

Executive Director Salary Survey 2010 **SMALLER BUDGETS**

1. What is your current salary?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Below \$50,000	25.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.8% (1)
\$50,000 to \$54,999	25.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.8% (1)
\$55,000 to \$59,999	0.0% (0)	4.5% (1)	3.6% (1)	0.0% (0)	0.0% (0)	1.7% (2)
\$60,000 to \$64,999	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
\$65,000 to \$69,999	25.0% (1)	18.2% (4)	0.0% (0)	0.0% (0)	0.0% (0)	4.2% (5)
\$70,000 to \$74,999	0.0% (0)	9.1% (2)	3.6% (1)	2.9% (1)	0.0% (0)	3.4% (4)
\$75,000 to \$79,999	0.0% (0)	18.2% (4)	3.6% (1)	2.9% (1)	0.0% (0)	5.1% (6)
\$80,000 to \$84,999	0.0% (0)	4.5% (1)	14.3% (4)	11.8% (4)	10.0% (3)	10.2% (12)
\$85,000 to \$89,999	25.0% (1)	18.2% (4)	0.0% (0)	11.8% (4)	6.7% (2)	9.3% (11)
\$90,000 to \$94,999	0.0% (0)	13.6% (3)	17.9% (5)	5.9% (2)	13.3% (4)	11.9% (14)
\$95,000 to \$99,999	0.0% (0)	0.0% (0)	7.1% (2)	2.9% (1)	3.3% (1)	3.4% (4)
\$100,000 to \$104,999	0.0% (0)	0.0% (0)	7.1% (2)	0.0% (0)	6.7% (2)	3.4% (4)
\$105,000 to \$109,999	0.0% (0)	0.0% (0)	14.3% (4)	17.6% (6)	6.7% (2)	10.2% (12)
\$110,000 to \$114,999	0.0% (0)	4.5% (1)	10.7% (3)	5.9% (2)	3.3% (1)	5.9% (7)

\$115,000 to \$119,999	0.0% (0)	4.5% (1)	7.1% (2)	2.9% (1)	<b>13.3%</b> <b>(4)</b>	6.8% (8)
\$120,000 to \$124,999	0.0% (0)	0.0% (0)	0.0% (0)	5.9% (2)	3.3% (1)	2.5% (3)
\$125,000 to \$129,999	0.0% (0)	0.0% (0)	0.0% (0)	2.9% (1)	6.7% (2)	2.5% (3)
\$130,000 to \$134,999	0.0% (0)	0.0% (0)	0.0% (0)	14.7% (5)	6.7% (2)	5.9% (7)
\$135,000 to \$139,999	0.0% (0)	4.5% (1)	3.6% (1)	2.9% (1)	3.3% (1)	3.4% (4)
\$140,000 to \$144,999	0.0% (0)	0.0% (0)	0.0% (0)	2.9% (1)	3.3% (1)	1.7% (2)
\$145,000 to \$149,999	0.0% (0)	0.0% (0)	3.6% (1)	2.9% (1)	3.3% (1)	2.5% (3)
over \$150,000	0.0% (0)	0.0% (0)	3.6% (1)	2.9% (1)	10.0% (3)	4.2% (5)
<b>answered question</b>	4	22	28	34	30	<b>118</b>
<b>skipped question</b>						<b>0</b>

2. Does the program provide a retirement/pension plan for you and other staff?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
No	50.0% (2)	18.2% (4)	7.1% (2)	14.7% (5)	3.4% (1)	12.0% (14)
Yes, please explain:	2 replies (50.0%)	18 replies (81.8%)	26 replies (92.9%)	29 replies (85.3%)	28 replies (96.6%)	88.0% (103)
<b>answered question</b>	4	22	28	34	29	<b>117</b>
<b>skipped question</b>						<b>1</b>

3. Do you receive any benefits which you would say are out-of-the-ordinary?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
No	100.0% (4)	86.4% (19)	85.7% (24)	91.2% (31)	82.8% (24)	87.2% (102)
Yes, please explain:	0 replies (0.0%)	3 replies (13.6%)	4 replies (14.3%)	3 replies (8.8%)	5 replies (17.2%)	12.8% (15)
<b>answered question</b>	4	22	28	34	29	117
<b>skipped question</b>						1

