



2013 Economic Development Association of Alabama Wage & Benefit Survey

Data as of May 1, 2013

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Purpose, Procedure and Definitions

Introduction

Thank you for your participation in the 2013 Economic Development Association of Alabama Wage and Benefit Survey. The sponsors contracted with Horizon Point Consulting, Inc., a talent management firm in Decatur, Alabama, to conduct the survey and analyze and present the data. We always invite suggestions as to how this survey could be more useful to you and your organization.

Purpose

The purpose of this survey is to provide economic developers in Alabama with state market wage data in order to aid organizations in making compensation and benefit decisions.

Procedure

The sponsoring organizations requested participation in the survey from all economic development entity members. Each economic development member received instructions and a link to complete the survey. Completed surveys were submitted by 33 organizations.

Data regarding organizational characteristics, human resource practices, overall pay practices, and pay data for specific jobs was gathered. Data was collected for six jobs, with a seventh job classification being added to the report because enough data was submitted for an additional job category in the “jobs not otherwise categorized” input field. Participants reported their data as of May 1, 2013. Results were analyzed and compiled by Horizon Point Consulting, Inc.

All information contained in the survey is analyzed and reported in aggregate format in order to maintain the confidentiality of survey participants. In addition, the survey instrument was designed to maintain the confidentiality of data housed online through the survey provider.

Only information with three or more respondents reporting average wage data in a certain organization categories (community size, area represented, structure) is reported. ***indicates that not enough data was submitted in a given category to report.

Definitions for Data Reported

Org.: Number of organizations reporting data

Emp.: Number of employees reported by all organizations

Benefit Data, Annual Base Salary and Years of Experience Data

Average: The average of all benefit or annual base salary data points reported in a given category or the average years of experience reported. Calculated by adding all data points and dividing by the number of data points reported.

Low: The lowest number reported in the data set.

High: The highest number reported in the data set.

25%: 25 percent of participants reported a lower benefit data, pay rate or years of experience figure.

50%: 50 percent of participants reported a lower benefit data, pay rate or years of experience figure; also known as the median of the data set.

75%: 75 percent of participants reported a lower benefit data, pay rate or years of experience figure.

Incentive Bonus

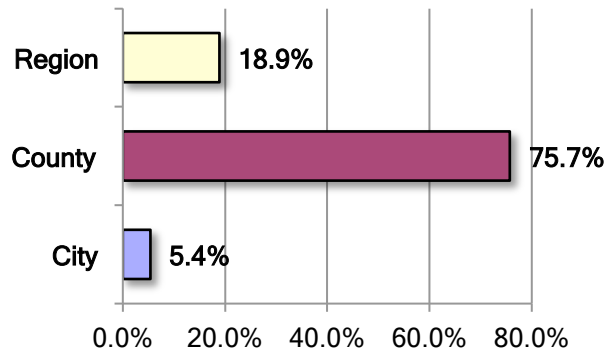
Elig for Bonus: Number of companies answering “yes” to the question, “Eligible for a Bonus? (Yes or No)”

Reporting Bonus: Number of companies that actually reported a bonus figure.

Avg Bonus: The average of all bonus figures reported indicated as a percentage.

