



**2009 NEDA
MEMBERSHIP CHARACTERISTICS AND
WAGE AND BENEFIT SURVEY
RESULTS**

Dear NEDA/CEDAS Member:

We are pleased to present the results of the 2009 NEDA Membership Characteristics and Wage and Benefit Survey. We're also pleased to add, for the first time this year, valuable new information that cross-tabulates core wage information with job title and service territory information.

NEDA and CEDAS have partnered to conduct these surveys as a membership service in conjunction with 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.

This year, of the 1,423 surveys mailed, 211 responses were returned on a confidential basis to the Institute for analysis -- a response rate of 14.8%. Our thanks to all who participated!

When examining the results of the questionnaire, keep in mind that the percent (%) column may not add up to 100% due to rounding, multiple, missing or incomplete answers. All percentages have been calculated as a portion of the total number of respondents (211).

Once again, thank you to all who participated. We hope that you find the results helpful.

Sincerely,


Beth Thompson, EDP
President, NEDA


Mark D. Waterhouse, CECD
President, CEDAS

1000 Boston Neck Rd • Wickford, RI 02852-7109
(401) 295-9215 • fax (401) 295-8821
www.nedaonline.org

2009 Northeastern Economic Developers Association Wage & Benefit Survey Results

ORGANIZATION

1. LOCATION OF ORGANIZATION

Connecticut	33
New Hampshire	23
Massachusetts	17
Maine	33
Pennsylvania	67
New Jersey	8
Delaware	1
New York	10
Vermont	2
Maryland	1
Rhode Island	3

2. DESCRIPTION OF ORGANIZATION

Local Government	24.6%
Non-profit Economic Development Org.	24.6%
Economic Development Organization	23.7%
State Government	4.3%
Utility	2.8%
Chamber of Commerce	2.4%
Federal Agency	2.3%
Education	0.9%
For-profit Economic Development Org.	1.4%
Other	8.1%

3. SIZE OF ECONOMIC DEVELOPMENT PROFESSIONAL STAFF

Number of full-time professionals

0	2.4%
1-5	68.9%
6-10	10.4%
11-20	7.0%
21-50	4.9%
More than 50	1.5%

Number of part-time professionals

0	8.5%
1-10	27.3%
No Data	63.5%

4. SIZE OF SECRETARIAL/SUPPORT STAFF

Number of full-time employees

0-1	13.7%
1-5	56.7%
6-10	1.0%
More than 10	2.5%

Number of part-time employees

0	12.8%
1-5	29.9%
No Data	55.9%

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

1-10	9.5%
11-20	22.2%
Over 20 hours	15.0%
No Data	48.8%

6. POPULATION OF ORGANIZATIONS SERVICE AREA

Under 10,000	8.5%
10,000 - 24,999	7.6%
25,000 - 49,999	13.3%
50,000 - 99,999	17.1%
100,000 - 249,999	16.1%
250,000 - \$499,999	8.5%
500,000 and over	26.1%

7. SERVICE AREA

Municipality	27.0%
County	26.5%
State	11.4%
Multi-County	16.1%
Metro-area	2.4%
Other	8.2%

8. ORGANIZATION'S SERVICE AREA

Suburban	25.1%
Rural	39.8%
Urban	21.3%

9. ANNUAL OPERATING BUDGET FOR 2007

Less Than \$50,000	5.7%
\$50,000 to 99,999	8.1%
\$100,000 to 149,999	10.0%
\$150,000 to 199,999	4.3%
\$200,000 to 249,999	8.1%
\$250,000 to 499,999	15.6%
\$500,000 to 749,999	8.1%
\$750,000 to 999,999	3.8%
\$1,000,000 to 1,499,999	10.4%
\$1,500,000 to 1,999,999	2.4%
\$2,000,000 to 4,999,999	10.4%
\$5,000,000 and over	8.1%

