

2018 Compensation & Benefits Survey

General Information

Instructions

Thank you for participating in the Mid-America Chamber Executives 2018 Compensation and Benefits Survey. We appreciate your input! Many of the questions contained in the survey are detailed and we suggest that you have all of your organization's data available while you are completing the survey. Data should include membership and financial information (year end financial statements), population and business demographics, specific compensation and benefits, etc. Please direct any questions you may have to Alex Rudie at info@midamericachamberexecutives.com or 651-300-6589.

We expect this survey to take about 30 minutes of your time to complete. However, **it is possible to save your progress in the survey and come back to it at a later time.**

In order to save your progress:

Survey progress cannot be saved until you advance to the 2nd page of the survey. After progress has been made click on the "Save and continue survey later" located at the top of the page. After clicking it will prompt you to enter a valid email address. Once your email is entered simply click the "Save" button. An email with a new link will be sent to the provided address for you to continue the survey where you left off.

The deadline for all completed responses is March 8th.

By taking the survey, you will receive a complimentary copy of the full report of the results.

Thank you!

1. Please fill out your contact info:

Organization Name *

First Name *

Last Name *

Title *

Street Address *

Apt/Suite/Office

City *

State *

Postal Code *

Email Address *

Phone Number

Website URL

Demographics

2. In what state are you located? *



A dropdown menu with a white background and a grey border. The menu is open, showing a list of states: Iowa, Minnesota, Missouri, Illinois, South Dakota, and Wisconsin. The text is in a black sans-serif font. To the right of the text is a vertical scrollbar with a grey track and a white handle.

3. What is the approximate population of the area your organization serves?

*

- ☐ Less than 10,000
- ☐ 10,001 - 20,000
- ☐ 20,001 - 50,000
- ☐ 50,001 - 75,000
- ☐ 75,001 - 100,000
- ☐ 100,001 - 250,000
- ☐ 250,001 - 500,000
- ☐ More than 500,000

Chief Paid Executive Profile

4. What is the title of your Chief Paid Executive? *

- ☐ Executive Director
- ☐ President
- ☐ CEO
- ☐ President/CEO
- ☐ Other - Write In

5. Is your Chief Paid Executive full-time or part-time? *

- ☐ Full-time
- ☐ Part-time

6. Please specify the gender of your Chief Paid Executive *

- ☐ Male
- ☐ Female

7. Please select the age of your Chief Paid Executive *

A vertical scrollable list of ages. The list starts with 18 at the top and ends with 55+ at the bottom. The list is contained within a vertical container with a checkered background and small up/down arrow icons at the top and bottom.

18
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45
46
47
48
49
50
51
52
53
54
55
55+

8. Please select the highest level of education for your Chief Paid Executive *

- ☐ 12th grade or less
- ☐ Graduated high school or equivalent
- ☐ Some college, no degree
- ☐ Associate's degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Doctorate

9. How many years has your Chief Paid Executive held this position at your organization? *

- ☐ Less than 1 year
- ☐ 1 - 3 years
- ☐ 4 - 6 years
- ☐ 7 - 10 years
- ☐ 11 - 15 years
- ☐ More than 15 years

10. How many years has your Chief Paid Executive been working in the chamber/association Industry?

- ☐ Less than 1 year
- ☐ 1 - 3 years
- ☐ 4 - 6 years
- ☐ 7 -10 years
- ☐ 11 - 15 years
- ☐ More than 15 years

11. Under what arrangement is CEO retained by organization?

- ☐ Formal contract
- ☐ Verbal agreement
- ☐ Informal letter of agreement
- ☐ Other

*

Organization Financials

12. Total non-dues income from the most recent fiscal year *

13. Total membership income from the most recent fiscal year *

14. Total income for your **Chamber** in the most recent fiscal year: *

If your chamber operates a CVB, please segregate CVB income and expenses and DO NOT INCLUDE CVB INCOME.

If your chamber does not operate a CVB, report your total Chamber income.