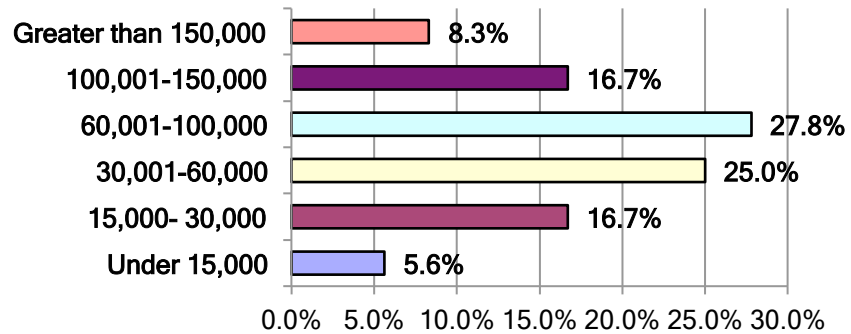
Organization Characteristics

Area Represented



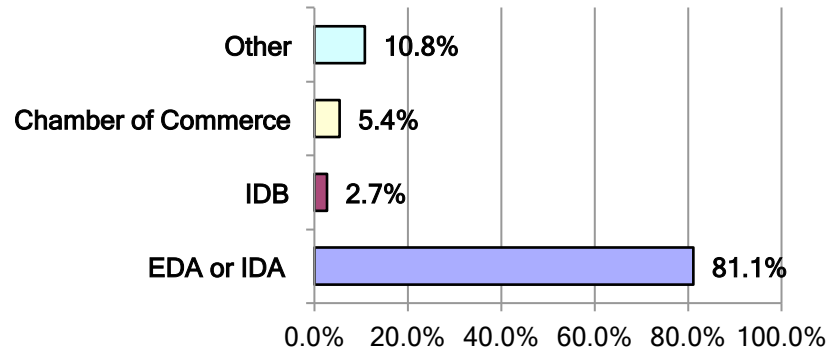
For wage data analysis purposes, the categories of city and county were combined.

Community Size



For wage data analysis purposes, the categories of Under 15,000 and 15,000-30,000 were combined.

Structure of the Organization



For wage data analysis purposes, the categories of Other and Chamber of Commerce were combined. IDB and EDA or IDA were also combined.

Funding Sources

What percentage of your funding comes from each of these sources?

	# Org.	Low	Average	High	25%	50%	75%
PUBLIC	32	4.00%	75.46%	100.00%	60.00%	87.50%	95.00%
PRIVATE	25	5.00%	33.21%	96.00%	10.00%	25.00%	47.50%

Table does not include organizations that reported a percentage of zero.

Budget Allocation

	# Org.	Low	Average	High	25%	50%	75%
Wages and Salaries	14	25.00%	44.53%	58.00%	40.10%	45.00%	51.85%
Insurance	13	0.00%	4.91%	15.00%	1.50%	3.60%	8.30%
Retirement Plans	12	1.00%	4.59%	8.47%	3.00%	4.75%	6.15%
Professional Development	11	1.00%	3.05%	12.50%	1.13%	2.00%	4.25%
Recruitment	11	1.80%	12.71%	25.00%	2.75%	12.50%	21.20%
Marketing/Promotional Programs	11	0.00%	7.18%	20.00%	2.00%	5.00%	12.00%
Property Development/Options	11	0.00%	2.73%	27.00%	0.00%	0.00%	1.00%
Infrastructure Improvements	11	0.00%	3.09%	26.00%	0.00%	0.00%	3.00%

Shifts in Pay

	# Org.	Low	Average	High	25%	50%	75%
Last Pay Percentage Increase	24	0.00%	3.40%	11.77%	2.00%	3.00%	4.00%
Estimate of Next Increase	22	0.00%	2.69%	6.00%	2.00%	3.00%	3.00%

Benefit Plan Information

Types of Coverage Offered

Types of Coverage Offered: "FTE" indicates "Full Time Employee"			
Answer Options	# Org.	% of Organizations providing to FTE	% of Organizations providing to Part-time Employees
Medical Insurance	27	85.19%	3.70%
Dental	27	77.78%	3.70%
Vision	23	52.17%	4.35%
Prescription Drug Plan	24	79.17%	4.17%
Life Insurance	23	60.87%	4.35%
Health Spending Account	21	28.57%	4.76%
Dependent Plan	22	63.64%	4.55%
Defined Benefit Pension Plan	16	25.00%	6.25%
Defined Contribution Plan	17	23.53%	5.88%
401K Plan or something similar	23	60.87%	4.35%
PTO (Paid Time Off Plan) This type of plan incorporates sick leave, vacation, holiday and personal leave into one policy.	17	47.06%	5.88%
Sick Leave	26	92.31%	3.85%
Vacation	26	88.46%	3.85%
Bereavement Policy	23	78.26%	4.35%
Jury Duty Policy	24	87.50%	4.17%
Personal Leave	19	63.16%	5.26%
Short-Term Disability	19	31.58%	5.26%
Long-Term Disability	22	63.64%	4.55%
Salary Continuation Plan	15	6.67%	6.67%
Education Assistance/Tuition Reimbursement	19	42.11%	5.26%
Employee Assistance Plan	15	0.00%	6.67%

Benefit Costs

Overall

	# Org.	Average	25%	50%	75%
Overall Annual Benefit Cost Per Employee	15	\$12,130.47	\$8,604.25	\$12,100.00	\$16,937.00

Table does not include organizations that reported zero.

Medical

	# Org.	Average	25%	50%	75%
Overall Annual Medical Cost Per Employee	14	\$5,943.57	\$4,430.00	\$5,134.00	\$7,110.00

Table does not include organizations that reported zero.

