



2006 FSAE Foundation Salary & Benefits Survey Available

*"The FSAE Foundation commissioned this survey to provide meaningful and useful data on association norms for Florida in the areas of compensation, benefits, budgets and services. This survey belongs in every association's tool kit and will also provide valuable information to those who want to better understand their association customers. –
Keyna Cory, Chair of FSAE Foundation"*

The 2006 Florida Society of Association Executives Salary & Benefits Survey is now available. It will be sent to you electronically; cost for FSAE members is \$50, cost for non-members is \$100. The FSAE Foundation commissioned this survey of the Florida association community. The last study was done in 2000.

The Survey was conducted by Kerr & Downs Research, a Tallahassee-based market research firm. All data was compiled by Kerr & Downs; the results are presented in aggregate, broken down into sub-categories. There is no individual data released or published.

The Executive Summary is four pages; the full study is 73 pages. This valuable tool offers a great deal of analysis and comparison of salary and benefits for all levels of association personnel, not just CEO's. You will be able to benchmark your position and your organization based upon budget-size, staff size, type of association, etc. Unlike other studies, the results of this survey are unique just to the Florida market.

Here are the areas the Survey addresses:

Your role as Chief Executive: title; years in present position; years with your association; arrangement by which you are retained; length of contract; termination clause; severance clauses; % of salary paid toward retirement; % whose budget include travel expenses; amount of travel budget; allow compensation from outside sources and which ones; who reviews your performance; basis of performance review; number of paid days off; leave policy for CEO.

Association Structure: membership type; IRS classification; for profit subsidiaries; foundation; total annual budget; located where; scope of membership; primary interest area of organization; how many members; annual gross income; expense for salaries; expense for benefits; number of full time and part time employees.

Compensation: number of people in specific positions; average base salary for each position; average annual deferred compensation, bonuses, and fringe benefits.

Salary Administration & Staff Benefits: % with formal salary plans in place; use of outside consultant for salary plan; salary increases for staff; average annual increases; primary determinant of salary increases; intervals and timing of salary reviews; incentive compensation programs; % of staff salary for retirement plans? For fringe benefits?; whether annual leave and sick leave is granted and how much; paid holidays.

Medical & Insurance: life insurance for CEO's, executive staff, other staff; medical insurance benefits for employees and other family members; other benefits such as long term health care, medical savings account, etc.; % paid by organization; Section 125 cafeteria plans; controlling health care costs.

Retirement programs: what types; what types of IRS Qualified Plans; basis for defining the benefit; maximum employer contribution; how long employee has to work before eligible; employees vested in retirement plans.

Other Benefits include information on percentages for car or car allowance; laptop; parking; continuing education; country club membership; health club membership; child care; cell phone; maternity/paternity leave; employee assistance programs and more.

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