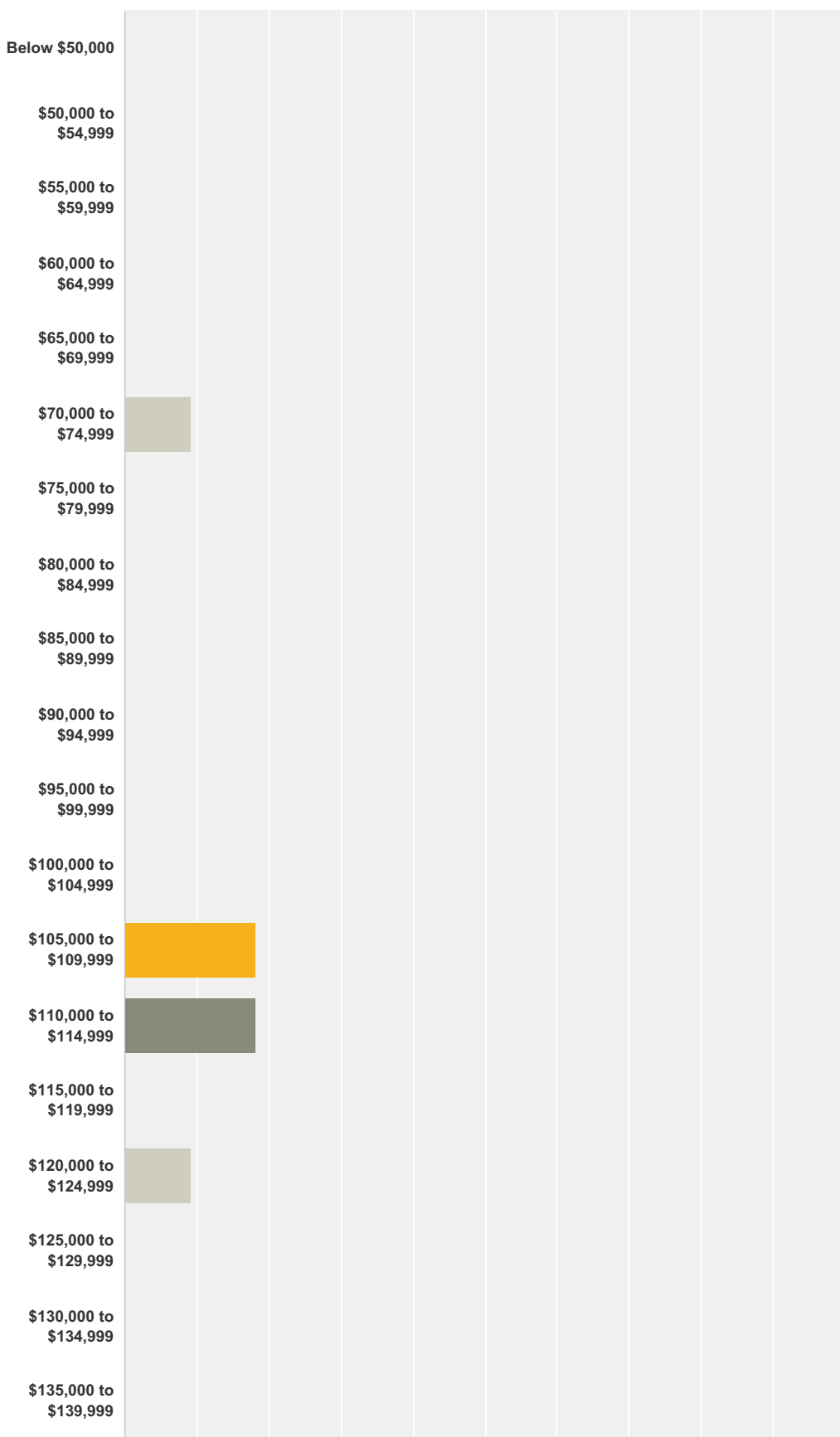


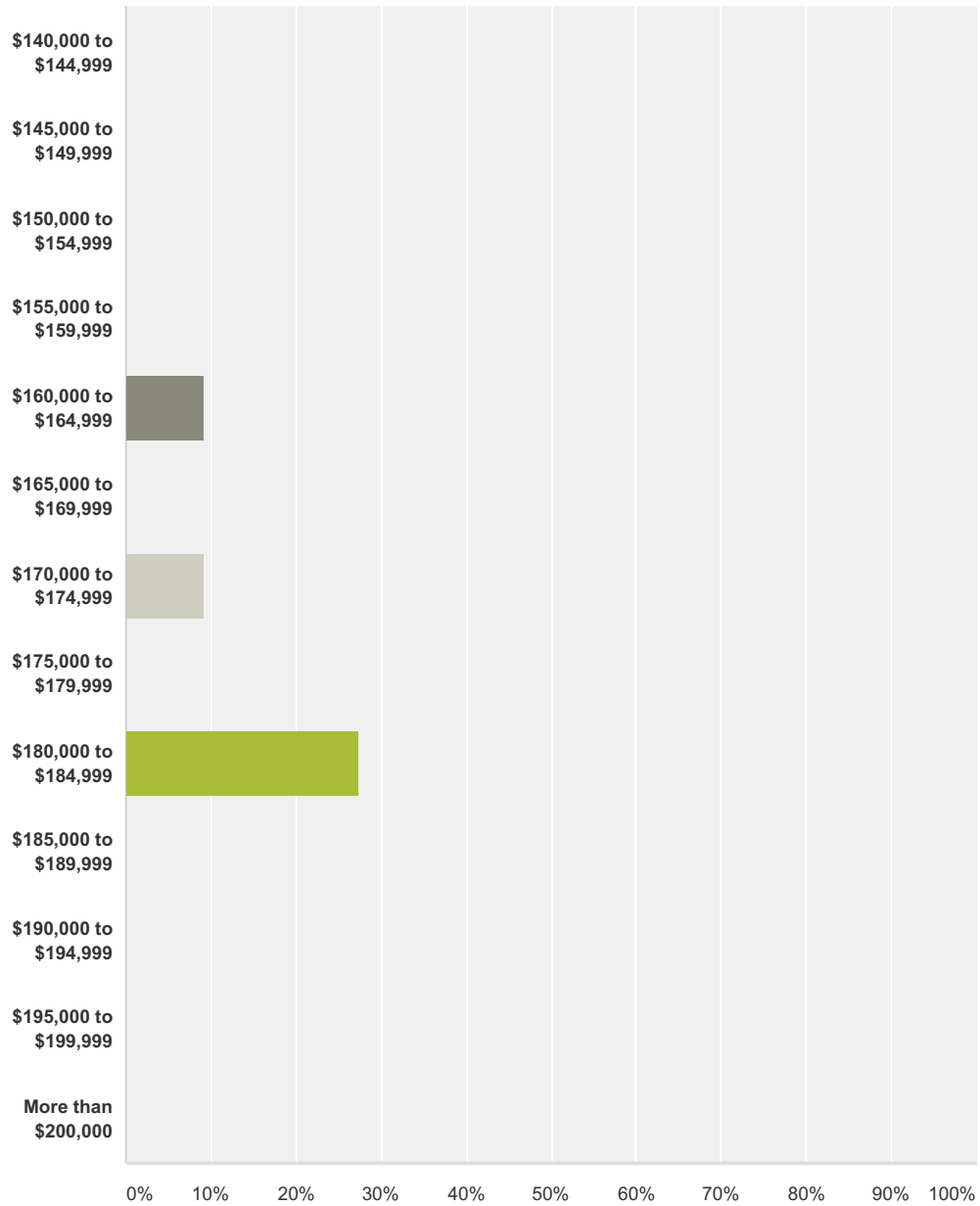
Executive Director Salary Survey 2016  
Years of Experience as an Executive Director  
20 to 24