	# Org.	Average	25%	50%	75%	# Org Reporting % Paid by Employer	Avg % Paid by Employer	# Org Reporting Organization does not Contribute
Overall Annual Medical Cost Per Employee- Individual	14	\$5,943.57	\$4,430.00	\$5,134.00	\$7,110.00	15	94.00%	2
Overall Annual Medical Cost- Employee +1	3	\$6,900.00	***	\$6,900.00	***	3	73.67%	5
Overall Annual Medical Cost- Family	11	\$12,448.36	\$10,800.00	\$12,000.00	\$14,400.00	8	74.00%	6

Dental

	# Org.	Average	25%	50%	75%	# Org Reporting % Paid by Employer	Avg % Paid by Employer	# Org Reporting Organization does not Contribute
Dental- Overall Annual Cost Per Employee- Individual	9	\$561.61	\$300.00	\$312.00	\$748.26	11	33.63%	6

Vision

Not enough data was reported on cost; nine organizations surveyed reported they do not contribute to a vision plan.

Life Insurance

Not enough data was reported on cost or coverage amounts; the coverage amount was variable by company reporting.

Types of Coverage

Medical

14 of the 15 organizations that reported medical plan specifics offer a PPO plan through Blue Cross and Blue Shield of Alabama.

	# Org.	Coverage begins Immediately Upon Start	Coverage begins first of month following start date	Coverage begins 30 days after start date	Coverage begins after 60 days	Coverage begins after 90 days	Deductible Range	Co-Pay Range
Medical Plan Specifics	19	21.05%	15.79%	52.63%	5.26%	5.26%	\$100.00-\$1500.00	\$20.00-\$35.00

Retirement

Twenty-four (24) organizations reported data on whether or not employees were eligible for the State of Alabama Retirement Plan. Of those reporting data, 58.33% were eligible to participate in the plan.

Three (3) organizations reported that they have a defined benefit plan, four (4) reported a defined contribution plan and six (6) reported that they offer a 401K or similar plan.

Disability

Only one (1) organization reported offering short-term disability coverage. Eight (8) organizations offer long-term disability coverage, six (6) of which offer a coverage amount up to 60% of the employee's salary.

Education Assistance

Six (6) organizations offer some type of educational assistance/tuition reimbursement.

Leave, Vacation & Holidays

Four (4) organizations reported a paid time off plan, with accrual rates ranging from 1 day per 40 hours worked to 1 day per 128 hours worked.

Sick Leave	
# Org	19
Accrual Information	
1 day per month	73.68%
1 day per 40 hours	15.79%
0.5 day per month	10.53%
2 hours every 2 weeks	5.26%
4 hours every pay period	5.26%
1 week per year	5.26%
Paid out at termination	26.32%

Personal Leave	
# Org	9
Accrual Rates	
1 day per month	22.22%
1 day per 40 hours	15.79%
1.5 days per month	11.11%
1 day per year	11.11%
4 hours every pay period	11.11%
12 hours per month	11.11%
5 days per year of sick leave can be used	11.11%
Paid out at termination	77.78%

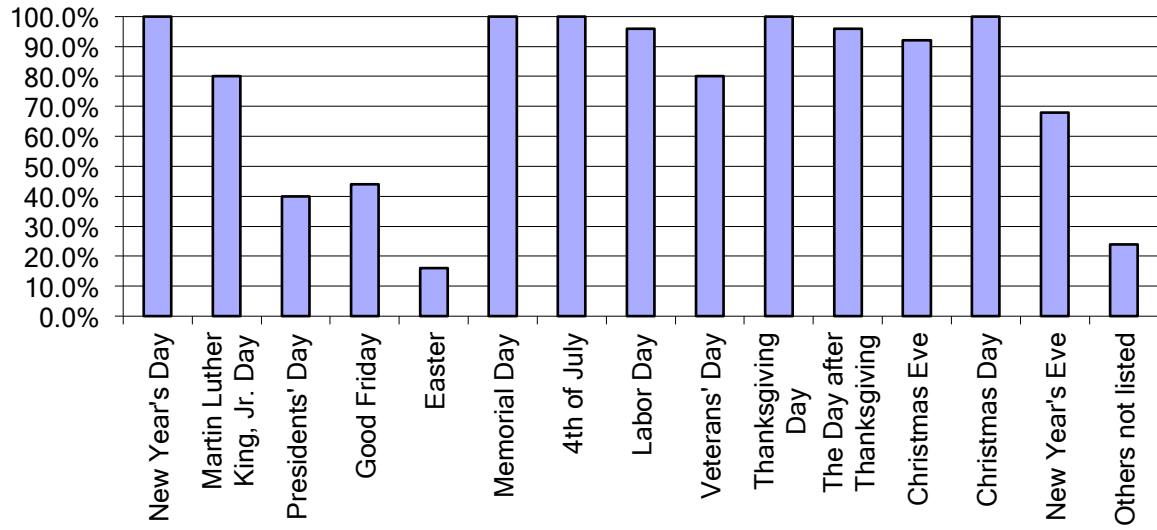
Vacation (in hours per year)- Hourly Employees,	# Org	Low	Average	High	25%	50%	75%
1 year of service	12	8	52	96	20	44	96
2 years of service	9	20	60	96	36	52	88
5 years of service	10	20	73	120	32	73	112
10 years of service	10	20	90	160	40	82	144
15 years of service	9	20	119	240	68	104	172
20 years of service	8	20	116	240	64	110	160
25 years of service	8	20	116	240	64	110	160

