



**WYOMING SOCIETY OF
ASSOCIATION EXECUTIVES**

2016 SURVEY OF EXECUTIVE SALARIES

EFFECTIVE JANUARY 1, 2016

MEMBER RATE: \$100 NON-MEMBER RATE: \$250
(\$100 DISCOUNT FOR THOSE THAT PARTICIPATED)

2016 WSAE CEO Salary Survey Results

Please note there are a great variety of associations represented in this survey with a similar variety of missions and

membership funding models.

1. What is the total association income (All sources gross - NOT net) (n=23)

| Average | 25 th Percentile | Median | 75 th Percentile |
|-----------|-----------------------------|-----------|-----------------------------|
| \$799,697 | \$457,123 | \$651,000 | \$843,472 |

2. What is the association's total membership income? (n=19)*

| Average | 25 th Percentile | Median | 75 th Percentile |
|-----------|-----------------------------|-----------|-----------------------------|
| \$272,960 | \$129,000 | \$272,960 | \$428,081 |

3. What are that total association's salary costs? (second line if as a percentage of total income, third line is as a percent of membership* income)

| Average | 25 th Percentile | Median | 75 th Percentile |
|-----------|-----------------------------|-----------|-----------------------------|
| \$309,554 | \$118,000 | \$190,000 | \$266,070 |
| 37.5% | 25.5% | 40.7% | 45.1% |
| 80.0% | 70.7% | 90.9% | 116.9% |

4. What are the association's total annual benefits costs? (second line is as a percentage of salary costs)

| Average | 25 th Percentile | Median | 75 th Percentile |
|----------|-----------------------------|----------|-----------------------------|
| \$62,571 | \$16,000 | \$36,997 | \$66,687 |
| 24.9% | 13.9% | 23.4% | 29.4% |

5. What is the association's total fixed operating cost (occupancy, utilities, phone, postage etc.)

| Average | 25 th Percentile | Median | 75 th Percentile |
|----------|-----------------------------|----------|-----------------------------|
| \$76,386 | \$35,267 | \$51,000 | \$75,386 |

6. What are the association's non payroll costs for member programming? (meetings, conferences, member training, and information dissemination)

| Average | 25 th Percentile | Median | 75 th Percentile |
|-----------|-----------------------------|----------|-----------------------------|
| \$144,216 | \$22,377 | \$77,225 | \$233,100 |

7. What are the association's total other expenses?

| Average | 25 th Percentile | Median | 75 th Percentile |
|-----------|-----------------------------|----------|-----------------------------|
| \$211,596 | \$55,864 | \$89,090 | \$292,320 |

8. What are the association's total annual expenses (should equal 3,4,5, 6 and 7 above)

| Average | 25 th Percentile | Median | 75 th Percentile |
|-----------|-----------------------------|-----------|-----------------------------|
| \$798,956 | \$422,000 | \$669,408 | \$879,180 |

9. Please answer the following questions about the association.

| | Average | 25 th Percentile | Median | 75 th Percentile |
|---------------------------|---------|-----------------------------|--------|-----------------------------|
| Number of Assoc. Members | 1378 | 91 | 245 | 492 |
| Number of Full Time Staff | 4.0 | 2.0 | 3.0 | 4.0 |
| Number of part-time staff | 2.6 | 0 | 1.0 | 2.0 |

10. What is the membership for the association based on?

5 – based on firms or organizations; 9 – based on individuals; and 5 based on combination of those and 4 did not have membership.

11. Please answer the following questions regarding the CEO compensation package.

| | Average | 25 th Percentile | Median | 75 th Percentile |
|--|---------|-----------------------------|--------|-----------------------------|
| Years the CEO has been in association work | 15.6 | 5 | 11 | 25 |
| Years the CEO has been with this association | 11.7 | 3 | 10 | 17 |
| Years as CEO of this association | 8.1 | 2 | 6 | 11 |
| Paid holidays per year for CEO | 9.4 | 8 | 10 | 12 |
| Paid vacation days per year for CEO | 16 | 14 | 15 | 20 |
| Paid sick leave per year for CEO | 8.4 | 5 | 10 | 12 |

Note – there are a number of CEO's who have sick leave included under other benefits, and the ability to accumulate sick leave varies greatly.

