



**2007 NEDA  
MEMBERSHIP CHARACTERISTICS AND  
WAGE AND BENEFIT SURVEY  
RESULTS**

Dear NEDA Member:

We are pleased to present the results of the 2007 NEDA Membership Characteristics and Wage and Benefit Survey.

NEDA has conducted a number of these surveys as a membership service in conjunction with Bridgewater State College's Institute for Regional Development. The purpose is to provide our members with timely and reliable information about compensation practices in the profession throughout the Northeast.

Of the 1193 surveys mailed, 260 responses were returned on a confidential basis to the Institute for analysis -- a response rate of 21.8%. Our thanks to all who participated!

When examining the results of the questionnaire, keep in mind that the percent (%) column may not add up to 100% due to rounding, multiple, missing or incomplete answers. All percentages have been calculated as a portion of the total number of respondents (260).

Once again, thank you to all who participated. We hope that you find the results helpful.

**2007 Northeastern Economic Developers Association  
Wage & Benefit Survey Results**

**ORGANIZATION**

**1. LOCATION OF ORGANIZATION**

Connecticut	21.2%
New Hampshire	5.9%
Massachusetts	3.5%
Maine	17.6%
Pennsylvania	34.1%
New Jersey	6.3%
Delaware	0.4%
New York	4.3%
Vermont	2.4%
Maryland	2.0%
Rhode Island	2.4%

**2. DESCRIPTION OF ORGANIZATION**

Local Government	23.5%
Non-profit Economic Development Org.	25.9%
Economic Development Organization	24.3%
State Government	4.0%
Utility	3.6%
Chamber of Commerce	4.8%
Bank/Financial	0.8%
Federal Agency	0.8%
Education	1.6%
For-profit Economic Development Org.	0.0%
Transportation	0.4%
Other	10.4%

**3. SIZE OF ECONOMIC DEVELOPMENT PROFESSIONAL STAFF**

*Number of full-time professionals*

0	4.1%
1-5	68.8%
6-10	9.0%
11-20	11.4%
21-50	5.2%
More than 50	1.2%

*Number of part-time professionals*

0	39.8%
1-10	60.3%

**4. SIZE OF SECRETARIAL/SUPPORT STAFF**

*Number of full-time employees*

0	21.8%
1-5	73.2%
6-10	3.4%
More than 10	2.0%

*Number of part-time employees*

0	46.8%
1-4	53.3%

**5. AVERAGE NUMBER OF HOURS WORKED PER WEEK BY PART-TIME EMPLOYEES**

1-10	11.1%
11-20	11.1%
Over 20 hours	77.7%

**6. POPULATION OF ORGANIZATIONS SERVICE AREA**

Under 10,000	8.0%
10,000 - 24,999	9.2%
25,000 - 49,999	12.0%
50,000 - 99,999	17.5%
100,000 - 249,999	14.3%
250,000 - \$499,999	10.0%
500,000 and over	29.1%

**7. SERVICE AREA**

Municipality	25.7%
County	31.9%
State	13.2%
Multi-County	15.6%
Metro-area	5.4%
Other	8.2%

**8. ORGANIZATION'S SERVICE AREA**

Suburban	29.0%
Rural	49.4%
Urban	21.6%

**9. ANNUAL OPERATING BUDGET FOR 2007**

Less Than \$50,000	8.1%
\$50,000 to 99,999	7.3%
\$100,000 to 149,999	6.5%
\$150,000 to 199,999	7.7%
\$200,000 to 249,999	6.9%
\$250,000 to 499,999	16.7%
\$500,000 to 749,999	7.3%
\$750,000 to 999,999	6.5%
\$1,000,000 to 1,499,999	1.2%
\$1,500,000 to 1,999,999	4.1%
\$2,000,000 to 4,999,999	11.4%
\$5,000,000 and over	8.1%

**10. PERCENTAGE OF BUDGET USED FOR MARKETING**

10% or Less	79.7%
11 to 15%	9.6%
16 to 20%	2.8%
21 to 25%	3.2%
Over 25%	4.8%

**11. PERCENTAGE OF BUDGET USED FOR SALARIES**

Under 30%	16.5%
30 to 50%	25.4%
51 to 60%	20.3%
61 to 70%	17.4%
71 to 80%	12.3%
81 to 90%	6.8%
Over 90%	1.3%