4. Before becoming executive director, were you:						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
a legal services manager?	0.0% (0)	36.4% (8)	40.7% (11)	70.6% (24)	63.3% (19)	53.4% (62)
a legal services staff attorney?	33.3% (1)	31.8% (7)	29.6% (8)	23.5% (8)	26.7% (8)	27.6% (32)
in private practice?	66.7% (2)	13.6% (3)	18.5% (5)	8.8% (3)	3.3% (1)	12.1% (14)
working for a government agency?	0.0% (0)	18.2% (4)	18.5% (5)	2.9% (1)	0.0% (0)	8.6% (10)
working for another nonprofit?	0.0% (0)	18.2% (4)	14.8% (4)	8.8% (3)	16.7% (5)	13.8% (16)
<b>answered question</b>	3	22	27	34	30	116
<b>skipped question</b>						2

5. If your prior job was outside legal services, did you take a pay cut when you became executive director?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
No	33.3% (1)	58.3% (7)	58.3% (7)	57.1% (8)	83.3% (5)	59.6% (28)
Yes, less than \$5000	0.0% (0)	0.0% (0)	8.3% (1)	14.3% (2)	0.0% (0)	6.4% (3)
Yes, \$5000 - \$9999	33.3% (1)	8.3% (1)	0.0% (0)	7.1% (1)	0.0% (0)	6.4% (3)
Yes, more than \$10,000	33.3% (1)	33.3% (4)	33.3% (4)	21.4% (3)	16.7% (1)	27.7% (13)
<b>answered question</b>	3	12	12	14	6	47
<b>skipped question</b>						71

6. What is the size of your program's operating budget?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Under \$500,000	100.0% (4)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (4)
\$500,000 to \$999,999	0.0% (0)	100.0% (22)	0.0% (0)	0.0% (0)	0.0% (0)	18.6% (22)
\$1,000,000 to \$1,999,999	0.0% (0)	0.0% (0)	100.0% (28)	0.0% (0)	0.0% (0)	23.7% (28)
\$2,000,000 to \$3,999,999	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (34)	0.0% (0)	28.8% (34)
\$4,000,000 to \$5,999,999	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (30)	25.4% (30)
\$6,000,000 to \$7,999,999	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
\$8,000,000 to \$9,999,999	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
\$10,000,000 to \$11,999,999	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
\$12,000,000 to \$13,999,999	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
\$14,000,000 to \$15,999,999	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Over \$16,000,000	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
<b>answered question</b>	4	22	28	34	30	118
<b>skipped question</b>						<b>0</b>

7. How many years experience do you have as an executive director?

	What is the size of your program's operating budget?					Response Totals
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	
Less than 1	0.0% (0)	0.0% (0)	0.0% (0)	2.9% (1)	0.0% (0)	0.9% (1)
1 to 3	25.0% (1)	22.7% (5)	7.1% (2)	17.6% (6)	17.9% (5)	<b>16.4%</b> <b>(19)</b>
4 to 6	<b>50.0%</b> <b>(2)</b>	<b>27.3%</b> <b>(6)</b>	21.4% (6)	11.8% (4)	3.6% (1)	<b>16.4%</b> <b>(19)</b>
7 to 9	0.0% (0)	9.1% (2)	10.7% (3)	14.7% (5)	3.6% (1)	9.5% (11)
10 to 14	0.0% (0)	18.2% (4)	<b>35.7%</b> <b>(10)</b>	2.9% (1)	14.3% (4)	<b>16.4%</b> <b>(19)</b>
15 to 19	0.0% (0)	4.5% (1)	10.7% (3)	11.8% (4)	14.3% (4)	10.3% (12)
20 to 24	25.0% (1)	9.1% (2)	3.6% (1)	5.9% (2)	<b>25.0%</b> <b>(7)</b>	11.2% (13)
25 to 29	0.0% (0)	4.5% (1)	7.1% (2)	<b>26.5%</b> <b>(9)</b>	14.3% (4)	13.8% (16)
30 to 34	0.0% (0)	0.0% (0)	0.0% (0)	5.9% (2)	7.1% (2)	3.4% (4)
More than 34	0.0% (0)	4.5% (1)	3.6% (1)	0.0% (0)	0.0% (0)	1.7% (2)
<b>answered question</b>	4	22	28	34	28	<b>116</b>
<b>skipped question</b>						<b>2</b>