**Q1 What is your current salary?**

Answered: 11 Skipped: 0



## Executive Director Salary Survey 2016



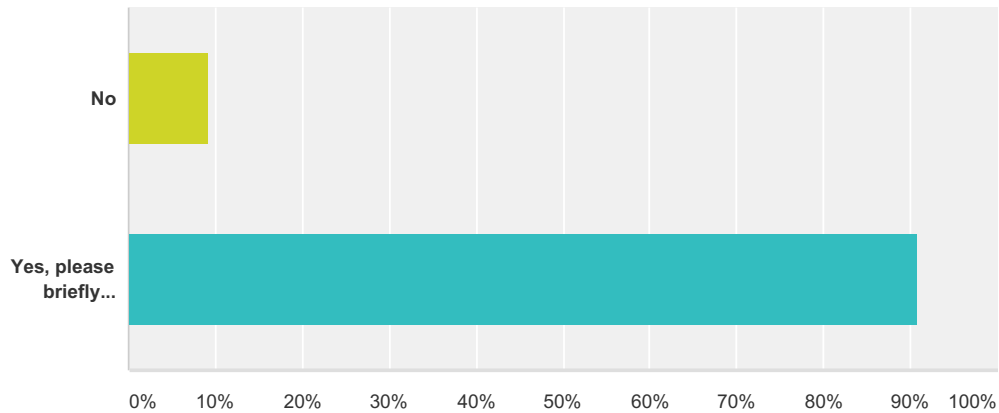
Answer Choices	Responses
Below \$50,000	0.00% 0
\$50,000 to \$54,999	0.00% 0
\$55,000 to \$59,999	0.00% 0
\$60,000 to \$64,999	0.00% 0
\$65,000 to \$69,999	0.00% 0
\$70,000 to \$74,999	9.09% 1
\$75,000 to \$79,999	0.00% 0
\$80,000 to \$84,999	0.00% 0
\$85,000 to \$89,999	0.00% 0

## Executive Director Salary Survey 2016

\$90,000 to \$94,999	0.00%	0
\$95,000 to \$99,999	0.00%	0
\$100,000 to \$104,999	0.00%	0
\$105,000 to \$109,999	18.18%	2
\$110,000 to \$114,999	18.18%	2
\$115,000 to \$119,999	0.00%	0
\$120,000 to \$124,999	9.09%	1
\$125,000 to \$129,999	0.00%	0
\$130,000 to \$134,999	0.00%	0
\$135,000 to \$139,999	0.00%	0
\$140,000 to \$144,999	0.00%	0
\$145,000 to \$149,999	0.00%	0
\$150,000 to \$154,999	0.00%	0
\$155,000 to \$159,999	0.00%	0
\$160,000 to \$164,999	9.09%	1
\$165,000 to \$169,999	0.00%	0
\$170,000 to \$174,999	9.09%	1
\$175,000 to \$179,999	0.00%	0
\$180,000 to \$184,999	27.27%	3
\$185,000 to \$189,999	0.00%	0
\$190,000 to \$194,999	0.00%	0
\$195,000 to \$199,999	0.00%	0
More than \$200,000	0.00%	0
<b>Total</b>		<b>11</b>

## Q2 Does the program provide a retirement/pension plan for you and other staff?

Answered: 11 Skipped: 0

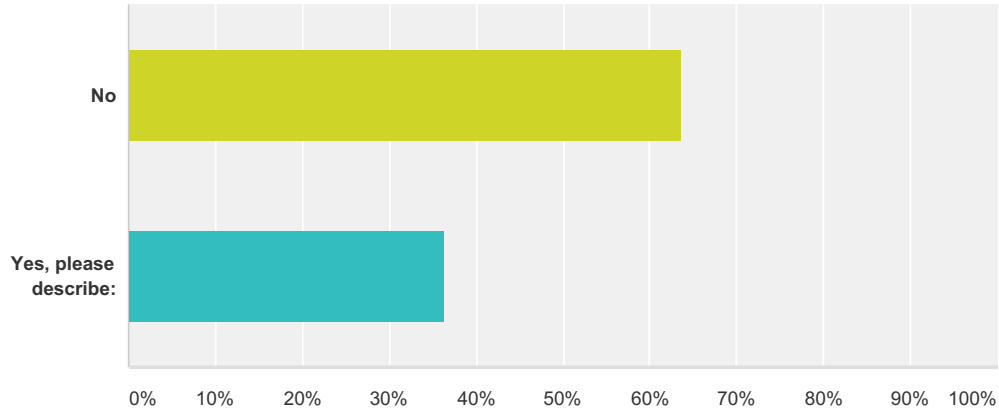


Answer Choices	Responses
No	9.09% 1
Yes, please briefly describe:	90.91% 10
<b>Total</b>	<b>11</b>

#	Yes, please briefly describe:	Date
1	5% of salary contributed to a 403 (b) plan	2/16/2016 4:11 PM
2	Our agency offers a 403-B match up to 3% of employees annual salary.	2/16/2016 3:41 PM
3	401(k) plan to which the employer has contributed 6.5% of salaries every year except three, and in one of the three the employer contributed 3%	2/10/2016 5:04 PM
4	403(b) SEP - 6% annual contribution	2/3/2016 11:45 AM
5	401k of 6%, including 2% match that I have to make to get the last 2% of the program's donation	2/2/2016 1:06 PM
6	Dollar for dollar match of employee's contribution up to 5% of salary.	2/1/2016 3:33 PM
7	We are considered a "quasi governmental" nonprofit under state law and so can (and do) participate in the County Employees Retirement System. Both employee and employer must pay in: employee share is 6% for new employees. Employer share is currently 17.06%. It is a good old fashioned defined benefit pension plan. We also offer voluntary 403(b) plan without employer contribution.	1/29/2016 6:58 PM
8	401k plan - with discretionary Employer contributions - can vary from year to year	1/29/2016 3:16 PM
9	5% TSA	1/29/2016 2:23 PM
10	After one year of service the organization provides 4% of the employees salary into the 401k retirement whether the employee participates or not.	1/29/2016 2:20 PM

**Q3 Aside from medical benefits and retirement contributions, do you receive any other benefits which are an important part of your compensation?**

Answered: 11 Skipped: 0

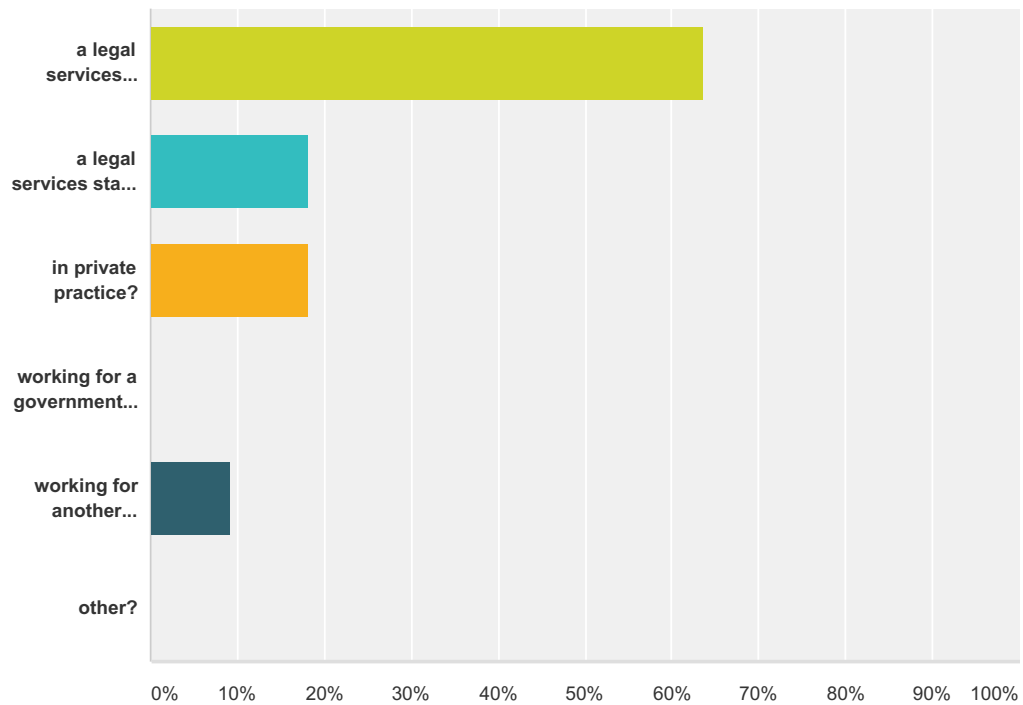


Answer Choices	Responses
No	63.64% 7
Yes, please describe:	36.36% 4
<b>Total Respondents: 11</b>	