10. PERCENTAGE OF BUDGET USED FOR MARKETING

10% or Less	75.5%
11 to 15%	13.3%
16 to 20%	4.3%
21 to 25%	1.9%
Over 25%	1.9%

11. PERCENTAGE OF BUDGET USED FOR SALARIES

Under 30%	17.6%
30 to 50%	17.1%
51 to 60%	21.3%
61 to 70%	12.8%
71 to 80%	13.8%
81 to 90%	9.5%
Over 90%	2.4%

2009 Northeastern Economic Developers Association Wage & Benefit Survey Results

12. PERCENTAGE OF OPERATING BUDGET FROM:

Federal Government

0%	32.2%
1-25%	10.5%
26-50%	6.5%
51-75%	2.0%
76-99%	2.5%
100%	3.0%

State

0%	20.4%
1-25%	29.0%
26-50%	12.0%
51-75%	3.0%
76-99%	2.0%
100%	1.4%

County

0%	29.9%
1-25%	13.5%
26-50%	4.5%
51-75%	2.5%
76-99%	1.5%
100%	2.8%

City

0%	22.7%
1-25%	9.0%
26-50%	3.5%
51-75%	3.0%
76-99%	3.5%
100%	14.2%

Other Public Sector Sources

0%	27.5%
1-25%	11.5%
Over 25%	6.0%

Individuals

0%	30.3%
1-25%	7.0%
Over 25%	2.5%

Community Organizations

0%	28.9%
1-25%	12.0%
Over 25%	2.5%

Corporations

0%	22.8%
1-25%	13.0%
26-50%	7.0%
51-75%	2.5%
76-99%	3.0%
100%	.9%

Other Private Sources

0%	8.1%
1-25%	13.5%
26-50%	8.0%
51-75%	2.0%
76-99%	6.1%
100%	6.1%

PERSONAL BACKGROUND

1. POSITION

Executive Director/CEO	55.5%
Assistant/Deputy Director	13.3%
Business Retention Executive	1.9%
Business Recruitment Executive	1.4%
Consultant	4.7%
Chief Financial Officer/ Comptroller	1.4%
Other	15.2%

2. AGE

Under 30	3.8%
30-39	10.4%
40-49	27.5%
50-59	36.5%
60-65	12.8%
66 and Older	7.6%

3. GENDER

Male	68.2%
Female	29.4%

4. HIGHEST EDUCATIONAL LEVEL

Some College	8.1%
Bachelors Degree	25.6%
Some Graduate Work	12.8%
Masters Degree	44.5%
Ph.D.	1.9%
Lawyer	1.9%

5. NUMBER OF YEARS WORKED...

In present position

1 Year or Less	8.0%
2 Years	13.0%
3 Years	8.5%
4 Years	7.5%
5 Years	8.0%
6 to 10 Years	24.2%
Over 10 Years	32.5%

**2009 Northeastern Economic Developers Association
Wage & Benefit Survey Results**

At present organization

1 Year or Less	8.0%
2 Years	13.0%
3 Years	8.5%
4 Years	7.5%
5 Years	8.0%
6 to 10 Years	48.0%
Over 10 Years	31.5%

In a comparable position at other organization

1 Year or Less	14.5%
2 Years	5.0%
3 Years	4.0%
4 Years	4.5%
5 Years	5.5%
6 to 10 Years	16.0%
Over 10 Years	17.0%

In the economic development field in general

1 to 5 Years	10.5%
5 to 10 Years	10.5%
Over 10 Years	65.0%

6. PROGRAMS COMPLETED

NEDA Fundamentals/Principles	14.7%
NEDA Fundamentals & Practices I	5.7%
NEDA Fundamentals & Practices II	2.8%
BEDC	8.5%
EDI	.9%
EDP	1.4%
CID/CED	1.9%
Licensed Real Estate Broker	1.9%
Certified Planner	1.4%
NDC	4.3%
Other	5.7%

7. ECONOMIC DEVELOPMENT ORG. MEMBERSHIP

Northeastern Economic Developers Association	18.5%
State/Sub-State Organization	31.8%
International Economic Development Council	18.5%
State Industrial/Economic Dev. Association	22.7%
CORENET	4.3%
Commercial-Investment Real Estate Council	.5%
Society of Industrial and Office Realtors	.5%
Building Owners and Managers Association	.9%
National Association of Industrial Parks	1.4%
Utility Economic Development Institute	1.9%