8. How many years experience do you have in legal services?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Less than 1	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
1 to 3	25.0% (1)	4.5% (1)	0.0% (0)	2.9% (1)	3.6% (1)	3.4% (4)
4 to 6	<b>50.0%</b> <b>(2)</b>	13.6% (3)	3.6% (1)	0.0% (0)	3.6% (1)	6.0% (7)
7 to 9	0.0% (0)	18.2% (4)	<b>21.4%</b> <b>(6)</b>	2.9% (1)	0.0% (0)	9.5% (11)
10 to 14	25.0% (1)	<b>22.7%</b> <b>(5)</b>	3.6% (1)	<b>20.6%</b> <b>(7)</b>	7.1% (2)	13.8% (16)
15 to 19	0.0% (0)	0.0% (0)	<b>21.4%</b> <b>(6)</b>	0.0% (0)	0.0% (0)	5.2% (6)
20 to 24	0.0% (0)	9.1% (2)	17.9% (5)	17.6% (6)	3.6% (1)	12.1% (14)
25 to 29	0.0% (0)	18.2% (4)	7.1% (2)	17.6% (6)	21.4% (6)	15.5% (18)
30 to 34	0.0% (0)	4.5% (1)	14.3% (4)	<b>20.6%</b> <b>(7)</b>	<b>42.9%</b> <b>(12)</b>	<b>20.7%</b> <b>(24)</b>
More than 34	0.0% (0)	9.1% (2)	10.7% (3)	17.6% (6)	17.9% (5)	13.8% (16)
<b>answered question</b>	4	22	28	34	28	<b>116</b>
<b>skipped question</b>						<b>2</b>

9. What is your gender?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Female	50.0% (2)	68.2% (15)	42.9% (12)	41.2% (14)	34.5% (10)	45.3% (53)
Male	50.0% (2)	31.8% (7)	57.1% (16)	58.8% (20)	65.5% (19)	54.7% (64)
<b>answered question</b>	4	22	28	34	29	117
<b>skipped question</b>						1

10. What is your ethnicity?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
African American	0.0% (0)	4.5% (1)	0.0% (0)	5.9% (2)	10.7% (3)	5.2% (6)
Asian/Pacific Islander	0.0% (0)	4.5% (1)	0.0% (0)	0.0% (0)	3.6% (1)	1.7% (2)
Hispanic	0.0% (0)	13.6% (3)	3.7% (1)	8.8% (3)	0.0% (0)	6.1% (7)
Native American	0.0% (0)	9.1% (2)	0.0% (0)	0.0% (0)	0.0% (0)	1.7% (2)
White	100.0% (4)	81.8% (18)	96.3% (26)	85.3% (29)	85.7% (24)	87.8% (101)
Other	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
<b>answered question</b>	4	22	27	34	28	115
<b>skipped question</b>						3



11. What area of the country does your program serve?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Northeast (CT, ME, MA, NH, RI, VT)	0.0% (0)	18.2% (4)	17.9% (5)	11.8% (4)	20.7% (6)	16.2% (19)
Mid-Atlantic (DE, MD, NJ, NY, PA, DC)	0.0% (0)	13.6% (3)	14.3% (4)	14.7% (5)	27.6% (8)	17.1% (20)
South (AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV)	0.0% (0)	9.1% (2)	14.3% (4)	29.4% (10)	<b>31.0%</b> <b>(9)</b>	21.4% (25)
Midwest (IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WI)	<b>50.0%</b> <b>(2)</b>	18.2% (4)	<b>28.6%</b> <b>(8)</b>	8.8% (3)	10.3% (3)	17.1% (20)
Southwest (AZ, NM, OK, TX)	25.0% (1)	4.5% (1)	0.0% (0)	0.0% (0)	3.4% (1)	2.6% (3)
West (AK, CO, CA, HI, ID, MT, NV, OR, UT, WA, WY)	25.0% (1)	<b>36.4%</b> <b>(8)</b>	25.0% (7)	<b>35.3%</b> <b>(12)</b>	6.9% (2)	<b>25.6%</b> <b>(30)</b>
Puerto Rico, Guam, Micronesia	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
<b>answered question</b>	4	22	28	34	29	<b>117</b>
<b>skipped question</b>						<b>1</b>