#	Yes, please describe:	Date
1	Life insurance stipend of \$500 per year. And my cell phone cost are reimbursed at \$60 per month.	2/16/2016 3:41 PM
2	-term life insurance equal to five times salary, capped at \$500,000 - standard disability insurance policy - 6 weeks paid leave - 6 weeks paid mini-sabbatical every six years	2/10/2016 5:04 PM
3	One Whole Life Insurance Policy and one Term Life Policy	2/3/2016 11:45 AM
4	Dental, basic life and long term disability.	1/29/2016 6:58 PM

### Q4 Before becoming executive director, were you:

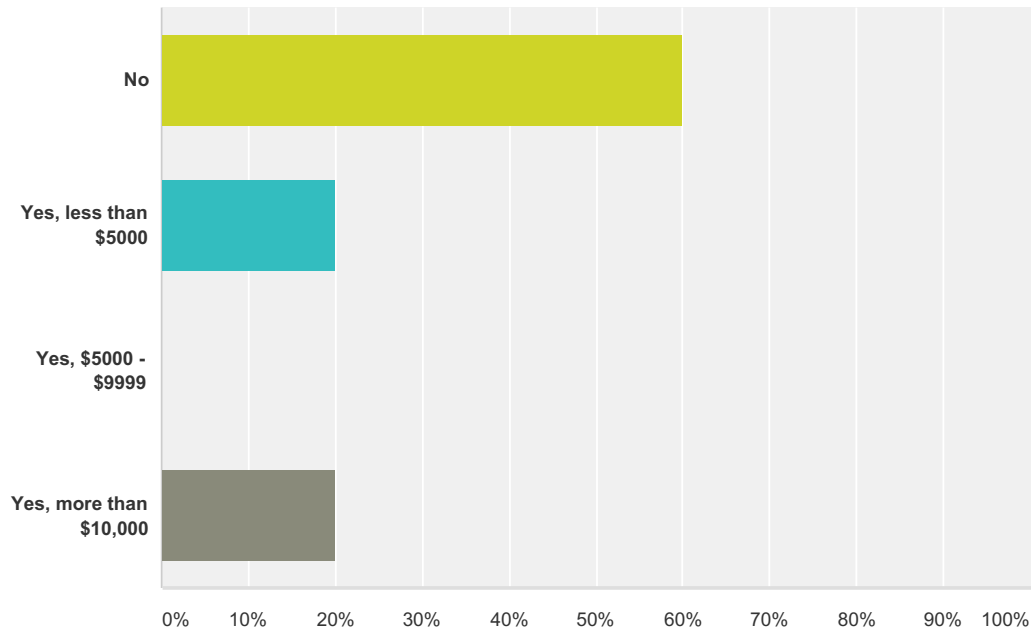
Answered: 11 Skipped: 0



Answer Choices	Responses
a legal services manager?	63.64% 7
a legal services staff attorney?	18.18% 2
in private practice?	18.18% 2
working for a government agency?	0.00% 0
working for another nonprofit?	9.09% 1
other?	0.00% 0
<b>Total Respondents: 11</b>	

**Q5 If your prior job was outside legal services, did you take a pay cut when you became executive director?**

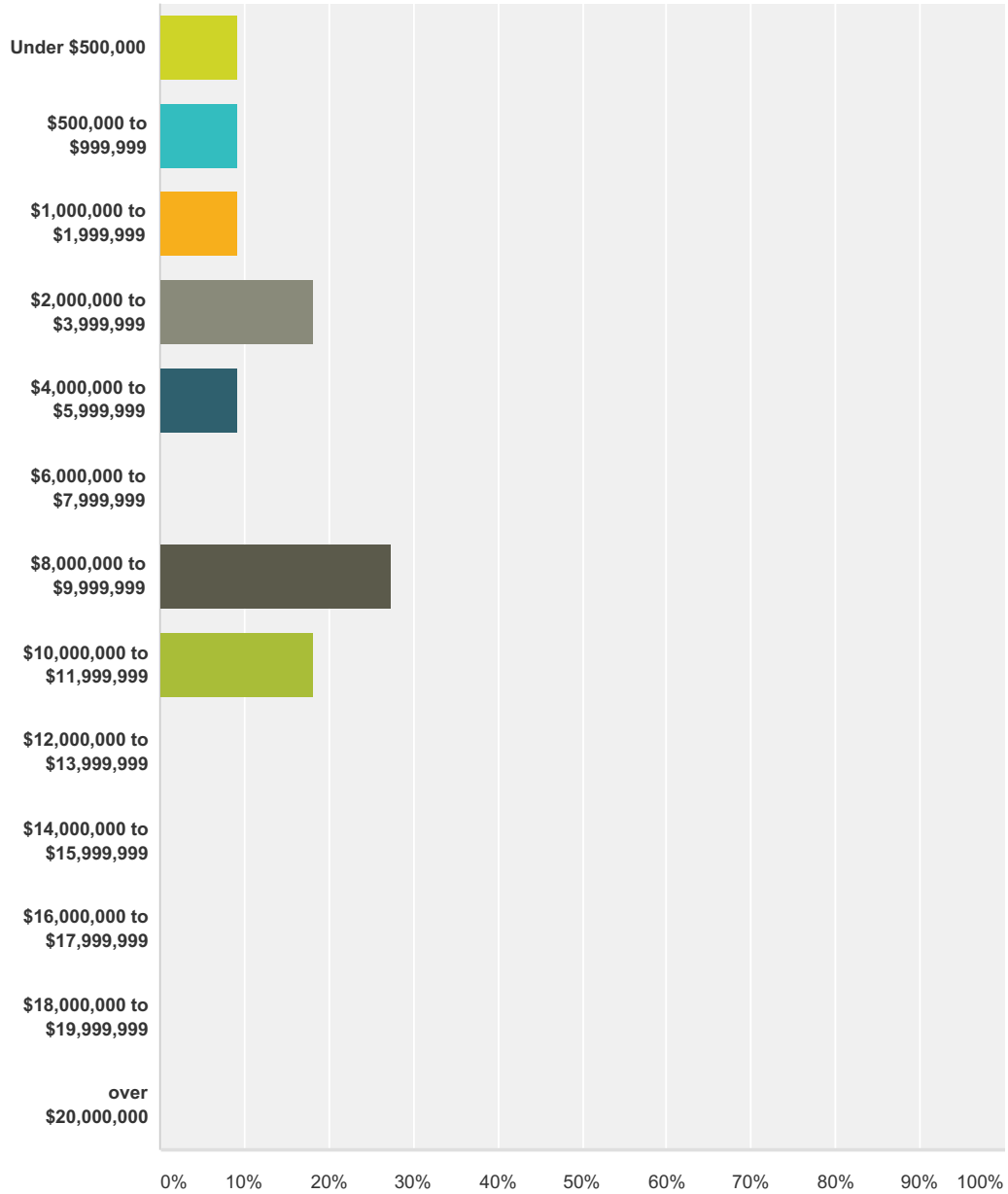
Answered: 5 Skipped: 6



Answer Choices	Responses
No	60.00% 3
Yes, less than \$5000	20.00% 1
Yes, \$5000 - \$9999	0.00% 0
Yes, more than \$10,000	20.00% 1
<b>Total Respondents: 5</b>	

### Q6 What is the size of your program's operating budget?

Answered: 11 Skipped: 0



Answer Choices	Responses
Under \$500,000	9.09% 1
\$500,000 to \$999,999	9.09% 1
\$1,000,000 to \$1,999,999	9.09% 1
\$2,000,000 to \$3,999,999	18.18% 2
\$4,000,000 to \$5,999,999	9.09% 1