COMPENSATION PACKAGE

8. ESTABLISHED SALARY STRUCTURE

Yes, Salary Grades	25.6%
Yes, Salary Ranges	27.5%
No	42.7%

9. FORMAL EMPLOYMENT CONTRACT

Yes	20.9%
No	75.8%

2a. Length of contract (N=31)

1 year	6.2%
2 years	1.9%
3 years	4.3%
4 years	.9%
5 years	.9%

10. ANNUAL BASE SALARY

Under 30,000	4.7%
\$30,000 to 39,999	5.2%
\$40,000 to 49,999	7.1%
\$50,000 to 59,999	11.8%
\$60,000 to 69,999	13.3%
\$70,000 to 79,999	12.3%
\$80,000 to 89, 999	11.8%
\$90,000 to 99,999	10.9%
Over \$100,000	18.5%

11. SALARY REVIEW

Semi-Annually	.5%
Annually – at Calendar or FY-End	64.5%
Annually – on Anniversary Date	17.5%
No Formal Review Cycle	15.6%

12. SALARY ADJUSTMENT BASED ON...

Performance	73.5%
Longevity	18.0%
Cost-of-living	41.7%
Other	15.6%

13. PAY INCREASE RECEIVED IN LAST 12 MONTHS

No increase	38.3%
1 to 2%	11.8%
3 to 4%	34.1%
5 to 6%	7.1%
7 to 8%	1.9%
9 to 10%	.5%
Over 10%	1.4%

14. ELIGIBILITY FOR SUPPLEMENTAL CASH PAYMENTS/BONUSES/COMMISSION

Yes	36.0%
No	63.0%

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

Totally discretionary	12.3%
Tied to personal performance	20.9%
Tied to departmental performance	6.2%
Tied to organizational performance	20.9%

16. AMOUNT PAID IN BONUS AWARDS/COMMISSIONS IN LAST 12 MONTHS

\$0	5.2%
Less than \$1,000	0.9%
\$1,000-5,000	6.5%
\$5,000-10,000	4.5%
\$10,000-20,000	2.5%

**2009 Northeastern Economic Developers Association
Wage & Benefit Survey Results**

**17. ELIGIBILITY FOR FORMAL RETIREMENT PLAN
(N=67)**

Yes	96.0%
No	4.0%

18. TYPE OF FORMAL RETIREMENT PLAN (N=67)

Deferred compensation	6%
Pension plan	29.0%
Matching IRA/Keough	20.5%
401(k)	48.0%
No Retirement program	3.0%

19. PERCENTAGE OF INCOME CONTRIBUTED BY ORGANIZATION TO RETIREMENT PLAN (N=86)

No employer match	6.6%
1% to 3%	18.7%
3 to 5 %	28.6%
6 to 10%	35.2%
11 to 15%	3.3%
Over 15%	2.2%

20. MAXIMUM AMOUNT ELIGIBLE TO DEFER (N=28)

0 to 2%	17.0%
3 to 5%	33.0%
6 to 8%	17.0%
8 to 10%	3.5%
Over 10%	30.0%

21. LENGTH OF SERVICE REQUIRED TO EARN PAID VACATION

One Week (N=42)

0-1 year	92.0%
2-5 years	4.6%
6-10 years	0.0%

Two Weeks (N=65)

0-1 year	60.0%
2-5 years	37.5%
6-10 years	0.0%

Three Weeks (N=68)

0-1 year	10.5%
2-5 years	70.0%
6-10 years	20.0%

Four Weeks (N=65)

0-1 years	7.5%
2-5 years	16.5%
6-10 years	48.0%
11-20 years	24.0%

More Than Four Weeks (N=28)

0-1 year	0.0%
2-5 years	18.2%
6-10 years	20.5%
11-20 years	26.5%
More than 20 years	8.0%