- ☐ \$50,000 and below
- ☐ \$50,001 - \$100,000
- ☐ \$100,001 - \$200,000
- ☐ \$200,001 - \$300,000
- ☐ \$300,001 - \$500,000
- ☐ \$500,001 - \$750,000
- ☐ \$750,001 - \$1,000,000
- ☐ More than \$1,000,000

15. If your chamber operates a distinct subsidiary please report income in the most recent fiscal year for each: *

If nothing to report please enter zero for the amount

Chamber	<input type="text"/>
CVB	<input type="text"/>
Economic Development	<input type="text"/>
Foundation	<input type="text"/>
Total Income	<input type="text"/>

16. Did your organization have a profit or loss in the most recent fiscal year?

*

- ☐ Profit
- ☐ Loss

17. What were your profits as a percentage of your income?

- ☐ .5% - 5%
- ☐ 6% - 10%
- ☐ 11% - 20%
- ☐ 21% - 30%
- ☐ 31% - 40%
- ☐ 41% - 50%
- ☐ 51% - 60%
- ☐ 61% - 70%
- ☐ 71%+

Payroll and Staff Section

Page description:

18. What is your annual payroll? (including all salaries, taxes, and benefits) *

19. What percent of your total payroll (salaries, taxes, and benefits) is allocated to benefits? *

20. Total number of full-time management staff *

Management staff are responsible for other employees or a department. i.e. a communications manager would be management staff even if they do not directly manage other staff members

21. Total number of full-time, non-management staff (secretarial, clerical, etc.) *

22. Total number of part-time staff *

Membership Information

23. Total number of membership billing accounts (please use billing accounts, not the number of locations) *

24. What is the approximate number of total businesses in your service area? *

Compensation Section

25. In which of the following positions does your organization have someone employed **full-time**?

A manager is anybody who supervises other employees or is responsible for a department or function area. In many organizations this is referred to as a director. *

Chief Paid Executive *

Vice President (second in charge) *

Business, Financial, or Administrative Manager *

Public or Government Affairs Manager *

Membership Manager *

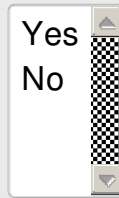
Membership Salesperson *

No



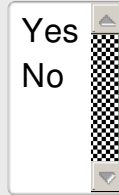
Communications Manager *

Yes
No



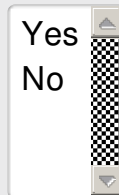
Small Business Manager *

Yes
No



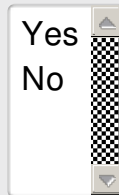
CVB Manager *

Yes
No



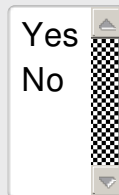
Special Projects Manager *

Yes
No



Info Services Manager *

Yes
No



Program Manager *

Yes
No



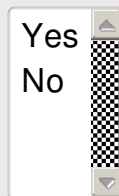
Economic Development Manager *

Yes
No



Administrative Assistant or Receptionist *

Yes
No



26. In which of the following positions does your organization have someone employed **part-time**? *

Chief Paid Executive *

☐ Yes
☐ No

Vice President (second in charge) *

☐ Yes
☐ No

Business, Financial, or Administrative Manager *

☐ Yes
☐ No

Public or Government Affairs Manager *

☐ Yes
☐ No

Membership Manager *

☐ Yes
☐ No

Membership Salesperson *

☐ Yes
☐ No

Communications Manager *

☐ Yes
☐ No

Small Business Manager *

☐ Yes
☐ No

	<div><div></div><div></div></div>
CVB Manager *	<div><div>Yes</div><div>No</div><div></div></div>
Special Projects Manager *	<div><div>Yes</div><div>No</div><div></div></div>
Info Services Manager *	<div><div>Yes</div><div>No</div><div></div></div>
Program Manager *	<div><div>Yes</div><div>No</div><div></div></div>
Economic Development Manager *	<div><div>Yes</div><div>No</div><div></div></div>
Administrative Assistant or Receptionist *	<div><div>Yes</div><div>No</div><div></div></div>