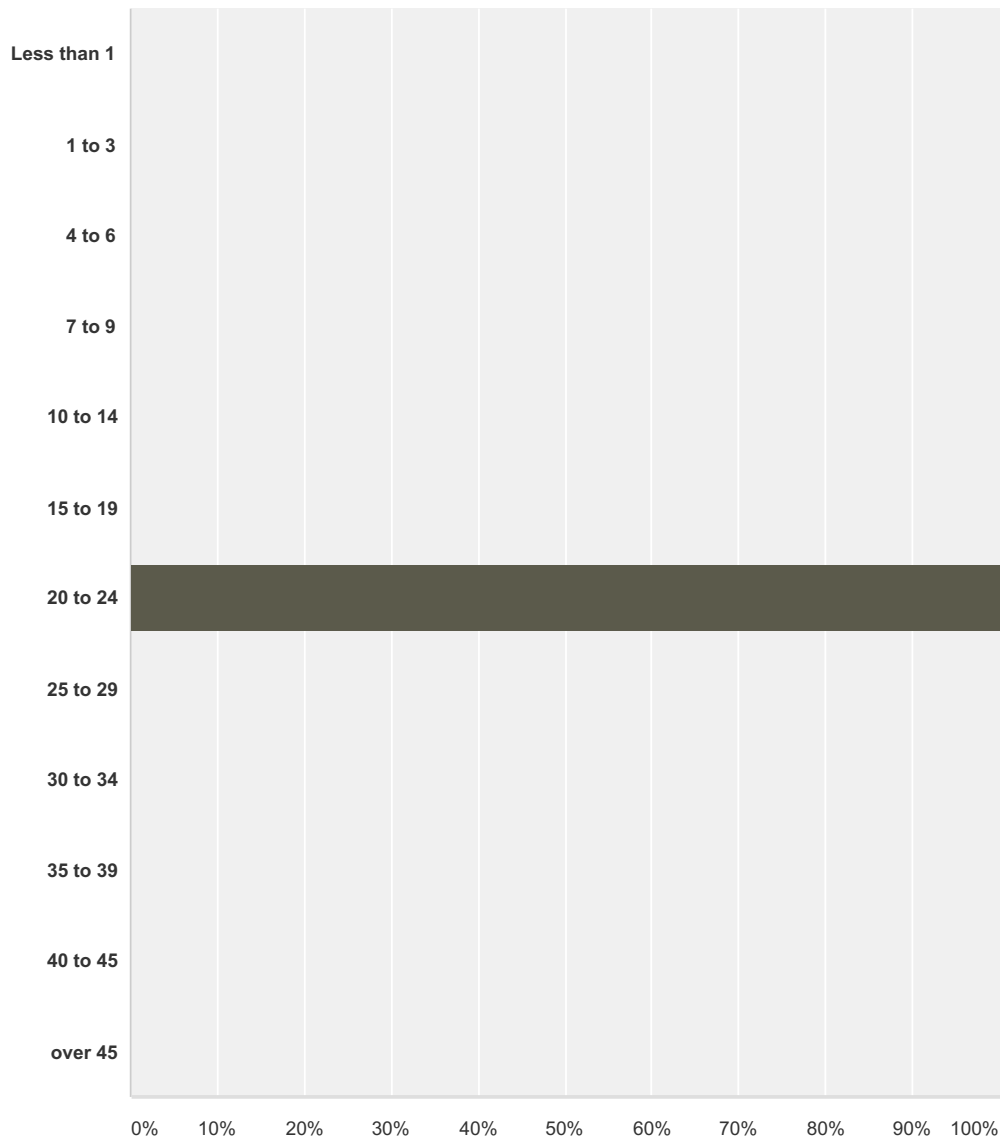


## Executive Director Salary Survey 2016

\$6,000,000 to \$7,999,999	0.00%	0
\$8,000,000 to \$9,999,999	27.27%	3
\$10,000,000 to \$11,999,999	18.18%	2
\$12,000,000 to \$13,999,999	0.00%	0
\$14,000,000 to \$15,999,999	0.00%	0
\$16,000,000 to \$17,999,999	0.00%	0
\$18,000,000 to \$19,999,999	0.00%	0
over \$20,000,000	0.00%	0
<b>Total</b>		<b>11</b>

### Q7 How many years experience do you have as an executive director?

Answered: 11 Skipped: 0



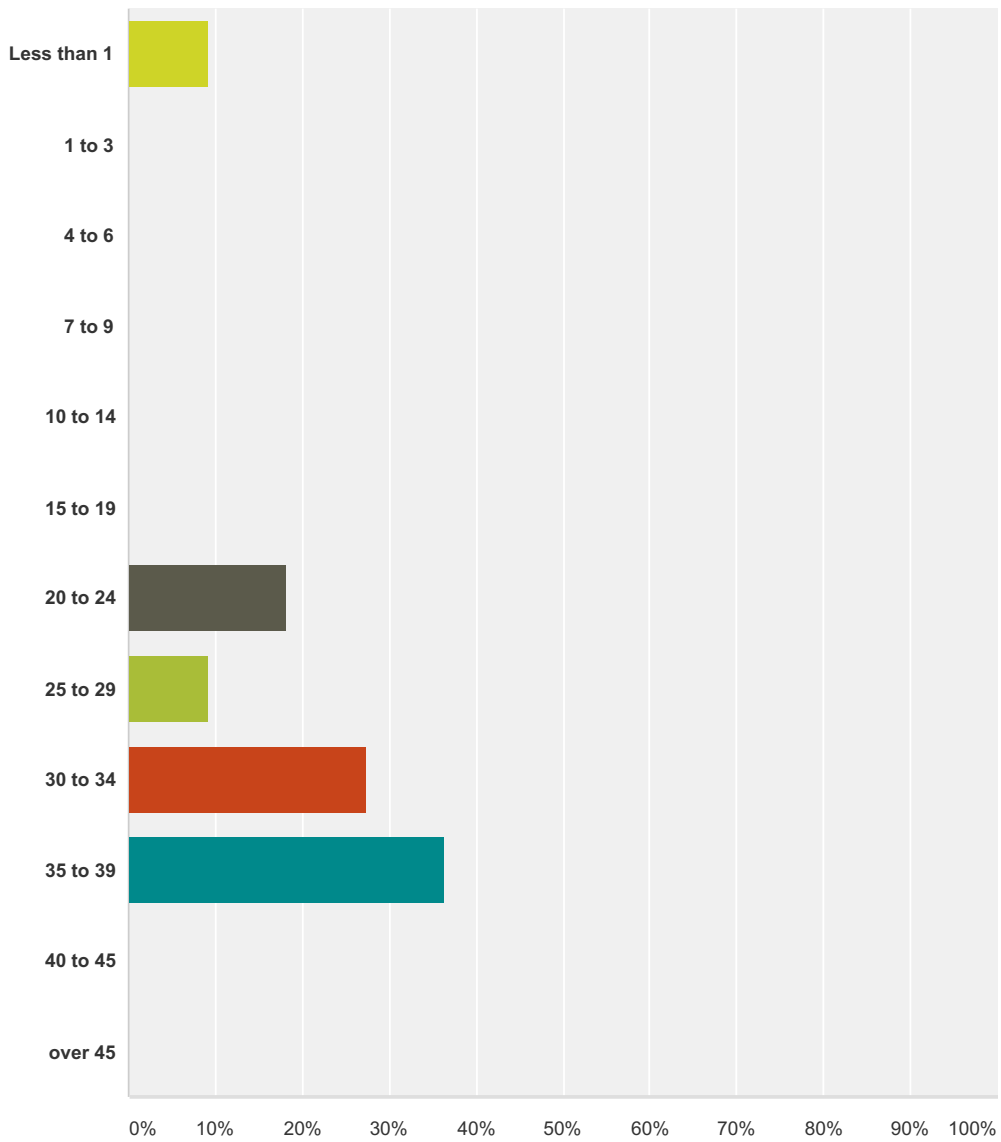
Answer Choices	Responses
Less than 1	0.00% 0
1 to 3	0.00% 0
4 to 6	0.00% 0
7 to 9	0.00% 0
10 to 14	0.00% 0
15 to 19	0.00% 0
20 to 24	100.00% 11

## Executive Director Salary Survey 2016

25 to 29	0.00%	0
30 to 34	0.00%	0
35 to 39	0.00%	0
40 to 45	0.00%	0
over 45	0.00%	0
<b>Total</b>		<b>11</b>