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**12. PERCENTAGE OF OPERATING BUDGET FROM:**

**Federal Government**

0%	72.5%
1-25%	9.6%
26-50%	8.3%
51-75%	3.4%
76-99%	2.4%
100%	3.9%

**State**

0%	54.5%
1-25%	26.8%
26-50%	13.0%
51-75%	2.9%
76-99%	0.9%
100%	2.7%

**County**

0%	71.2%
1-25%	11.9%
26-50%	6.0%
51-75%	3.0%
76-99%	1.5%
100%	6.8%

**City**

0%	63.4%
1-25%	12.4%
26-50%	3.0%
51-75%	1.5%
76-99%	3.5%
100%	16.6%

**Other Public Sector Sources**

0%	82.5%
1-25%	13.2%
Over 25%	4.0%

**Individuals**

0%	84.0%
1-25%	14.8%
Over 25%	1.0%

**Community Organizations**

0%	87.2%
1-25%	11.6%
Over 25%	1.0%

**Corporations**

0%	64.6%
1-25%	16.2%
26-50%	8.2%
51-75%	3.5%
76-99%	5.1%
100%	2.1%

**Other Private Sources**

0%	55.6%
1-25%	17.4%
26-50%	7.8%
51-75%	4.2%
76-99%	7.2%
100%	8.3%

**PERSONAL BACKGROUND**

**1. POSITION**

Executive Director/CEO	61.0%
Assistant/Deputy Director	8.1%
Business Retention Executive	2.8%
Business Recruitment Executive	4.1%
Consultant	4.5%
Chief Financial Officer/ Comptroller	1.2%
Marketing Executive	2.0%
Other	16.3%

**2. AGE**

Under 30	3.1%
30-39	13.2%
40-49	24.9%
50-59	37.0%
60-65	14.8%
66 and Older	7.0%

**3. GENDER**

Male	71.1%
Female	28.9%

**4. HIGHEST EDUCATIONAL LEVEL**

High School Graduate	1.2%
Some College	8.9%
Bachelors Degree	26.8%
Some Graduate Work	16.3%
Masters Degree	44.0%
Ph.D.	0.4%
Lawyer	2.3%

**4b. Type of Masters Degree attained (N=111)**

MBA	27.0%
MPA	27.9%
Planning	14.4%
Economics	6.3%
Other	24.3%

**5. NUMBER OF YEARS WORKED...**

**In present position**

1 Year or Less	15.8%
2 Years	9.5%
3 Years	4.7%
4 Years	8.7%
5 Years	7.5%
6 to 10 Years	14.2%
Over 10 Years	39.5%

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*At present organization*

1 Year or Less	12.3%
2 Years	6.2%
3 Years	4.9%
4 Years	4.9%
5 Years	7.4%
6 to 10 Years	19.8%
Over 10 Years	44.4%

*In a comparable position at other organization*

1 Year or Less	1.9%
2 Years	5.6%
3 Years	4.6%
4 Years	5.6%
5 Years	12.0%
6 to 10 Years	18.5%
Over 10 Years	51.9%

*In the economic development field in general*

1 to 5 Years	11.4%
5 to 10 Years	15.3%
Over 10 Years	73.2%

**6. PROGRAMS COMPLETED**

NEDA Fundamentals/Principles	16.2%
NEDA Fundamentals & Practices I	6.2%
NEDA Fundamentals & Practices II	5.4%
BEDC	8.1%
EDI	7.7%
CID/CED	7.3%
Licensed Real Estate Broker	10.0%
Certified Planner	2.3%
NDC	11.2%
Other	14.6%

**7. ECONOMIC DEVELOPMENT ORG. MEMBERSHIP**

Northeastern Economic Developers Association	40.4%
State/Sub-State Organization	40.4%
International Economic Development Council	32.3%
State Industrial/Economic Dev. Association	23.5%
CORENET	11.5%
National Association of Industrial & Office Parks	6.5%
Commercial-Investment Real Estate Council	2.7%
Society of Industrial and Office Realtors	1.5%
Southern Economic Development Council	2.7%
Building Owners and Managers Association	0.8%
National Assoc. for Corp. Real Estate Executives	4.6%
Utility Economic Development Institute	1.5%
Other	17.7%