12. What was the annual salary of the CEO of the association on January 1, 2016? (Note second line is as a percent of Membership income)

| Average | 25 th Percentile | Median | 75 th Percentile |
|----------|-----------------------------|----------|-----------------------------|
| \$90,925 | \$67,400 | \$93,100 | \$108,000 |
| 26.16% | 25.35% | 38.27% | 61.24% |

13. Within the last year did the CEO receive a bonus?

11 CEO's received a bonus in 2015 with an average of 6.1% of base salary -

14. Does the CEO have a retirement/pension package?

Most of the CEO's (15/23) have some type of retirement package with from 1.5-17% of salary being put away or matched, depending on the program.

15. Which of the following apply to the CEO's compensation package as full or partially paid?

| | Yes or fully paid | Partially paid | No/Not at all paid |
|---|-------------------|----------------|--------------------|
| Do you have a contract? | 14/23 | | 9/23 |
| Is the CEO the chief wage earner in the family? | 14/23 | 5/23 | 4/24 |
| Medical insurance | 15/23 | 3/23 | 5/23 |
| Dependent medical insurance | 8/22 | 1/22 | 13/22 |
| Life insurance | 9/23 | 3/23 | 11/23 |
| Long term disability | 4/23 | | 19/23 |
| Dental insurance | 14/22 | 1/22 | 7/22 |
| Vision insurance | 9/23 | 1/23 | 13/23 |
| Country club membership | 1/23 | | 22/23 |
| Wellness program/health club membership | 2/23 | 1/21 | 20/23 |
| Expense account | 13/23 | 2/23 | 8/23 |
| Cell phone | 16/23 | 5/23 | 2/23 |
| Service club membership | 6/22 | | 16/22 |
| Professional development (Professional organization and training) | 15/22 | 3/22 | 4/22 |

16. What percentage of the CEO's time is spent in the following areas?

| | Average | 25 th Percentile | Median | 75 th Percentile |
|--|---------|-----------------------------|--------|-----------------------------|
| Organization Administration (office & board) | 32% | 10% | 25% | 50% |
| Member relations (including meetings & discussions) | 27% | 10% | 25% | 45% |
| Organization programs (including training & certification) | 12% | 5% | 10% | 20% |
| Governmental affairs work | 29% | 10% | 25% | 45% |

17. What is the CEO's highest level of education?

8 CEO's had some college, 13 have a bachelors degree, 7 have a Masters Degree and 2 have a doctorate or equivalent.

18. Please indicate how you are compensated for auto travel, vehicle provided, auto allowance and how much, mileage and how much or something else.

7 CEO's are provided a car and expenses, 6 CEO's have their mileage covered at the IRS rate, and a variety of other benefits are provided.

19. What is the title closest to the duties of the organization's number 2 person and what is the annual salary of that position?

(Note: the second line is a percent of the CEO salary)

| Average | 25 th Percentile | Median | 75 th Percentile |
|----------|-----------------------------|----------|-----------------------------|
| \$60,211 | \$46,000 | \$54,100 | \$69,000 |
| 62.6% | 53.3% | 59.3% | 74.6% |

17 CEO's reported information for a #2 person with 3 Administrative Assistants, 3 Directors of Communication and a variety of other job titles.

General comment: This survey varies from the 2014 report in that there were 23 responses with only 19 having a membership base compared with 2014 having 26 responses and 25 having a membership base. Within those numbers there were 15 that responded in both years. The average salary increase for those 15 was 7.0% with the median being 8.1% and the 25th being 3% and the 75th being 11.3%

For information about customized survey report for a particular association or for questions regarding this study please contact:

Larry Atwell, Executive Director
Wyoming Society of Association Executive
PO Box 2101
Cheyenne, WY 82003
307-630-8140
Larry@wysae.org