### Q8 How many years experience do you have in legal services?

Answered: 11 Skipped: 0



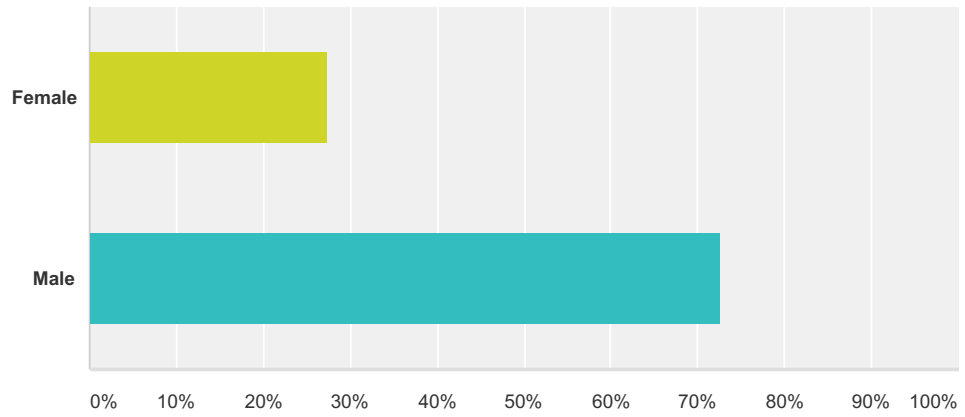
Answer Choices	Responses
Less than 1	9.09% 1
1 to 3	0.00% 0
4 to 6	0.00% 0
7 to 9	0.00% 0
10 to 14	0.00% 0
15 to 19	0.00% 0
20 to 24	18.18% 2

## Executive Director Salary Survey 2016

25 to 29	9.09%	1
30 to 34	27.27%	3
35 to 39	36.36%	4
40 to 45	0.00%	0
over 45	0.00%	0
<b>Total</b>		<b>11</b>

### Q9 What is your gender?

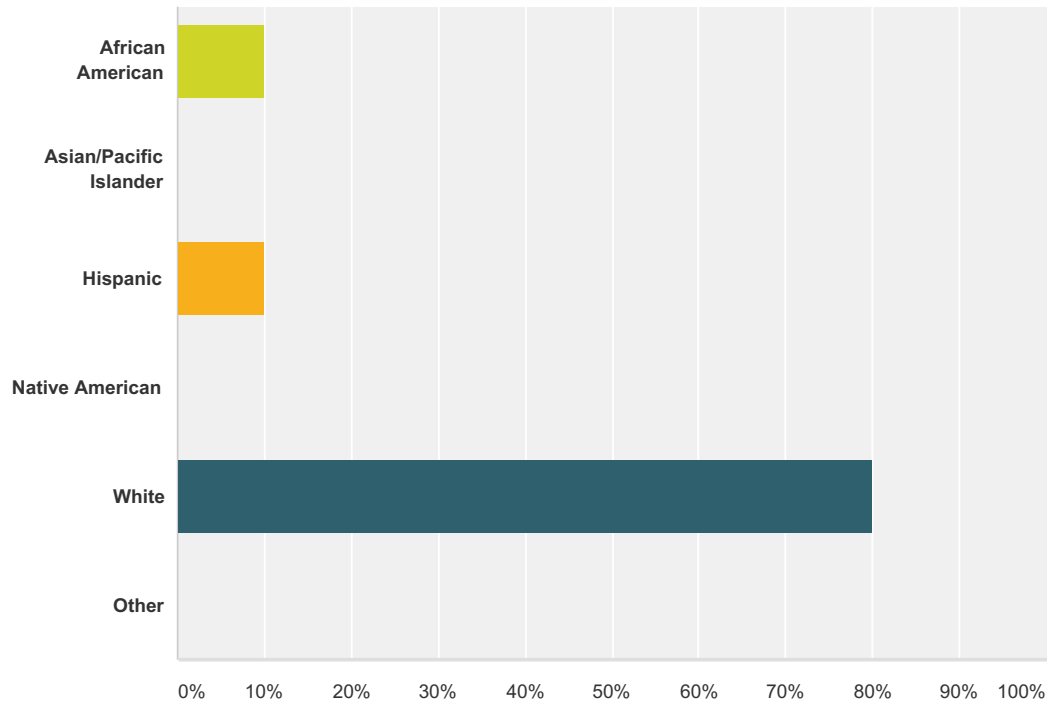
Answered: 11 Skipped: 0



Answer Choices	Responses
Female	27.27% 3
Male	72.73% 8
<b>Total Respondents: 11</b>	

### Q10 What is your ethnicity?

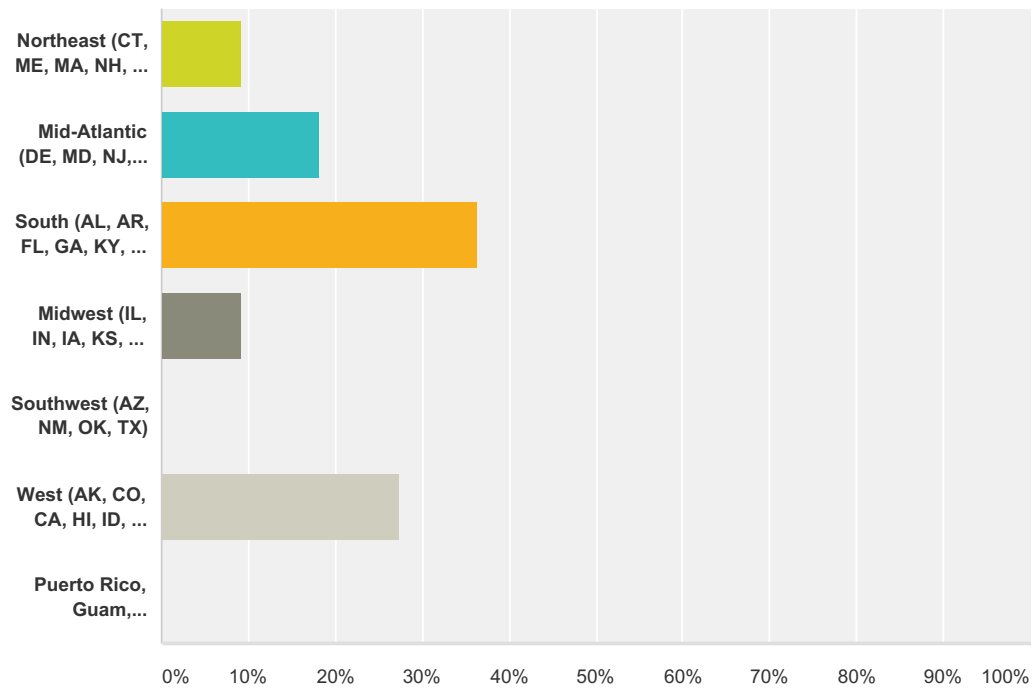
Answered: 10 Skipped: 1



Answer Choices	Responses
African American	10.00% 1
Asian/Pacific Islander	0.00% 0
Hispanic	10.00% 1
Native American	0.00% 0
White	80.00% 8
Other	0.00% 0
<b>Total Respondents: 10</b>	

