

NCBF Executive Compensation Survey

Conducted by the ABA Division for Bar Services
January 2011

GENERAL INFORMATION

1. Is the top paid executive staff member in your bar foundation a lawyer? (35 responses)

34% - Yes
66% - No








2. Does the top paid executive staff member also serve as a staff member for a related bar association (“two hatter”)? (35 responses)

37% - Yes
63% - No






3. Does the bar foundation also administer the Interest on Lawyer Trust Accounts Program? (36 responses)

36% - Yes
64% - No

4. Please indicate the region of your bar foundation: (36 responses)

| Region | | Percent |
|--|---|---------|
| Northeast (ME, VT, CT, MA, RI, NH, NY) |  | 11% |
| Mid-Atlantic (DE, PA, NJ, MD, DC, VA, WV) |  | 19% |
| Southeast (NC, SC, GA, FL, KY, TN, AL, MS, LA) |  | 11% |
| Midwest (OH, IN, IL, KS, MO, MI, WI, MN, IA) |  | 17% |
| Southwest (AR, OK, TX, NM, AZ, NV) |  | 17% |
| Plains (ND, SD, NE, MT, WY, UT, CO, ID) |  | 8% |
| Far West (CA, WA, OR, AK, HI) |  | 17% |

5. Please indicate the annual revenues of your bar foundation: (36 responses)

| Foundation revenues | | Percent |
|-------------------------|---|---------|
| Under \$50,000 |  | 11% |
| \$50,001 - \$250,000 |  | 19% |
| \$250,001 - \$500,000 |  | 19% |
| \$500,001 - \$1 million |  | 14% |
| Over \$1 million |  | 36% |

6. Please provide an estimate of the percent of revenues each of the following activities below raise for your foundation’s unrestricted fund:

| Activity | Min Value | Max Value | Average Value |
|-----------------------------|-----------|-----------|---------------|
| Administrative fees (7) | 5% | 50% | 19% |
| Endowment support (14) | 1% | 90% | 24% |
| Fundraising (32) | 5% | 100% | 43% |
| Dues check-off (17) | 7% | 95% | 22% |
| IOLTA (6) | 2% | 90% | 42% |
| Rental income (4) | 35% | 50% | 30% |
| Grants (6) | 5% | 50% | 29% |
| Membership dues (1) | 5% | 5% | 5% |
| Voluntary contributions (4) | 10% | 38% | 21% |
| Interest/investments (6) | 1% | 30% | 10% |
| Special events (1) | 20% | 20% | 20% |
| CLE revenues (3) | 10% | 80% | 39% |
| Fellows programs (2) | 5% | 25% | 15% |
| Corporate sponsors (1) | 30% | 30% | 30% |
| In-kind services (1) | 3% | 3% | 3% |

TOP PAID EXECUTIVE STAFF MEMBER

7. Please indicate the annual salary of your bar foundation’s top paid executive staff member. If the person is a “two-hatter”, please provide salary attributable to bar foundation or an estimate thereof. (34 responses)

| Annual Salary | Percent |
|-----------------------|---------|
| Under \$40,000 | 32% |
| \$40,001 - \$70,000 | 15% |
| \$70,001 - \$100,000 | 29% |
| \$100,001 - \$130,000 | 18% |
| \$130,001 - \$160,000 | 6% |
| Over \$160,000 | 0% |

8. Please indicate the number of years of work experience in bar foundation or related work for top paid executive staff member: (36 responses)

| Years of work experience | | Percent |
|--------------------------|--|---------|
| Less than 1 year | | 3% |
| 1-5 years | | 17% |
| 6-10 years | | 22% |
| 11-15 years | | 14% |
| 16-20 years | | 6% |
| Over 20 years | | 39% |

9. Please indicate which of the benefits below are provided for the top paid executive staff member:

| Benefits | | Percent |
|-----------------------|--|---------|
| No benefits provided | | 34% |
| Bonus | | 14% |
| Deferred compensation | | 3% |
| Retirement/pension | | 60% |
| Health insurance | | 60% |
| Car or car allowance | | 9% |
| Club membership | | 0% |





Other benefits:

- Short-term and long-term disability insurance (3)
- Paid life insurance (2)
- Cell phone (2)
- Parking (2)
- Dental insurance (2)
- Professional memberships; educational seminars and programs
- Flex-time, work from home
- Bridge plan
- State bar dues

10. What, if any, is the total value of benefits provide to the top paid executive staff member:

Minimum value reported: \$0
 Maximum value reported: \$46,288
AVERAGE VALUE: \$7,070.88

11. Please indicate the average number of hours worked per month by the top paid executive staff member:





| Hours worked per month | | Percent |
|------------------------|---|---------|
| Less than 60 hours |  | 36% |
| 61-100 hours |  | 8% |
| 101-160 hours |  | 25% |
| Over 160 hours |  | 31% |

NO. 2 TOP PAID EXECUTIVE STAFF MEMBER




12. Does your bar foundation have a No. 2 paid executive staff member? (36 responses)

31% - Yes
69% - No

13. Please indicate the annual salary of the No. 2 paid executive staff member of the bar foundation: (11 responses)

| No. 2 Salary | | Percent |
|---------------------|---|---------|
| Under \$25,000 |  | 18% |
| \$25,001 - \$45,000 | | 0% |
| \$45,001 - \$65,000 |  | 27% |
| \$65,001 - \$85,000 |  | 36% |
| Over \$85,000 |  | 18% |

14. Please indicate which of the benefits below are provided for the No. 2 paid executive staff member of the bar foundation: (10 responses)

| Benefits for No. 2 | | Percent |
|-----------------------|---|---------|
| Bonus | | 0% |
| Deferred compensation | | 0% |
| Retirement/pension |  | 40% |
| Health insurance |  | 40% |
| Car or car allowance | | 0% |
| Club membership | | 0% |
| Other: |  | 30% |

15. What, if any, is the total value of benefits provided to the No. 2 paid executive staff member of the bar foundation?

Minimum value reported: \$0
Maximum value reported: \$20,000
AVERAGE VALUE: \$6,800.00

16. Please indicate the average number of hours worked per month by the No. 2 paid executive staff member: (10 responses)

| Hours worked per month | | Percent |
|------------------------|--|---------|
| Less than 60 hours | | 10% |
| 61-100 hours | | 10% |
| 101-160 hours | | 30% |
| Over 160 hours | | 50% |