Salary Information

Chief Paid Executive

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Vice President (Second in charge)

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Business, Financial or Administrative Manager

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Public or Government Affairs Manager

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Membership Manager

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Commission Percentage (if applicable)

Membership Salesperson

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Commission Percentage (if applicable)

Communications Manager

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Small Business Manager

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Convention and Visitors Bureau Manager

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Special Projects Manager

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Information Services Manager

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Program Manager

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Economic Development Manager

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Administrative Assistant or Receptionist

Annual Base Salary

Last Pay Increase (as a %)

Potential Maximum Annual Bonus

Actual bonus paid in last fiscal year

Benefits Section

What benefits does your organization offer your Chief Paid Executive? *

Medical Insurance *

Dental Insurance *

Life Insurance *

Long-term Disability *

Yes
No

Short-term Disability *

Yes
No

Cafeteria Plan Reimbursement *

Yes
No

Health Savings Account *

Yes
No

Mobile/Cellular Phone *

Yes
No

Furnished Auto *

Yes
No

Paid Parking *

Yes
No

Qualified Retirement Plan *

Yes
No

Tuition Reimbursement *

Yes
No

Club (civic) membership *

Yes
No

Club (social) membership *

Yes
No

Bonus *

Yes
No

Commissions *

Yes
No

What benefits does your organization offer your Vice-President (second in charge)? *

Medical Insurance *

Yes
No

Dental Insurance *

Yes
No

Life Insurance *

Yes
No

Yes

Long-term Disability *

No



Short-term Disability *

Yes


No



Cafeteria Plan Reimbursement *

Yes

No



Health Savings Account *

Yes

No



Mobile/Cellular Phone *

Yes


No



Furnished Auto *

Yes


No



Paid Parking *

Yes


No



Qualified Retirement Plan *

Yes

No



Tuition Reimbursement *

Yes

No



Club (civic) membership *

Club (social) membership *

Bonus *

Commissions *

What benefits does your organization offer your Business, Financial, or Administrative Manager? *

Medical Insurance *

Dental Insurance *

Life Insurance *

Long-term Disability *

Short-term Disability *

Yes

No

Cafeteria Plan Reimbursement *

Yes

No

Health Savings Account *

Yes

No

Mobile/Cellular Phone *

Yes

No

Furnished Auto *

Yes

No

Paid Parking *

Yes

No

Qualified Retirement Plan *

Yes

No

Tuition Reimbursement *

Yes

No

Club (Golf) membership *

Yes

No

Club (civic) membership *

☐

Club (social) membership *

Yes
No

Bonus *

Yes
No

Commissions *

Yes
No

What benefits does your organization offer your Public or Government Affairs Manager? *