22. PAID SICK/PERSONAL DAYS AVAILABLE IN ONE YEAR (N=95)

None	8.8%
1 to 5 Days	15.4%
6 to 10 Days	32.0%
11 to 15 Days	15.4%
16 to 20 Days	5.0%
21 to 25 Days	3.9%
Over 25 Days	5.0%
As Needed	8.0%

23. INSURANCE PROGRAMS PROVIDED

Medical Insurance (N=97)

Medical Insurance	67.8%
Personal Only	20.0%
Family	40.0%
Both	38.2%
100% Coverage	83.3%
Partial Coverage	16.7%

Life Insurance (N=98)

Life Insurance	50.0%
Personal Only	96%
Family	2.5%
Both	1.5%
100% Coverage	81.5%
Partial Coverage	18.5%

Long-Term Disability Insurance (N=70)

Long-Term Disability	26.7%
Personal Only	96.0%
Family	4.0%
Both	0.0%
100% Coverage	64.7%
Partial Coverage	35.3%

Dental Insurance (N=161)

Dental Insurance	35.4%
Personal Only	20.6%
Family	50.3%
Both	29.1%
100% Coverage	50.0%
Partial Coverage	50.0%

Vision Insurance (N=67)

Vision Insurance	31.3%
Personal Only	25.0%
Family	58.3%
Both	16.6%
100% Coverage	66.6%
Partial Coverage	33.5%

Travel Benefits (N=67)

Travel Benefits	4.7%
Personal Only	100.0%
Family	0.0%
Both	0.0%
100% Coverage	100.0%
Partial Coverage	0.0%

**2009 Northeastern Economic Developers Association
Wage & Benefit Survey Results**

Accidental Death Insurance (N=67)

Accidental Death Insurance	14.9%
Personal Only	85.7%
Family	14.2%
Both	0.0%
100% Coverage	100.0%
Partial Coverage	0.0%

Legal Insurance (N=67)

Legal Insurance	0.0%
-----------------	------

24. LIFE INSURANCE PROVIDED BY ORGANIZATION (N=67)

None	10.6%
Under \$50,000	36.6%
\$50,000 to 100,000	28.8%
Over \$100,000	24.4%

25. COVERED BY PROFESSIONAL LIABILITY INSURANCE (N=67)

None	30.7%
Carry on own	3.7%
Org purchases this and covers me	58.4%
Self-Insured	7.7%

26. DIRECTORS AND OFFICERS INSURANCE (N=64)

None	14.0%
Organization purchases this directly	73.4%
Organization purchases at reduced price	4.7%
We are self-insured	7.8%

27. AMOUNT OF DIRECTORS AND OFFICERS INSURANCE (N=35)

Less than \$1,000,000	2.9%
\$1,000,000	54.3%
\$2,000,000	11.8%
\$3,000,000	20.0%
\$4,000,000	0.0%
Over \$4,000,000	14.8%

28. GENERAL LIABILITY INSURANCE (N=89)

None	5.6%
Organization purchases this directly	77.5%
Organization purchases at reduced price	5.6%
We are self-insured	11.2%

29. AMOUNT OF GENERAL LIABILITY INSURANCE (N=95)

Less than \$1,000,000	7.5%
\$1,000,000	32.5%
\$2,000,000	32.5%
\$3,000,000	5.0%
\$4,000,000	5.0%
Over \$4,000,000	17.5%

30. BENEFITS PROVIDED BY ORGANIZATION

Mileage Reimbursement	74.0%
Professional Association Dues	72.0%
Educational Reimbursement	48.5%
Use of Company Car	32.0%
Employee Assistance Program	26.0%
Car Allowance	12.0%
Wellness/Fitness Program	14.0%
Club Memberships	20.0%
Paid Physical Examination	5.0%
Savings Plan	7.5%
Childcare	1.0%
Stock Options/Thrift Plan	2.0%
Spouses Travel Expenses	0.0%
Other	4.0%

31. USAGE AREAS (N=67)

E-Mail	100.0%
Home Page/Web Site Demographics	86.5%
Research	44.2%
Economic Development Site	43.3%
On-Line Data Tool	43.3%
LinkedIn	43.3%
Facebook	29.9%
ZoomInfo	1.5%

