAS go to www.cedas.org/membership.html