Vacation (in hours per year)- Salary, Nonexempt Employees	# Org	Low	Average	High	25%	50%	75%
1 year of service	11	0	72	120	40	80	96
2 years of service	9	0	68	96	42	80	96
5 years of service	9	0	86	120	53	96	120
10 years of service	9	0	113	160	66	144	160
15 years of service	7	0	126	240	56	136	200
20 years of service	6	0	118	240	32	130	192
25 years of service	6	0	118	240	32	130	192

Vacation (in hours per year)- Salary, Exempt Employees	# Org	Low	Average	High	25%	50%	75%
1 year of service	13	32	76	120	46	80	96
2 years of service	9	32	81	120	66	80	96
5 years of service	12	40	101	160	80	108	120
10 years of service	10	48	132	240	82	132	170
15 years of service	9	56	147	240	92	144	200
20 years of service	9	64	150	240	102	144	200
25 years of service	9	64	150	240	102	144	200

	# Org	Low	Average	High	25%	50%	75%
Holidays- in days per year	23	8	11	15	10	11	13

Holidays Given



Wage Data

Executive Director/President/CEO

Executive Director/President/CEO														
			Annual Base Salary				Incentive Bonus			Years of Experience				
	# Org.	# Emp.	Average	25%	50%	75%	# Elig for Bonus	# Reporting Bonus	Avg Bonus	Yrs. In Econ Dev Avg	Yrs. In Current Role Avg	Yrs. In Current Role 25%	Yrs. In Current Role 50%	Yrs. In Current Role 75%
All Organizations														
	24	24	\$111,396.63	\$85,000.00	\$96,059.54	\$133,000.00	14	6	13.17%	19	11	2	11	16
Community Size/Population														
up to 30,000	4	4	\$68,500.00	***	\$67,000.00	***	2	1	***	8	2	***	1.5	***
30,001-60,000	6	6	\$98,575.00	\$60,000.00	\$93,225.00	\$142,500.00	4	1	***	14	14	2	8	20
60,001-100,000	6	6	\$111,278.18	\$92,834.54	\$108,500.00	\$132,500.00	3	1	***	23	11	7	13	16
100,001-150,000	5	5	\$120,080.00	\$86,200.00	\$95,000.00	\$166,500.00	3	2	***	23	16	3	9	23
greater than 150,000	3	3	\$180,000.00	***	***	***	2	2	***	20	6	***	16	***
Area Represented														
City or County	20	20	\$96,450.95	\$82,400.00	\$92,500.00	\$120,000.00	11	5	8.80%	16	11	2	11.75	16
Region	4	4	\$186,125.00	***	\$157,500.00	***	3	2	***	26	6	***	3	***
Structure														
EDA, IDA or IDB	21	21	\$102,786.62	\$86,200.00	\$95,669.08	\$126,500.00	13	6	9.83%	17	12	4	12	17
Chamber or Other	3	3	\$171,666.67	***	***	***	1	1	***	20	2	***	2	***