12. What type of program is your organization? Please choose all that apply.

	What is the size of your program's operating budget?					Response Totals
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	
Statewide	50.0% (2)	59.1% (13)	46.4% (13)	32.4% (11)	48.3% (14)	45.3% (53)
Portion of a state	25.0% (1)	27.3% (6)	32.1% (9)	47.1% (16)	44.8% (13)	38.5% (45)
Multi-state	0.0% (0)	0.0% (0)	10.7% (3)	11.8% (4)	6.9% (2)	7.7% (9)
Rural	0.0% (0)	18.2% (4)	10.7% (3)	14.7% (5)	10.3% (3)	12.8% (15)
Urban	0.0% (0)	18.2% (4)	7.1% (2)	11.8% (4)	17.2% (5)	12.8% (15)
Mixed rural/urban	25.0% (1)	36.4% (8)	46.4% (13)	58.8% (20)	65.5% (19)	52.1% (61)
Migrant	0.0% (0)	9.1% (2)	0.0% (0)	8.8% (3)	13.8% (4)	7.7% (9)
Protection and Advocacy	0.0% (0)	13.6% (3)	14.3% (4)	8.8% (3)	13.8% (4)	12.0% (14)
LSC-funded	0.0% (0)	9.1% (2)	14.3% (4)	38.2% (13)	51.7% (15)	29.1% (34)
Non-LSC funded	<b>100.0%</b> <b>(4)</b>	68.2% (15)	57.1% (16)	58.8% (20)	58.6% (17)	61.5% (72)
IOLTA-funded	50.0% (2)	<b>72.7%</b> <b>(16)</b>	60.7% (17)	67.6% (23)	<b>79.3%</b> <b>(23)</b>	69.2% (81)
Pro Bono	25.0% (1)	31.8% (7)	35.7% (10)	38.2% (13)	48.3% (14)	38.5% (45)
Title IIIb	0.0% (0)	4.5% (1)	25.0% (7)	23.5% (8)	41.4% (12)	23.9% (28)
IOLTA	0.0% (0)	22.7% (5)	17.9% (5)	14.7% (5)	31.0% (9)	20.5% (24)
Civil	75.0% (3)	68.2% (15)	<b>71.4%</b> <b>(20)</b>	<b>73.5%</b> <b>(25)</b>	72.4% (21)	<b>71.8%</b> <b>(84)</b>

Defender	0.0% (0)	0.0% (0)	3.6% (1)	0.0% (0)	0.0% (0)	0.9% (1)
Hotline	25.0% (1)	4.5% (1)	10.7% (3)	20.6% (7)	13.8% (4)	13.7% (16)
Other (please specify)	1 reply (25.0%)	8 replies (36.4%)	5 replies (17.9%)	5 replies (14.7%)	9 replies (31.0%)	23.9% (28)
<b><i>answered question</i></b>	4	22	28	34	29	<b>117</b>
<b><i>skipped question</i></b>						<b>1</b>

**13. What is the size of the largest city served by your program?**

	What is the size of your program's operating budget?					Response Totals
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	
Less than 10,000 people	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
10,000 to 19,999 people	0.0% (0)	0.0% (0)	3.7% (1)	3.1% (1)	3.4% (1)	2.7% (3)
20,000 to 49,999 people	0.0% (0)	4.8% (1)	0.0% (0)	3.1% (1)	6.9% (2)	3.5% (4)
50,000 to 99,999 people	0.0% (0)	19.0% (4)	14.8% (4)	12.5% (4)	17.2% (5)	15.0% (17)
100,000 to 249,999 people	25.0% (1)	14.3% (3)	11.1% (3)	<b>25.0%</b> <b>(8)</b>	13.8% (4)	16.8% (19)
250,000 to 499,999 people	0.0% (0)	9.5% (2)	18.5% (5)	15.6% (5)	17.2% (5)	15.0% (17)
500,000 to 999,999 people	<b>50.0%</b> <b>(2)</b>	<b>23.8%</b> <b>(5)</b>	<b>22.2%</b> <b>(6)</b>	15.6% (5)	6.9% (2)	17.7% (20)
1,000,000 to 1,499,999 people	0.0% (0)	9.5% (2)	7.4% (2)	6.3% (2)	13.8% (4)	8.8% (10)
1,500,000 or more	25.0% (1)	19.0% (4)	<b>22.2%</b> <b>(6)</b>	18.8% (6)	<b>20.7%</b> <b>(6)</b>	<b>20.4%</b> <b>(23)</b>
<b>answered question</b>	4	21	27	32	29	<b>113</b>
<b>skipped question</b>						<b>5</b>

14. 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.