**8. Specific State Organization**

CEDAS	20.0%
EDCM	13.7%
PEDA	33.7%
NHEDA	6.3%
Other	26.3%

**COMPENSATION PACKAGE**

**1. ESTABLISHED SALARY STRUCTURE**

Yes, Salary Grades	25.7%
Yes, Salary Ranges	27.7%
No	46.6%

**2. FORMAL EMPLOYMENT CONTRACT**

Yes	14.3%
No	85.7%

**2a. Length of contract (N=31)**

1 year	41.9%
2 years	9.7%
3 years	29.0%
5 years	9.7%

**3. ANNUAL BASE SALARY**

Under 30,000	4.3%
\$30,000 to 39,999	5.5%
\$40,000 to 49,999	12.6%
\$50,000 to 59,999	12.6%
\$60,000 to 69,999	16.2%
\$70,000 to 79,999	13.4%
\$80,000 to 89,999	10.7%
\$90,000 to 99,999	5.9%
Over \$100,000	17.4%

**4. SALARY REVIEW**

Semi-Annually	2.0%
Annually – at Calendar or FY-End	62.5%
Annually – on Anniversary Date	16.2%
No Formal Review Cycle	19.4%

**5. SALARY ADJUSTMENT BASED ON...**

Performance	65.4%
Longevity	11.5%
Cost-of-living	39.2%
Other	14.6%

**6. PAY INCREASE RECEIVED IN LAST 12 MONTHS**

No increase	14.3%
1 to 2%	8.8%
3 to 4%	52.5%
5 to 6%	15.1%
7 to 8%	5.0%
9 to 10%	1.7%
Over 10%	2.5%

**7. PAY INCREASE EXPECTED IN NEXT 12 MONTHS**

No increase	16.6%
1 to 2%	11.1%
3 to 4%	53.0%
5 to 6%	14.2%
7 to 8%	2.0%
9 to 10%	1.2%
Over 10%	2.0%

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**8. ELIGIBILITY FOR SUPPLEMENTAL CASH  
PAYMENTS/BONUSES/COMMISSION**

Yes	34.4%
No	65.6%

**9. IF "YES" AMOUNT OF EARNED AWARD IS...**

Totally discretionary	11.5%
Tied to personal performance	16.9%
Tied to departmental performance	6.5%
Tied to organizational performance	20.0%

**10. AMOUNT PAID IN BONUS AWARDS/COMMISSIONS  
IN LAST 12 MONTHS**

\$0	52.6%
Less than \$1,000	0.9%
\$1,000-5,000	19.0%
\$5,000-10,000	12.1%
\$10,000-20,000	8.6%
Over \$20,000	6.9%

**11. ELIGIBILITY FOR FORMAL RETIREMENT PLAN**

Yes	85.7%
No	14.3%

**12. TYPE OF FORMAL RETIREMENT PLAN**

Deferred compensation	21.0%
Pension plan	32.1%
Matching IRA/Keough	11.5%
401(k)	27.2%
No Retirement program	8.2%

**13. PERCENTAGE OF INCOME CONTRIBUTED BY  
ORGANIZATION TO RETIREMENT PLAN**

No employer match	12.6%
1% to 3%	20.2%
3 to 5 %	29.6%
6 to 10%	30.9%
11 to 15%	4.0%
Over 15%	2.7%

**14. MAXIMUM AMOUNT ELIGIBLE TO DEFER**

0 to 2%	11.3%
3 to 5%	23.8%
6 to 8%	10.0%
8 to 10%	20.0%
Over 10%	35.0%

**15. LENGTH OF SERVICE REQUIRED TO EARN PAID  
VACATION**

**One Week**

0-1 year	94.6%
2-5 years	5.4%
6-10 years	0.0%

**Two Weeks**

0-1 year	59.1%
2-5 years	40.4%
6-10 years	0.6%

**Three Weeks**

0-1 year	11.9%
2-5 years	6.2%
6-10 years	24.5%
10-20 years	1.6%

**Four Weeks**

0-1 years	6.1%
2-5 years	17.6%
6-10 years	40.2%
11-20 years	34.6%
More than 20 years	1.2%

**More Than Four Weeks**

0-1 year	5.8%
2-5 years	17.5%
6-10 years	18.7%
11-20 years	45.5%
More than 20 years	12.8%