Medical Insurance *

Yes
No

Dental Insurance *

Yes
No

Life Insurance *

Yes
No

Long-term Disability *

Yes
No

Short-term Disability *

Yes
No

Cafeteria Plan Reimbursement *

Yes
No

Health Savings Account *

Yes
No

Mobile/Cellular Phone *

Yes
No

Furnished Auto *

Yes
No

Paid Parking *

Yes
No

Qualified Retirement Plan *

Yes
No

Tuition Reimbursement *

Yes
No

Club (civic) membership *

Yes
No

Club (social) membership *

Bonus *

Commissions *

What benefits does your organization offer your Membership Manager? *

Medical Insurance *

Dental Insurance *

Life Insurance *

Long-term Disability *

Short-term Disability *

Cafeteria Plan Reimbursement *

Yes
No

Health Savings Account *

Yes
No

Mobile/Cellular Phone *

Yes
No

Furnished Auto *

Yes
No

Paid Parking *

Yes
No

Qualified Retirement Plan *

Yes
No

Tuition Reimbursement *

Yes
No

Club (civic) membership *

Yes
No

Club (social) membership *

Yes
No

Bonus *

Yes
No

Commissions *

Yes
No

What benefits does your organization offer your Membership Salesperson? *

Medical Insurance *

Yes
No

Dental Insurance *

Yes
No

Life Insurance *

Yes
No

Long-term Disability *

Yes
No

Short-term Disability *

Yes
No

Yes
No

Cafeteria Plan Reimbursement *

☐

Health Savings Account *

Yes
No

Mobile/Cellular Phone *

Yes
No

Furnished Auto *

Yes
No

Paid Parking *

Yes
No

Qualified Retirement Plan *

Yes
No

Tuition Reimbursement *

Yes
No

Club (civic) membership *

Yes
No

Club (social) membership *

Yes
No

Yes

Bonus *

Yes
No

Commissions *

Yes
No

What benefits does your organization offer your Communications Manager?