Assistant Director/Vice President

Assistant Director/Vice President														
			Annual Base Salary				Incentive Bonus			Years of Experience				
	# Org.	# Emp.	Average	25%	50%	75%	# Elig for Bonus	# Reporting Bonus	Avg Bonus	Yrs. In Econ Dev Avg	Yrs. In Current Role Avg	Yrs. In Current Role 25%	Yrs. In Current Role 50%	Yrs. In Current Role 75%
All Organizations	10	12	\$68,823.25	\$47,000.00	\$53,737.00	\$75,000.00	8	5	3.28%	12	7	2	6	12
Community Size/Population														
up to 30,000	0	0	***	***	***	***	***	***	***	***	***	***	***	***
30,001-60,000	3	3	\$71,935.00	***	***	***	1	1	***	16	7	***	10	***
60,001-100,000	3	5	\$52,220.00	\$43,500.00	\$50,000.00	\$62,050.00	5	3	2.67%	8	6	1.5	3	12
100,001-150,000	3	3	\$60,658.00	***	***	***	2	1	***	13	11		8	
greater than 150,000	1	1	***	***	***	***	***	***	***	***	***	***	***	***
Area Represented														
City or County	7	9	\$59,986.56	\$48,500.00	\$52,000.00	\$65,452.50	6	4	2.85%	11	7	2	6	11
Region	3	3	\$95,333.33	***	***	***	2	1	***	14	8	***	2	***
Structure														
EDA, IDA or IDB	9	11	\$59,898.09	\$47,000.00	\$52,000.00	\$72,100.00	9	5	3.28%	11	8	2	6	12
Chamber or Other	1	1	***	***	***	***	***	***	***	***	***	***	***	***

Project Manager

Project Manager														
	# Org.	# Emp.	Annual Base Salary				Incentive Bonus			Years of Experience				
			Average	25%	50%	75%	# Elig for Bonus	# Reporting Bonus	Avg Bonus	Yrs. In Econ Dev Avg	Yrs. In Current Role Avg	Yrs. In Current Role 25%	Yrs. In Current Role 50%	Yrs. In Current Role 75%
All Organizations														
	9	11	\$50,354.55	\$38,000.00	\$44,000.00	\$51,500.00	2	0	***	6	3	1	1	2
Community Size/Population														
up to 30,000	1	2	***	***	***	***	***	***	***	***	***	***	***	***
30,001-60,000	2	2	***	***	***	***	***	***	***	***	***	***	***	***
60,001-100,000	1	1	***	***	***	***	***	***	***	***	***	***	***	***
100,001-150,000	2	1	***	***	***	***	***	***	***	***	***	***	***	***
greater than 150,000	3	4	\$45,250.00	***	\$39,000.00	***	1	1	***	3	1	***	1	***
Area Represented														
City or County	8	9	\$50,100.00	\$38,000.00	\$44,000.00	\$49,950.00	2	1	***	6	3	1	1	4.5
Region	1	2	***	***	***	***	***	***	***	***	***	***	***	***
Structure														
EDA, IDA or IDB	7	7	\$52,557.14	\$38,000.00	\$44,000.00	\$51,500.00	2	1	***	7	4	1	2	7
Chamber or Other	2	4	\$46,500.00	***	\$40,000.00	***	0	0	***	3.5	1	***	1	***

Researcher

Researcher														
			Annual Base Salary				Incentive Bonus			Years of Experience				
	# Org.	# Emp.	Average	25%	50%	75%	# Elig for Bonus	# Reporting Bonus	Avg Bonus	Yrs. In Econ Dev Avg	Yrs. In Current Role Avg	Yrs. In Current Role 25%	Yrs. In Current Role 50%	Yrs. In Current Role 75%
All Organizations														
	6	8	\$49,784.00	\$30,000.00	\$49,710.00	\$64,000.00	1	1	***	7	6	2	5	10
Community Size/Population														
up to 30,000	0	0	***	***	***	***	***	***	***	***	***	***	***	***
30,001-60,000	1	3	\$54,473.33	***	***	***	0	0	***	6	5	***	5	***
60,001-100,000	1	1	***	***	***	***	***	***	***	***	***	***	***	***
100,001-150,000	3	3	\$38,950.67	***	***	***	1	1	***	4	4	***	2	***
greater than 150,000	1	1	***	***	***	***	***	***	***	***	***	***	***	***
Area Represented														
City or County	4	6	\$47,045.33	\$28,000.00	\$49,710.00	\$63,426.00	0	0	***	5.5	5	0.5	5	9.5
Region	2	2	***	***	***	***	***	***	***	***	***	***	***	***
Structure														
EDA, IDA or IDB	5	7	\$44,610.29	\$30,000.00	\$46,500.00	\$62,852.00	1	1	***	5	5	1	5	9
Chamber or Other	1	1	***	***	***	***	***	***	***	***	***	***	***	***