**16. PAID SICK/PERSONAL DAYS AVAILABLE IN ONE  
YEAR**

1 to 5 Days	16.5%
6 to 10 Days	26.9%
11 to 15 Days	35.8%
16 to 20 Days	9.9%
21 to 25 Days	3.8%
Over 25 Days	7.1%

**17. INSURANCE PROGRAMS PROVIDED**

**Medical Insurance (N=158)**

Medical Insurance	60.8%
Personal Only	18.7%
Family	47.2%
Both	33.7%
100% Coverage	38.1%
Partial Coverage	54.4%

**Life Insurance (N=138)**

Life Insurance	98.4%
Personal Only	86.8%
Family	6.9%
Both	5.7%
100% Coverage	66.9%
Partial Coverage	11.5%

**Short-Term Disability Insurance (N=181)**

Short-Term Disability	98.7%
Personal Only	96.3%
Family	0.9%
100% Coverage	50.5%
Partial Coverage	11.0%

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**Long-Term Disability Insurance (N=70)**

Long-Term Disability	26.9%
Personal Only	92.7%
Family	2.7%
Both	3.6%
100% Coverage	48.1%
Partial Coverage	13.0%

**Dental Insurance (N=100)**

Dental Insurance	37.7%
Personal Only	21.6%
Family	50.0%
Both	27.7%
100% Coverage	30.2%
Partial Coverage	39.6%

**Vision Insurance (N=60)**

Vision Insurance	23.1%
Personal Only	30.2%
Family	50.0%
Both	19.8%
100% Coverage	31.6%
Partial Coverage	26.5%

**Legal Insurance (N=9)**

Legal Insurance	3.5%
Personal Only	81.8%
Family	9.9%
Both	9.1%
100% Coverage	6.6%
Partial Coverage	2.2%

**Travel Benefits (N=22)**

Travel Benefits	3.5%
Personal Only	97.7%
Family	2.3%
Both	67.4%
100% Coverage	29.5%
Partial Coverage	3.2%

**Accidental Death Insurance (N=41)**

Accidental Death Insurance	97.6%
Personal Only	88.6%
Family	2.9%
Both	0.0%
100% Coverage	37.3%
Partial Coverage	3.9%

**18. LIFE INSURANCE PROVIDED BY ORGANIZATION**

None	17.2%
Under \$50,000	25.0%
\$50,000 to 100,000	33.2%
Over \$100,000	24.6%

**19. COVERED BY PROFESSIONAL LIABILITY INSURANCE**

None	37.4%
Carry on own	6.5%
Org purchases this and covers me	46.3%
Self-Insured	9.8%

**20. DIRECTORS AND OFFICERS INSURANCE**

None	26.3%
Organization purchases this directly	58.2%
Organization purchases at reduced price	3.0%
We are self-insured	12.5%

**21. AMOUNT OF DIRECTORS AND OFFICERS INSURANCE (N=88)**

\$1,000,000	59.1%
\$2,000,000	14.8%
\$3,000,000	6.8%
\$4,000,000	4.5%
Over \$4,000,000	14.8%

**22. GENERAL LIABILITY INSURANCE**

None	10.1%
Organization purchases this directly	68.3%
Organization purchases at reduced price	5.3%
We are self-insured	16.3%

**23. AMOUNT OF GENERAL LIABILITY INSURANCE (N=95)**

\$1,000,000	45.3%
\$2,000,000	23.2%
\$3,000,000	3.2%
\$4,000,000	12.6%
Over \$4,000,000	15.8%

**24. BENEFITS PROVIDED BY ORGANIZATION**

Mileage Reimbursement	76.2%
Professional Association Dues	75.8%
Educational Reimbursement	48.8%
Use of Company Car	24.2%
Employee Assistance Program	23.5%
Car Allowance	13.8%
Wellness/Fitness Program	23.3%
Club Memberships	15.4%
Paid Physical Examination	6.5%
Savings Plan	6.2%
Childcare	1.2%
Stock Options/Thrift Plan	2.3%
Spouses Travel Expenses	1.5%
Cell phone	2.3%
Other	4.2%

**25. CONNECTED TO INTERNET/WORLD WIDE WEB**

Yes	99.6%
No	0.4%

**26. USAGE AREAS**

E-Mail	88.8%
Home Page/Web Site Demographics	75.8%
Research	44.2%
Marketing/Advertising	38.5%