Executive Compensation

Scope of Findings

- Data as of 2018
- 160 executives
- 66 percent response
- 61 percent analyzed
- 1 statistical outlier

Out of Scope

- Organizational structure
- Public entity comparisons
- Competitive environment
- Individual job duties and expectations
- Historical context
Range & Incentive

- One-third report have defined range
  - Average span is $65,000
- One-third report bonus eligibility
  - Typical is $10,000 or less
- Less than 10 percent have benchmark incentives
  - 25 percent or less of salary

Influencers

| 5 | Pool membership types |
| 4 | Years of pooling experience |
| 3 | Years in position |
| 2 | Pool assets |
| 1 | Reporting structure |
| X | Region |
| X | Education level |
| X | Lines of coverage |

Reporting Structure

- Executives directly employed by the pool make more, on average, than those employed by a league, association, or third party organization
- The difference is not directly attributable to time assigned to pool operations
- Among those employed by the pool directly, reporting structure also influences salary
Benefits

Government Employee

• 55 percent of those directly employed by pool
• 36 percent of those employed by league or association
• 29 percent of those employed by any third party organization

Health Care

• 60 percent have traditional indemnity available
• High deductible plans more common if not directly employed by the pool
• 76 to 100 percent of health care premium paid for by the employer
  - Over 85 percent of those employed by pool
  - 80 percent of all others
• Including dependents
  - Over 60 percent of those employed by pool
  - Less than 45 percent of all others
### Annual Leave

- **Paid Time Off – 40%**
  - 60 percent have
  - 29+ days

- **Sick and Vacation – 60%**
  - 80 percent have
  - 15 to 28 vacation days
  - Up to 14 sick days

### Retirement

- **Pension plan**
  - More common among those directly employed by pool

- **Employer contributions as percent of salary paid into individual retirement account**
  - More common among those employed by league, association, or third party

- **65 percent of those employed directly by the pool receive both**

- **20 percent receive retiree health benefits**

### Ancillary

- **Richer for those employed by league, association, or third party**

- **100 percent have cell phone benefit**

- **Over 50 percent**
  - Vehicle or vehicle offset
  - Term life insurance
  - Long term and short term disability insurance
  - Wellness programs
  - AD&D
Ancillary

• 25 percent or fewer (in descending order)
  - Long term care benefits
  - Whole life insurance
  - Medicare supplement
  - Cancer Insurance
  - Paid paternal leave greater than required
  - Paid maternal leave greater than required
  - Pet insurance

Remote Work Environment

• Remote and flexible work environments are common
• 10 percent work in a significantly remote capacity

Detailed Data

• Regional reporting
• Banded salary data
• Percentiles
• Direct comparisons
• Access to ERI

Be sure to participate in 2020 if you want this level of detailed analysis
We energize the power of pooling.