*

Medical Insurance *

Yes
No

Dental Insurance *

Yes
No

Life Insurance *

Yes
No

Long-term Disability *

Yes
No

Short-term Disability *

Yes
No

Cafeteria Plan Reimbursement *

Yes
No

Health Savings Account *

Yes

No

Mobile/Cellular Phone *

Yes

No

Furnished Auto *

Yes

No

Paid Parking *

Yes

No

Qualified Retirement Plan *

Yes

No

Tuition Reimbursement *

Yes

No

Club (civic) membership *

Yes

No

Club (social) membership *

Yes

No

Bonus *

Yes

No

Commissions *

Yes
No

What benefits does your organization offer your Small Business Manager? *

Medical Insurance *

Yes
No

Dental Insurance *

Yes
No

Life Insurance *

Yes
No

Long-term Disability *

Yes
No

Short-term Disability *

Yes
No

Cafeteria Plan Reimbursement *

Yes
No

Health Savings Account *

Yes
No

Health Savings Account

☐

Mobile/Cellular Phone *

☐
Yes
☐
No

Furnished Auto *

☐
Yes
☐
No

Paid Parking *

☐
Yes
☐
No

Qualified Retirement Plan *

☐
Yes
☐
No

Tuition Reimbursement *

☐
Yes
☐
No

Club (civic) membership *

☐
Yes
☐
No

Club (social) membership *

☐
Yes
☐
No

Bonus *

☐
Yes
☐
No☐
Yes

Commissions *

No

What benefits does your organization offer your CVB Manager? *

Medical Insurance *

Yes
No

Dental Insurance *

Yes
No

Life Insurance *

Yes
No

Long-term Disability *

Yes
No

Short-term Disability *

Yes
No

Cafeteria Plan Reimbursement *

Yes
No


Health Savings Account *

Yes
No

Yes


Mobile/Cellular Phone *

Yes
No




Furnished Auto *

Yes
No




Paid Parking *

Yes
No




Qualified Retirement Plan *

Yes
No




Tuition Reimbursement *

Yes
No



Club (civic) membership *

Yes
No



Club (social) membership *

Yes
No




Bonus *

Yes
No



Commissions *

Yes
No



What benefits does your organization offer your Special Projects Manager? *

Medical Insurance *

☐ Yes
☐ No

Dental Insurance *

☐ Yes
☐ No

Life Insurance *

☐ Yes
☐ No

Long-term Disability *

☐ Yes
☐ No

Short-term Disability *

☐ Yes
☐ No

Cafeteria Plan Reimbursement *

☐ Yes
☐ No

Health Savings Account *

☐ Yes
☐ No

Mobile/Cellular Phone *

☐ Yes
☐ No

Furnished Auto *

Yes

No

Paid Parking *

Yes

No

Qualified Retirement Plan *

Yes

No

Tuition Reimbursement *

Yes

No

Club (civic) membership *

Yes

No

Club (social) membership *

Yes

No

Bonus *

Yes

No

Commissions *

Yes

No

What benefits does your organization offer your Information Services Manager? *

Medical Insurance *

☐ Yes
☐ No

Dental Insurance *

☐ Yes
☐ No

Life Insurance *

☐ Yes
☐ No

Long-term Disability *

☐ Yes
☐ No

Short-term Disability *

☐ Yes
☐ No

Cafeteria Plan Reimbursement *

☐ Yes
☐ No

Health Savings Account *

☐ Yes
☐ No

Mobile/Cellular Phone *

☐ Yes
☐ No

Furnished Auto *

Paid Parking *

Qualified Retirement Plan *

Tuition Reimbursement *

Club (civic) membership *

Club (social) membership *

Bonus *

Commissions *

What benefits does your organization offer your Program Manager? *

Medical Insurance *

Dental Insurance *

Life Insurance *

Long-term Disability *

Short-term Disability *

Cafeteria Plan Reimbursement *

Health Savings Account *

Mobile/Cellular Phone *

Furnished Auto *

Paid Parking *

Yes
No

Qualified Retirement Plan *

Yes
No

Tuition Reimbursement *

Yes
No

Club (civic) membership *

Yes
No

Club (social) membership *

Yes
No

Bonus *

Yes
No

Commissions *

Yes
No

What benefits does your organization offer your Economic Development Manager? *

Yes
No

Medical Insurance *

NO

Dental Insurance *

Yes
No

Life Insurance *

Yes
No

Long-term Disability *

Yes
No

Short-term Disability *

Yes
No

Cafeteria Plan Reimbursement *

Yes
No

Health Savings Account *

Yes
No

Cellular/Mobile Phone *

Yes
No

Furnished Auto *

Yes
No

Yes

Paid Parking *

Qualified Retirement Plan *

Tuition Reimbursement *

Club (civic) membership *

Club (social) membership *

Bonus *

Commissions *

What benefits does your organization offer your Administrative Assistant or Receptionist? *

Medical Insurance *

Dental Insurance *

Yes
No

Life Insurance *

Yes
No

Long-term Disability *

Yes
No

Short-term Disability *

Yes
No

Cafeteria Plan Reimbursement *

Yes
No

Health Savings Account *

Yes
No

Mobile/Cellular Phone *

Yes
No

Furnished Auto *

Yes
No

Paid Parking *

Yes
No

Qualified Retirement Plan *

Yes
No

Tuition Reimbursement *

Yes
No

Club (civic) membership *

Yes
No

Club (social) membership ^{*}

Yes
No

Bonus *

Yes
No

Commissions *

Yes
No

27. Does your organization directly contribute to the cost of medical insurance for your employees, spouse, and/or families? *

- ☐ Yes
- ☐ No

What percent is paid for by the chamber?

0% 1-19% 20-50% 51-70% 71-80% 81-99% 100%

Employee ☐ ☐ ☐ ☐ ☐ ☐ ☐

Spouse ☐ ☐ ☐ ☐ ☐ ☐ ☐

Family ☐ ☐ ☐ ☐ ☐ ☐ ☐

28. In your organization's cafeteria plan (Section 125), what is the monthly amount contributed by the employer? (Actual dollar amount)

29. What percent of your Chief Paid Executive's salary is matched for a retirement plan by the employer? *

If no amount is allotted, please enter zero.

 %

30. What monthly amount does your organization pay for its Chief Paid Executive's automobile or cost of furnished auto?

31. How many total vacation days does your Chief Paid Executive receive each year?

If your organization utilizes a PTO policy, please enter the total number.
If your organization utilizes a vacation/sick leave policy, please indicate the number of vacation days only.

32. What percent of your Vice President's (second in charge) salary contributes to a retirement plan?

%

33. What monthly amount does your Chamber pay for its Vice President's (second in charge) automobile allowance or cost of furnished auto?

34. How many total vacation days does your Vice President (second in charge) receive each year?

35. What is the average percentage contributed to other staff members' retirement plan?

Thank You!

Page description:

Thank you for taking our survey. Your response is very important to us.

To thank you for your participation, we will give you a password that allows you to view the survey results for free. We will email you when the results become available.

Please see the bottom of the page if you wish to download a pdf versions of your responses.