### Q11 What area of the country does your program serve?

Answered: 11 Skipped: 0

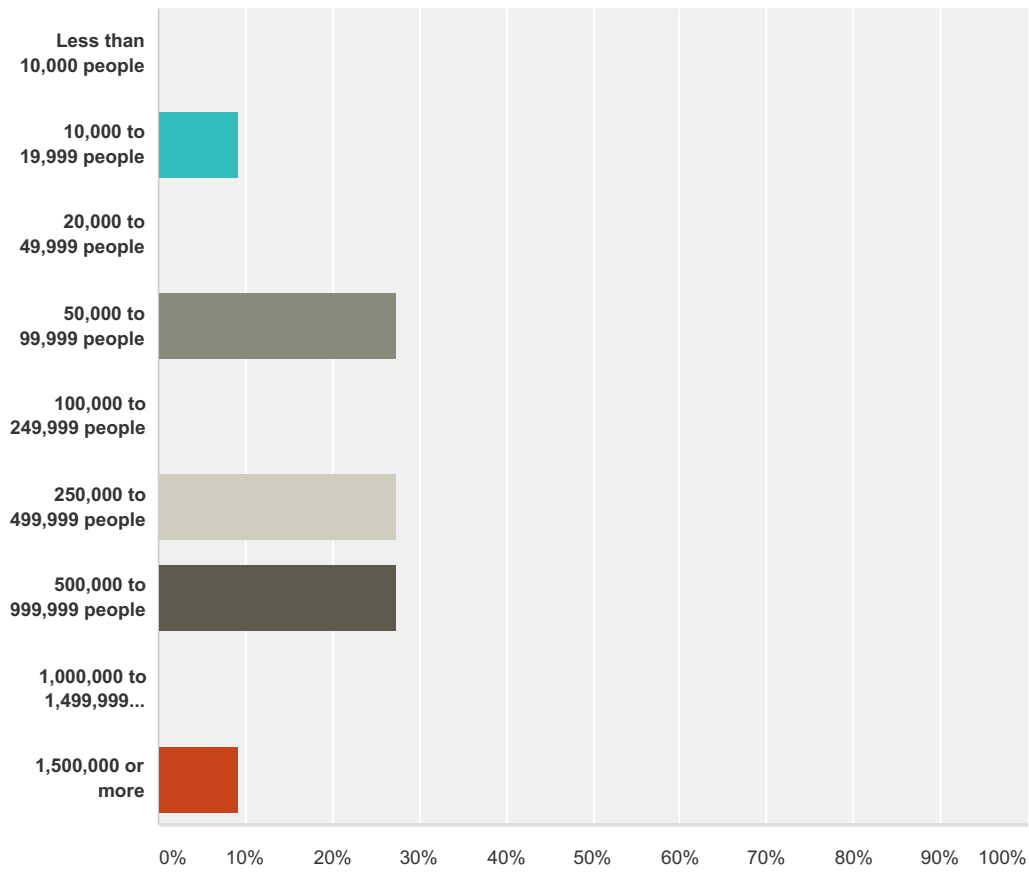


Answer Choices	Responses
Northeast (CT, ME, MA, NH, RI, VT)	9.09% 1
Mid-Atlantic (DE, MD, NJ, NY, PA, DC)	18.18% 2
South (AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV)	36.36% 4
Midwest (IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WI)	9.09% 1
Southwest (AZ, NM, OK, TX)	0.00% 0
West (AK, CO, CA, HI, ID, MT, NV, OR, UT, WA, WY)	27.27% 3
Puerto Rico, Guam, Micronesia	0.00% 0
<b>Total</b>	<b>11</b>



### Q12 What is the size of the largest city served by your program?

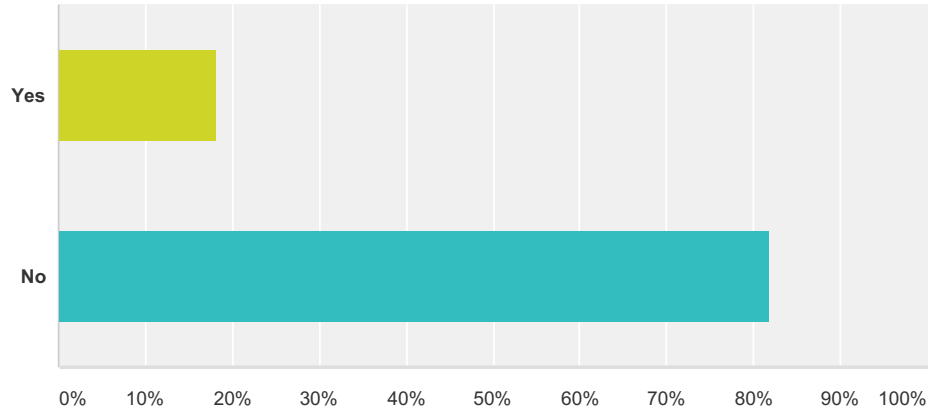
Answered: 11 Skipped: 0



Answer Choices	Responses
Less than 10,000 people	0.00% 0
10,000 to 19,999 people	9.09% 1
20,000 to 49,999 people	0.00% 0
50,000 to 99,999 people	27.27% 3
100,000 to 249,999 people	0.00% 0
250,000 to 499,999 people	27.27% 3
500,000 to 999,999 people	27.27% 3
1,000,000 to 1,499,999 people	0.00% 0
1,500,000 or more	9.09% 1
<b>Total</b>	<b>11</b>

**Q13 Do you as executive director have an employment contract? If you do, would you please mail or email a copy to MIE? Feel free to redact all private information.**