Business Retention and Existing Industry

Business Retention and Existing Industry														
	# Org.	# Emp.	Annual Base Salary				Incentive Bonus			Years of Experience				
			Average	25%	50%	75%	# Elig for Bonus	# Reporting Bonus	Avg Bonus	Yrs. In Econ Dev Avg	Yrs. In Current Role Avg	Yrs. In Current Role 25%	Yrs. In Current Role 50%	Yrs. In Current Role 75%
All Organizations	5	6	\$64,100.00	\$39,500.00	\$51,000.00	\$101,800.00	1	0	***	9	5	2	4	9
Community Size/Population														
up to 30,000	0	0	***	***	***	***	***	***	***	***	***	***	***	***
30,001-60,000	2	3	\$66,533.33	***	***	***	\$1.00	0	***	8	6	***	8	***
60,001-100,000	2	2	***	***	***	***	***	***	***	***	***	***	***	***
100,001-150,000	0	0	***	***	***	***	***	***	***	***	***	***	***	***
greater than 150,000	1	1	***	***	***	***	***	***	***	***	***	***	***	***
Area Represented														
City or County	4	5	\$60,400.00	\$39,500.00	\$42,000.00	\$79,800.00	1	0	***	9	5	2.5	5	8.5
Region	1	1	***	***	***	***	***	***	***	***	***	***	***	***
Structure														
EDA, IDA or IDB	4	5	\$39,500.00	\$39,500.00	\$42,000.00	\$79,800.00	1	0	***	9	5	2.5	5	8.5
Chamber or Other	1	1	***	***	***	***	***	***	***	***	***	***	***	***

Administrative

Administrative														
			Annual Base Salary				Incentive Bonus			Years of Experience				
	# Org.	# Emp.	Average	25%	50%	75%	# Elig for Bonus	# Reporting Bonus	Avg Bonus	Yrs. In Econ Dev Avg	Yrs. In Current Role Avg	Yrs. In Current Role 25%	Yrs. In Current Role 50%	Yrs. In Current Role 75%
All Organizations														
	17	18	\$33,817.79	\$23,940.00	\$35,172.00	\$40,255.00	5	2	***	9	7	2	5	10
Community Size/Population														
up to 30,000	2	2	***	***	***	***	***	***	***	***	***	***	***	***
30,001-60,000	5	6	\$29,550.00	\$14,000.00	\$35,400.00	\$39,250.00	2	0	***	9	8	***	7.5	***
60,001-100,000	3	3	\$29,895.43	***	***	***	0	0	***	9	9	***	8	***
100,001-150,000	5	5	\$36,770.80	\$29,672.00	\$36,000.00	\$44,255.00	2	1	***	11.6	7	1.5	2	15
greater than 150,000	2	2	***	***	***	***	***	***	***	***	***	***	***	***
Area Represented														
City or County	14	15	\$32,656.02	\$25,000.00	\$34,344.00	\$40,000.00	4	1	***	9	8	2	5	11.5
Region	3	3	\$39,626.67	***	***	***	1	1	***	6	6	***	5	***
Structure														
EDA, IDA or IDB	14	15	\$32,922.69	\$25,000.00	\$36,000.00	\$40,000.00	5	2	***	9	8	3.5	5	11.5
Chamber or Other	3	3	\$38,293.33	***	***	***	0	0	***	6	6	***	5	***

Marketing

Marketing														
	# Org.	# Emp.	Annual Base Salary				Incentive Bonus			Years of Experience				
			Average	25%	50%	75%	# Elig for Bonus	# Reporting Bonus	Avg Bonus	Yrs. In Econ Dev Avg	Yrs. In Current Role Avg	Yrs. In Current Role 25%	Yrs. In Current Role 50%	Yrs. In Current Role 75%
All Organizations	4	4	\$36,646.50	***	\$37,633.00	***	2	1	***	4	3	***	3	***
Community Size/Population														
up to 30,000	0	0	***	***	***	***	***	***	***	***	***	***	***	***
30,001-60,000	1	1	***	***	***	***	***	***	***	***	***	***	***	***
60,001-100,000	1	1	***	***	***	***	***	***	***	***	***	***	***	***
100,001-150,000	2	2	***	***	***	***	***	***	***	***	***	***	***	***
greater than 150,000	0	0	***	***	***	***	***	***	***	***	***	***	***	***
Area Represented														
City or County	3	3	\$38,422.00	***	***	***	2	1	***	4	2	***	3	***
Region	1	1	***	***	***	***	***	***	***	***	***	***	***	***
Structure														
EDA, IDA or IDB	3	3	\$38,422.00	***	***	***	2	1	***	4	2	***	3	***
Chamber or Other	1	1	***	***	***	***	***	***	***	***	***	***	***	***