2009 Northeastern Economic Developers Association Wage & Benefit Survey Results

New in the 2009 Report

With the 2009 Survey Report, we add selected cross-tabulations for some salary and budget questions. These are:

- ❖ Reported Salary ranges for different Positions (job titles)
- ❖ Total Operating Budget for different types of Organization
- ❖ Percentage of Budget devoted to Salaries for different types of Organization
- ❖ Percentage of Budget devoted to Marketing for different types of Organization

We believe that many of our members will find this information useful, and welcome comments on this or any other aspect of the Wage and Benefit Survey to help us improve its usefulness in the future.

Cross-Tabulation of Position and Salary

		What is your base salary?										N (Frequency)
		Under 30,000	\$30,000 to 39,999	\$40,000 to 49,999	\$50,000 to 59,999	\$60,000 to 69,999	\$70,000 to 79,999	\$80,000 to 89,999	\$90,000 to 99,999	Over \$100,000		
Which of the following most accurately describes your position?	Executive Director/CEO	3%	2%	1.5%	6.5%	8.5%	8%	6%	7.5%	14.5%	115	
	Assistant/Deputy Director	.5%	2.5%	1.0%	1.5%	1.0%	.5%	3.0%	1.0%	2.0%	26	
	Marketing Executive	-	-	1.0%	-	1.0%	-	-	-	.5%	5	
	Business Recruitment Executive	-	-	.5%	-	-	.5%	.5%	.5%	-	4	
	Business Retention Executive	-	.5%	-	-	.5%	.5%	-	-	-	3	
	Consultant	.5%	-	.5%	-	.5%	1.0%	.5%	.5%	1.0%	10	
	Chief Financial Officer/Comptroller	-	-	-	-	.5%	-	.5%	-	.5%	3	
	Other	1.5%	-	3.0%	4.5%	1.5%	2.0%	.5%	2.0%	1.0%	32	
	N (Frequency)	11	10	15	25	27	25	22	23	39	198	

Cross-Tabulation of Organization Type and Operating Budget

		What is your annual operating budget for 2009?												N (Frequency)
		Less than \$50,000	\$50,000 to 99,999	\$100,000 to 149,999	\$150,000 to 199,999	\$200,000 to 249,999	\$250,000 to 499,000	\$500,000 to 749,999	\$750,000 to 999,999	\$1,000,000 to 1,499,999	\$1,500,000 to 1,999,999	\$2,000,000 to 4,999,999	\$5,000,000 and over	
Which of the following best describes your organization?	Chamber of Commerce	-	-	-	-	.52%	.52%	.52%	-	.52%	-	-	.52%	5
	Economic Development Organization	2.08%	3.64%	6.64%	2.58%	3.64%	9.36%	4.68%	5.72%	5.72%	2.58%	7.8%	2.08%	102
	Local Government	3.64%	4.16%	4.16%	1.04%	3.12%	4.16	1.04%	.52%	2.08%	-	1.04%	1.04%	50
	State Government	-	.52%	-	-	.52%	-	-	-	-	-	.52%	2.6%	8
	Federal Agency	.52%	-	-	-	-	-	-	-	-	-	.52%	.52%	3
	Utility	-	-	-	-	-	.52%	-	-	1.56%	-	.52%	-	5
	Education	-	-	.52%	-	-	-	.52%	-	-	-	-	-	2
	Other	-	1.04%	-	1.04%	.52%	1.04%	1.04%	.52%	1.04%	-	-	1.56%	15
	N (Frequency)	12	17	21	9	16	30	15	8	21	5	20	16	190