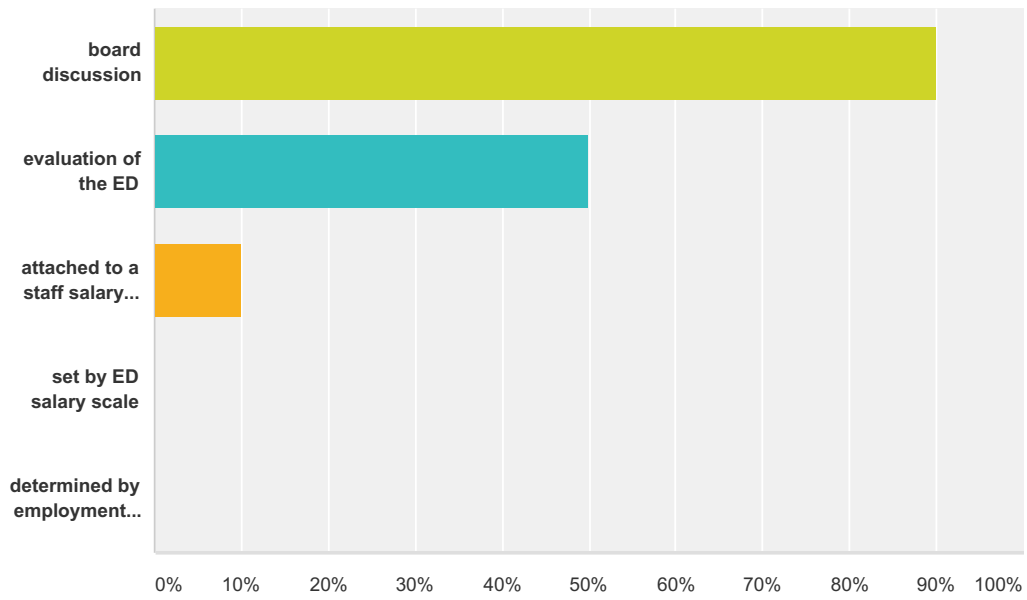
Answered: 11 Skipped: 0



Answer Choices	Responses
Yes	18.18% 2
No	81.82% 9
<b>Total</b>	<b>11</b>

### Q14 What process is used to determine executive director raises?

Answered: 10 Skipped: 1

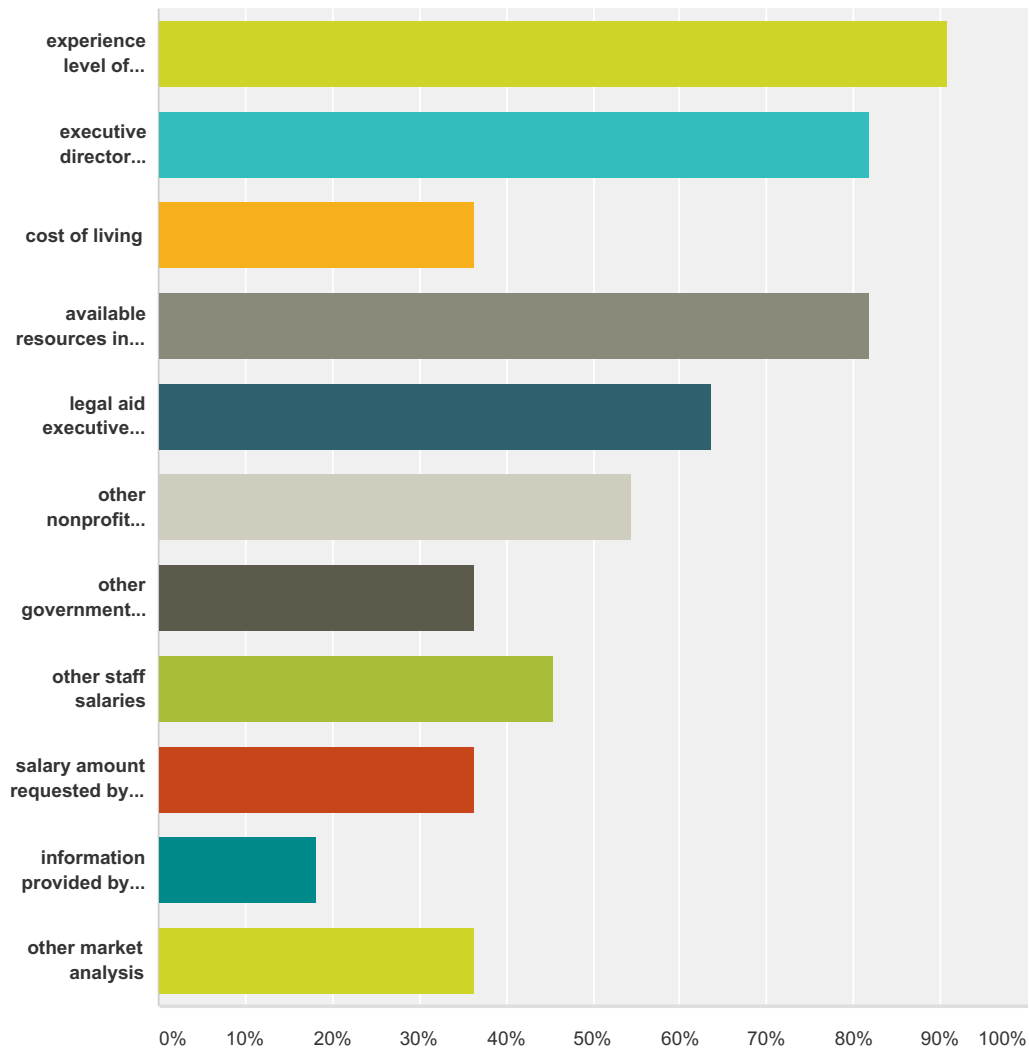


Answer Choices	Responses
board discussion	90.00% 9
evaluation of the ED	50.00% 5
attached to a staff salary scale	10.00% 1
set by ED salary scale	0.00% 0
determined by employment contract	0.00% 0
<b>Total Respondents: 10</b>	

#	Other (please specify) or comments	Date
1	Last raise was 7 years ago.....not really an issue	2/16/2016 4:13 PM

### Q15 What information is considered in setting the executive director salary?

Answered: 11 Skipped: 0



Answer Choices	Responses
experience level of executive director	90.91% 10
executive director performance	81.82% 9
cost of living	36.36% 4
available resources in budget	81.82% 9
legal aid executive director salaries in comparable organizations	63.64% 7
other nonprofit executive salaries	54.55% 6
other government executive salaries	36.36% 4
other staff salaries	45.45% 5
salary amount requested by executive director	36.36% 4

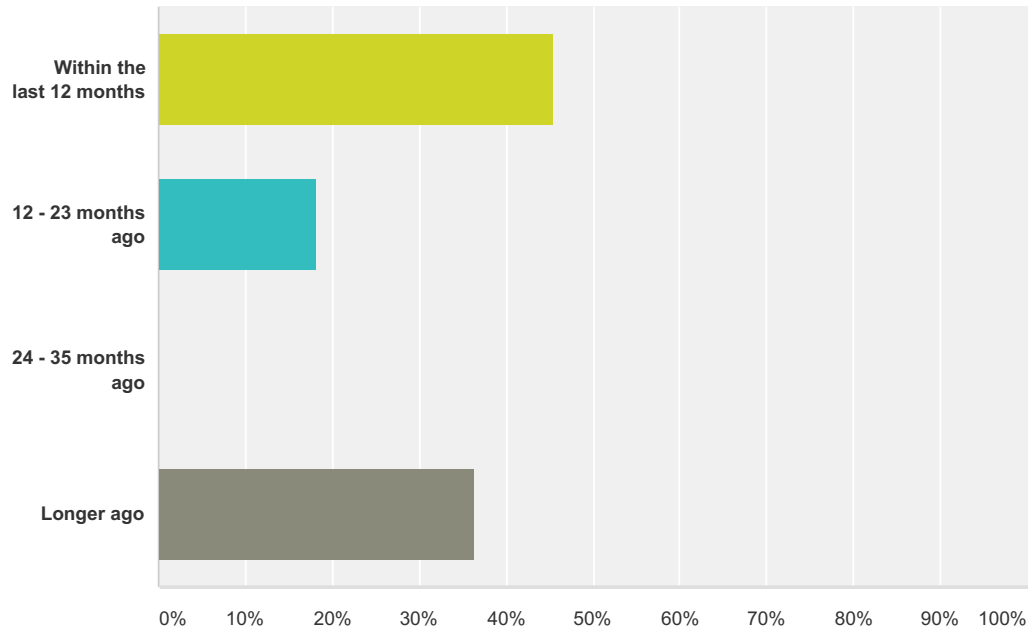
## Executive Director Salary Survey 2016

information provided by hired HR professional	<b>18.18%</b>	2
other market analysis	<b>36.36%</b>	4
<b>Total Respondents: 11</b>		

#	Other (please specify) or comments	Date
1	Limited to pay of 1st year associate in 5 largest firms in State	1/29/2016 3:19 PM

### Q16 When was your last raise?

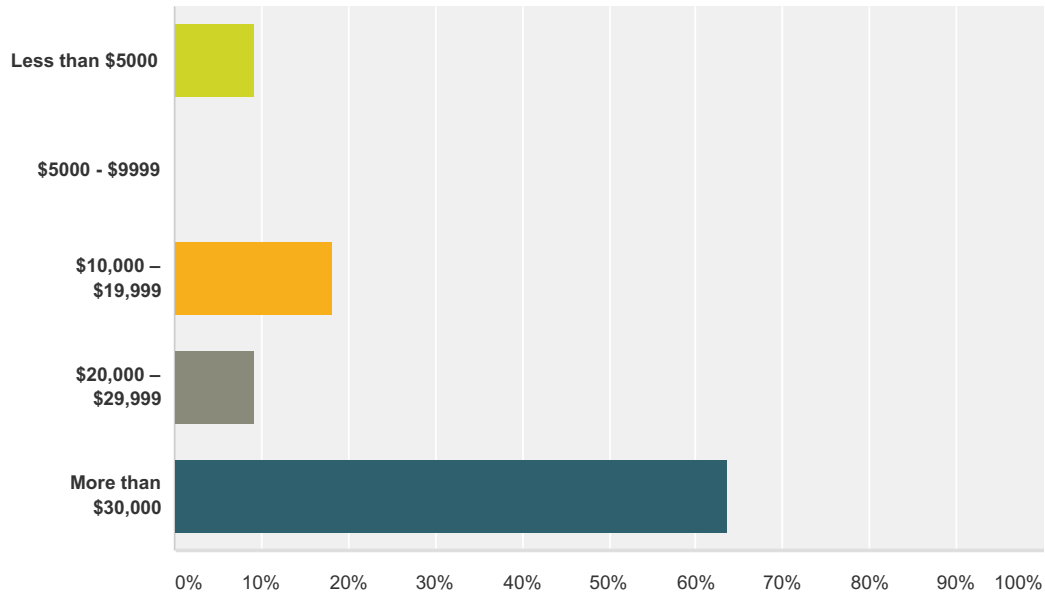
Answered: 11 Skipped: 0



Answer Choices	Responses	Count
Within the last 12 months	45.45%	5
12 - 23 months ago	18.18%	2
24 - 35 months ago	0.00%	0
Longer ago	36.36%	4
<b>Total</b>		<b>11</b>

**Q17 If your program has a deputy, litigation director, chief financial officer or other senior manager, what is the spread between the executive director salary and the next highest paid senior manager, approximately?**