		What is the size of your program's operating budget?					
		Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Yes	25.0% (1)	0.0% (0)	0.0% (0)	9.1% (3)	10.3% (3)	6.1% (7)	
No	75.0% (3)	100.0% (22)	100.0% (27)	90.9% (30)	89.7% (26)	93.9% (108)	
<b>answered question</b>		4	22	27	33	29	115
<b>skipped question</b>							3

15. What process is used to determine executive director raises?

		What is the size of your program's operating budget?					
		Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Count
	3 replies	22 replies	27 replies	31 replies	29 replies	112	
<b>answered question</b>		3	22	27	31	29	112
<b>skipped question</b>							6

16. What information is considered, e.g., competitive market data, cost of living increases, size of staff, whether ED is a lawyer, other information?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Count
	3 replies	19 replies	25 replies	26 replies	26 replies	99
<b>answered question</b>	3	19	25	26	26	<b>99</b>
<b>skipped question</b>						<b>19</b>

17. When was your last raise?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Within the last 12 months	33.3% (1)	31.8% (7)	53.8% (14)	40.6% (13)	57.1% (16)	45.9% (51)
12 - 23 months ago	33.3% (1)	36.4% (8)	34.6% (9)	28.1% (9)	32.1% (9)	32.4% (36)
24 - 35 months ago	0.0% (0)	18.2% (4)	3.8% (1)	28.1% (9)	10.7% (3)	15.3% (17)
Longer ago	33.3% (1)	13.6% (3)	7.7% (2)	3.1% (1)	0.0% (0)	6.3% (7)
<b>answered question</b>	3	22	26	32	28	<b>111</b>
<b>skipped question</b>						<b>7</b>

18. 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?

	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Less than \$5000	0.0% (0)	23.1% (3)	15.4% (4)	6.9% (2)	10.7% (3)	12.4% (12)
\$5000 - \$9999	0.0% (0)	15.4% (2)	15.4% (4)	17.2% (5)	21.4% (6)	17.5% (17)
\$10,000 – 19,999	0.0% (0)	23.1% (3)	<b>30.8%</b> <b>(8)</b>	<b>31.0%</b> <b>(9)</b>	<b>42.9%</b> <b>(12)</b>	<b>33.0%</b> <b>(32)</b>
\$20,000 – 29,999	0.0% (0)	<b>38.5%</b> <b>(5)</b>	26.9% (7)	27.6% (8)	7.1% (2)	22.7% (22)
More than \$30,000	<b>100.0%</b> <b>(1)</b>	0.0% (0)	11.5% (3)	17.2% (5)	17.9% (5)	14.4% (14)
<b><i>answered question</i></b>	1	13	26	29	28	<b>97</b>
<b><i>skipped question</i></b>						<b>21</b>

19. What is the spread between the executive director salary and that of a new attorney in your program?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Less than \$20,000	0.0% (0)	19.0% (4)	0.0% (0)	3.1% (1)	0.0% (0)	4.5% (5)
\$20,000 – 39,999	<b>100.0%</b> <b>(2)</b>	<b>38.1%</b> <b>(8)</b>	25.9% (7)	6.3% (2)	7.1% (2)	19.1% (21)
\$40,000 – 59,999	0.0% (0)	33.3% (7)	<b>37.0%</b> <b>(10)</b>	<b>40.6%</b> <b>(13)</b>	<b>35.7%</b> <b>(10)</b>	<b>36.4%</b> <b>(40)</b>
\$60,000 – 79,000	0.0% (0)	9.5% (2)	25.9% (7)	25.0% (8)	<b>35.7%</b> <b>(10)</b>	24.5% (27)
\$80,000 – 99,999	0.0% (0)	0.0% (0)	11.1% (3)	21.9% (7)	10.7% (3)	11.8% (13)
More than \$100,000	0.0% (0)	0.0% (0)	0.0% (0)	3.1% (1)	10.7% (3)	3.6% (4)
<b>answered question</b>	2	21	27	32	28	<b>110</b>
<i>skipped question</i>						<b>8</b>