**2009 Northeastern Economic Developers Association
Wage & Benefit Survey Results**

**Cross-Tabulation of
Organizational Type and
Percentage of Budget Used for Salaries**

		What percentage of your budget is used for salaries (including fringe costs)?							N (Frequency)
		Under 30%	30 to 50%	51 to 60%	61 to 70%	71 to 80%	81 to 90%	Over 90%	
Which of the following best describes your organization?	Chamber of Commerce	1.04%	.52%	-	1.04%	-	-	-	5
	Economic Development Organization	9.40%	12.48%	12.46%	7.08%	7.808%	2.60%	-	102
	Local Government	4.16%	3.12%	4.16%	3.64%	4.16%	5.2%	1.6%	50
	State Government	1.6%	.52%	.52%	-	.52%	-	.52%	7
	Federal Agency	.52%	-	.52%	-	-	-	.52%	3
	Utility	-	.52%	2.08%	-	-	-	-	5
	Education	-	-	.52%	-	.52%	-	-	2
	Other	1.04%	.52%	1.6%	1.04%	1.6%	2.08%	-	15
	N (Frequency)	36	34	42	25	28	19	5	189

**Crosstabulation of
Type of Organization and
Percent of Budget Used for Marketing**

		What percentage of your budget is used for marketing?					N (Frequency)
		10% or Less	11 to 15%	16 to 20%	21 to 25%	Over 25%	
Which of the following best describes your organization?	Chamber of Commerce	1.5%	.51%	.51%	-	-	5
	Economic Development Organization	40.8%	6.5%	2.6%	.51%	1.5%	104
	Local Government	20.4%	2.6%	1.5%	1.5%	.51%	52
	State Government	2.6%	1.0%	-	-	-	7
	Federal Agency	1.5%	.51%	-	-	-	4
	Utility	1.0%	1.5%	-	-	-	5
	Education	1.0%	-	-	-	-	2
	Other	6.15%	-	-	-	-	15
	N (Frequency)	150	27	9	4	4	194

**2009 Northeastern Economic Developers Association
Wage & Benefit Survey Results for Connecticut Only**

Total Responses = 33

	#	%
I. ORGANIZATION		
1. DESCRIPTION OF ORGANIZATION		
Local Government	12	36.4
Non-profit Econ. Development Org.	11	33.3
Economic Development Organization	5	15.2
State Government	1	3.0
Utility	1	3.0
For-profit Econ. Development Org.	2	6.2
Federal Agency	12	36.4
Education	11	33.3
Other	5	15.2
2. ECONOMIC DEVELOPMENT PROFESSIONAL STAFF		
<i>Number of full-time professionals</i>		
Less than 2	13	39.4
2-5	8	24.0
6-10	2	6.0
More than 10	5	15.0
<i>Number of part-time professionals</i>		
0	4	12.1
1	5	15.2
2	1	3.0
3	1	3.0
5	2	6.1
7	1	3.0
3. SIZE OF SECRETARIAL/SUPPORT STAFF		
<i>Number of full-time employees</i>		
0-5	25	75.0
<i>Number of part-time employees</i>		
0-5	14	42.0
1. AVERAGE NUMBER OF HOURS WORKED PER WEEK BY PART-TIME EMPLOYEES		
1-15	6	18
16-30	15	45
2. POPULATION OF SERVICE AREA		
Under 10,000	4	12.1
10,000 - 24,999	3	9.1
25,000 - 49,999	4	12.1
50,000 - 99,999	7	21.2
100,000 - 249,999	4	12.1
250,000 - 499,999	2	6.1
500,000 and over	8	24.2
3. SERVICE AREA		
Municipality	19	57.6
Metro Area	2	6.1
Multi-County	2	6.1
State	5	15.2
Other	4	12.1