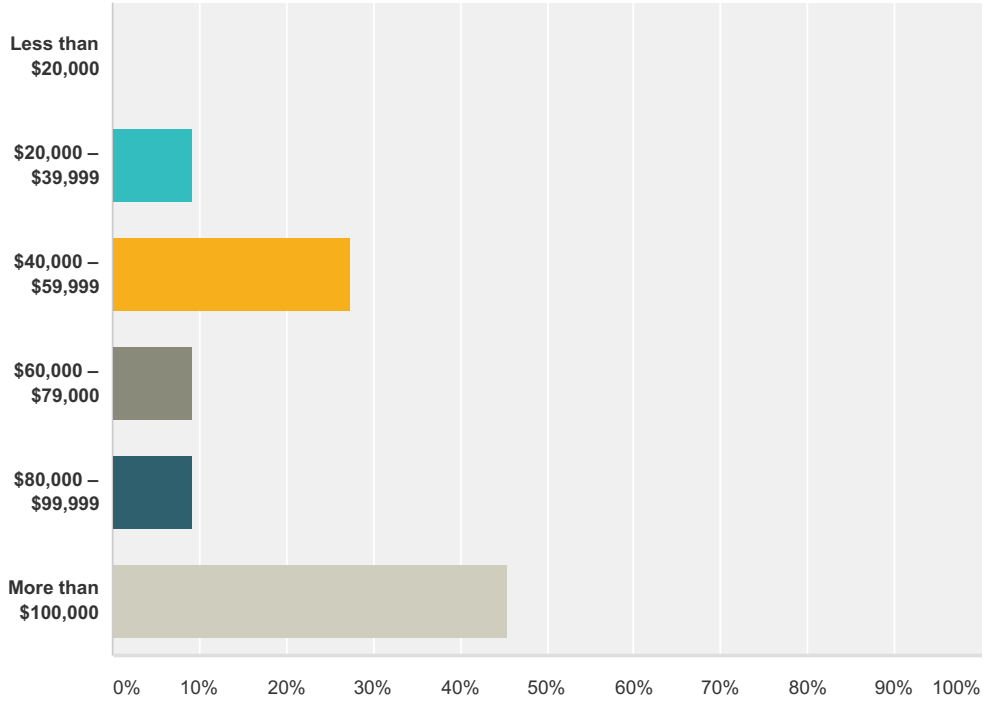
Answered: 11 Skipped: 0



Answer Choices	Responses
Less than \$5000	9.09% 1
\$5000 - \$9999	0.00% 0
\$10,000 - \$19,999	18.18% 2
\$20,000 - \$29,999	9.09% 1
More than \$30,000	63.64% 7
<b>Total</b>	<b>11</b>

**Q18 What is the spread between the executive director salary and that of a new attorney in your program?**

Answered: 11 Skipped: 0

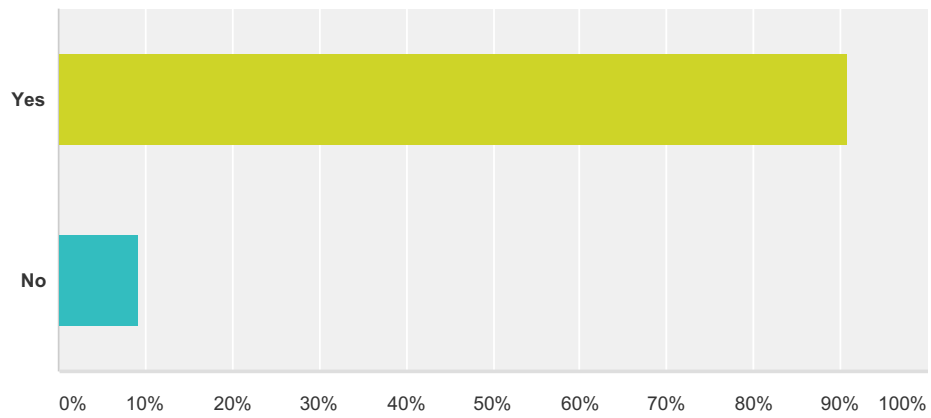


Answer Choices	Responses
Less than \$20,000	0.00% 0
\$20,000 - \$39,999	9.09% 1
\$40,000 - \$59,999	27.27% 3
\$60,000 - \$79,000	9.09% 1
\$80,000 - \$99,999	9.09% 1
More than \$100,000	45.45% 5
<b>Total</b>	<b>11</b>



### Q19 Does your board evaluate the executive director?

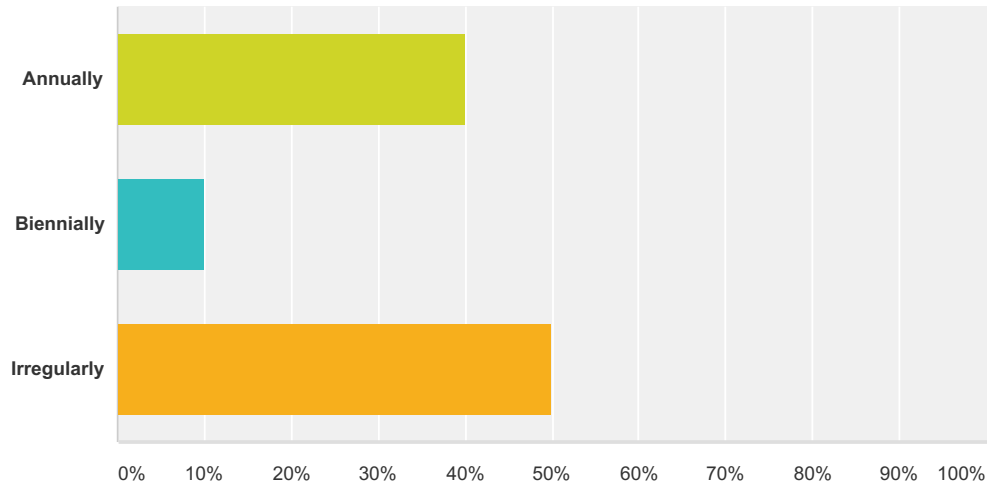
Answered: 11 Skipped: 0



Answer Choices	Responses
Yes	90.91% 10
No	9.09% 1
<b>Total Respondents: 11</b>	

### Q20 How often?

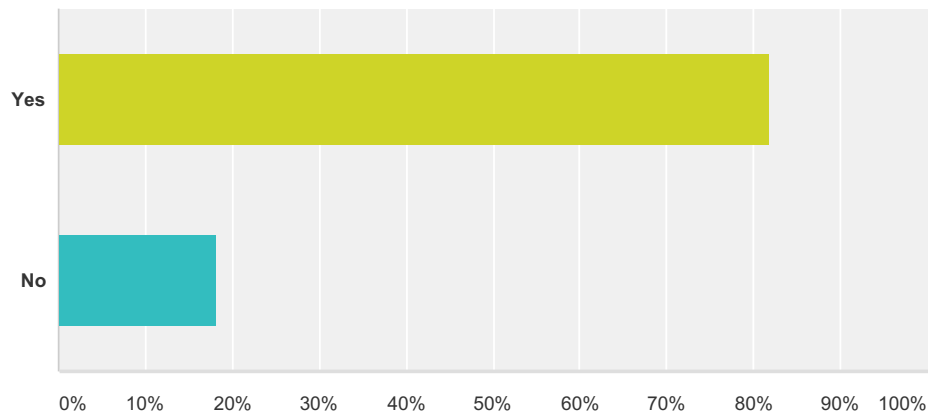
Answered: 10 Skipped: 1



Answer Choices	Responses	Count
Annually	40.00%	4
Biennially	10.00%	1
Irregularly	50.00%	5
<b>Total Respondents: 10</b>		

### Q21 Do you have salary scales for various staff members in your program?

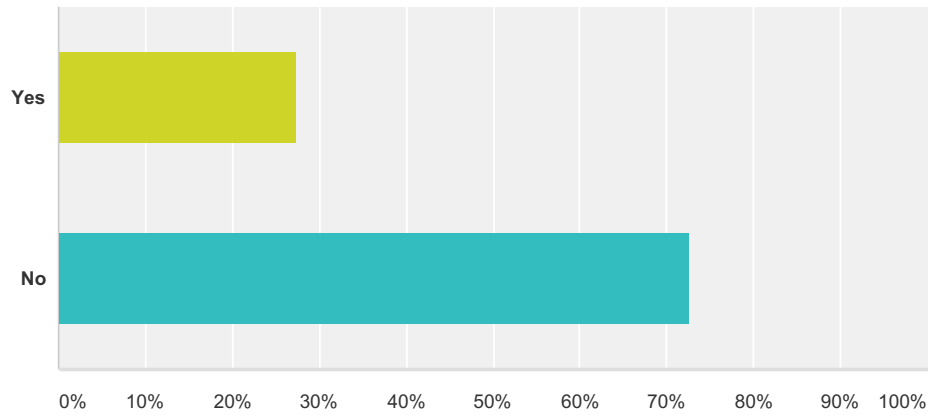
Answered: 11 Skipped: 0



Answer Choices	Responses	
Yes	81.82%	9
No	18.18%	2
<b>Total Respondents: 11</b>		

### Q22 Is your program unionized?

Answered: 11 Skipped: 0



Answer Choices	Responses	
Yes	27.27%	3
No	72.73%	8
<b>Total Respondents: 11</b>		