20. Does your board evaluate the executive director?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Yes	<b>100.0%</b> <b>(3)</b>	<b>100.0%</b> <b>(22)</b>	<b>96.3%</b> <b>(26)</b>	<b>100.0%</b> <b>(33)</b>	<b>96.6%</b> <b>(28)</b>	<b>98.2%</b> <b>(112)</b>
No	0.0% (0)	4.5% (1)	3.7% (1)	0.0% (0)	3.4% (1)	2.6% (3)
<b>answered question</b>	3	22	27	33	29	<b>114</b>
<i>skipped question</i>						<b>4</b>



21. How often?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Annually	100.0% (3)	63.6% (14)	53.8% (14)	62.5% (20)	53.6% (15)	59.5% (66)
Biennially	0.0% (0)	9.1% (2)	7.7% (2)	9.4% (3)	3.6% (1)	7.2% (8)
Irregularly	0.0% (0)	31.8% (7)	38.5% (10)	28.1% (9)	42.9% (12)	34.2% (38)
<b>answered question</b>	3	22	26	32	28	111
<b>skipped question</b>						7

22. Do you have salary scales for various staff members in your program?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Yes	0.0% (0)	40.9% (9)	66.7% (18)	72.7% (24)	96.6% (28)	69.3% (79)
No	100.0% (3)	59.1% (13)	33.3% (9)	27.3% (9)	3.4% (1)	30.7% (35)
<b>answered question</b>	3	22	27	33	29	114
<b>skipped question</b>						4

23. May we contact you for copies to share with your colleagues through the MIE library?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Yes	0.0% (0)	57.1% (8)	75.0% (15)	71.4% (15)	77.8% (21)	71.1% (59)
No	100.0% (1)	42.9% (6)	25.0% (5)	28.6% (6)	22.2% (6)	28.9% (24)
<b>answered question</b>	1	14	20	21	27	<b>83</b>
<b>skipped question</b>						<b>35</b>

24. Is your program unionized?						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Yes	0.0% (0)	0.0% (0)	18.5% (5)	15.2% (5)	41.4% (12)	19.6% (22)
No	100.0% (2)	100.0% (21)	85.2% (23)	84.8% (28)	58.6% (17)	81.3% (91)
<b>answered question</b>	2	21	27	33	29	<b>112</b>
<b>skipped question</b>						<b>6</b>

25.

25.						
	What is the size of your program's operating budget?					
	Under \$500,000	\$500,000 to \$999,999	\$1,000,000 to \$1,999,999	\$2,000,000 to \$3,999,999	\$4,000,000 to \$5,999,999	Response Totals
Name:	1 reply (100.0%)	20 replies (100.0%)	22 replies (95.7%)	24 replies (100.0%)	23 replies (100.0%)	98.9% (90)
Title:	1 reply (100.0%)	20 replies (100.0%)	22 replies (95.7%)	24 replies (100.0%)	21 replies (91.3%)	96.7% (88)
Program:	1 reply (100.0%)	20 replies (100.0%)	23 replies (100.0%)	24 replies (100.0%)	22 replies (95.7%)	98.9% (90)
Address:	1 reply (100.0%)	19 replies (95.0%)	22 replies (95.7%)	22 replies (91.7%)	21 replies (91.3%)	93.4% (85)
City:	1 reply (100.0%)	19 replies (95.0%)	23 replies (100.0%)	22 replies (91.7%)	21 replies (91.3%)	94.5% (86)
State:	1 reply (100.0%)	19 replies (95.0%)	23 replies (100.0%)	22 replies (91.7%)	21 replies (91.3%)	94.5% (86)
Zip:	1 reply (100.0%)	19 replies (95.0%)	22 replies (95.7%)	22 replies (91.7%)	21 replies (91.3%)	93.4% (85)
Phone:	1 reply (100.0%)	20 replies (100.0%)	21 replies (91.3%)	23 replies (95.8%)	21 replies (91.3%)	94.5% (86)
Email:	1 reply (100.0%)	20 replies (100.0%)	23 replies (100.0%)	23 replies (95.8%)	23 replies (100.0%)	98.9% (90)
<b>answered question</b>	1	20	23	24	23	<b>91</b>
<b>skipped question</b>						<b>27</b>