4. ORGANIZATION'S SERVICE AREA		
Urban	18	54.5
Suburban	11	33.3
Rural	3	9.1
5. ANNUAL OPERATING BUDGET FOR 2009		
Less than \$50,000	5	15.2
\$50,000 to 99,999	1	3.0
\$100,000 to 149,999	7	21.2
\$150,000 to 199,999	3	9.1
\$200,000 to 249,999	3	9.1
\$250,000 to 499,999	4	12.1
\$500,000 to 749,999	3	9.1
\$1,000,000 to 1,499,999	5	15.2
\$1,500,000 to 1,999,999	2	6.1
\$2,000,000 to 4,999,999	5	15.2
\$5,000,000 and over	1	3.0
II. PERSONAL		
1. POSITION		
Executive Director/CEO	17	51.5
Assistant/Deputy Director	5	15.2
Top Research Executive	1	3.0
Consultant	1	3.0
Chief Financial Officer/Comptroller	1	3.0
Other	6	18.2
Executive Director/CEO	17	51.5
2. AGE		
Under 30	1	3.0
30-39	3	9.1
40-49	9	27.3
50-59	10	30.3
60-65	7	21.2
66 and older	3	9.1
3. GENDER		
Male	23	69.7
Female	10	30.3
4. HIGHEST EDUCATIONAL LEVEL		
Some College	2	6.1
Bachelors Degree	6	18.2
Some Graduate Work	4	12.1
Masters Degree	18	54.5
Lawyer	1	3.0
Some College	2	6.1
5. YEARS WORKED IN ECONOMIC DEVELOPMENT		
Less than 10 years	9	27
More than 10 years	16	58
6. PROGRAMS COMPLETED		
NEDA Fundamentals/Principles	5	15.2
EDI	3	9.1
NDC	4	12.1

**2009 Northeastern Economic Developers Association
Wage & Benefit Survey Results for Connecticut Only**

7. ECONOMIC Development Organization Membership

NEDA	18	54.5
CEDAS/Sub-State Organization	10	30.3
IEDC	9	27.3
CORENET Global	3	9.1
Other	11	33.3

III. COMPENSATION PACKAGE

1. ESTABLISHED SALARY STRUCTURE

Yes, Salary Grades	10	30.3
Yes, Salary Ranges	10	30.3
No	12	36.4

2. ANNUAL BASE SALARY

Under 30,000	2	6.1
\$30,000 to 39,999	1	3.0
\$40,000 to 49,999	1	3.0
\$50,000 to 59,999	3	9.1
\$60,000 to 69,999	2	6.1
\$70,000 to 79,999	3	9.1
\$80,000 to 89,999	5	15.2
\$90,000 to 99,999	4	12.1
Over \$100,000	11	33.3

3. PAY INCREASE RECEIVED IN LAST 12 MONTHS

No increase	17	51.5
1 to 2%	2	6.1
3 to 4%	9	27.3
5 to 6%	3	9.1
over 10%	1	3.0

4. INSURANCE PROGRAMS PROVIDED

A. Life Insurance

None	9	27.3
Under \$50,000	5	15.2
\$50,000 to \$100,000	9	27.3
Over 100,000	4	12.1

B. Professional Liability Insurance

None	17	51.5
Carry on own	1	3.0
Organization purchases/covers me	9	27.3
Self-insured	2	6.1

C. Directors and Officers Insurance

None	14	42.4
Organization purchases this directly	13	39.4
Self-insured	1	3.0

D. General Liability Insurance

None	3	9.1
Carry on own	18	54.5
Organization purchases/covers me	2	6.1
Self-insured	3	9.1

5. BENEFITS PROVIDED BY ORGANIZATION

Eligible for a Formal Retirement Plan	16	48.5
Medical Insurance	19	57.6
Life Insurance	11	33.3
Long-term Disability Insurance	4	12.1
Short-term Disability Insurance	4	12.1
Vision Insurance	4	12.1
Accidental Death and Dismemberment Insurance	2	6.1
Legal Insurance	0	0
Travel Insurance	1	3.0
Mileage Reimbursement	25	75.8
Professional Association Dues	19	57.6
Educational Reimbursement	10	30.3
Car Allowance	5	15.2
Employee Assistance Program	11	33.3
Wellness/Fitness Program	7	21.2
Savings Plan	2	6.1
Childcare	1	3.0

6. USAGE AREAS

E-Mail	30	90.9
Home Page/Web Site Demographics	25	75.8
Research	12	36.4
Marketing/Advertising	13	39.4

*Learn More about how NEDA & CEDAS
can help YOU be more effective!!*

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

For CEDAS, go to www.cedas.org

