



National Conference of Bar Foundations

NCBF

**2015 COMPENSATION AND
BENEFITS SURVEY**

A MEMBER BENEFIT OF NCBF

National Conference
of Bar Foundations

JULY 2015

*Prepared by the ABA Division
for Bar Services*



Introduction

The National Conference of Bar Foundations (NCBF) was founded in 1978 to advance the work of bar foundations. NCBF's mission is to

Promote the integral role of bar foundations in advancing law-related philanthropy to the organized bar, the larger legal community, and the philanthropic community; and
Serve as a clearinghouse and resource to assist bar foundations in carrying out their charitable missions.

The organization fulfills its mission through educational programming and resources that support the professional staff and board members of member foundations. NCBF receives administrative services through the American Bar Association's Division for Bar Services.

Survey Overview

The 2015 Compensation and Benefits Survey was developed by the NCBF Board of Trustees, based on its review of an earlier survey conducted in 2011. The survey questionnaire was sent electronically to 89 executive directors/professional staff on April 9, 2015. Several reminder emails were sent over the next few months and the survey was closed June 19, 2015. Twenty-nine members responded to the survey, a 36% response rate. The responses are anonymous, so it is difficult to make any definitive comparisons with the 2011 survey. However, we note the following general observations:

- We received more responses from bar foundations with annual revenues over \$1 million (48% in 2015 v. 36% in 2011)
- Only 14% of the respondents indicated their chief staff executives have been in their positions over 20 years, compared with 39% of the respondents in 2011, with corresponding increases in those newer to their positions (31% with 1-5 years in 2015 v. 17% in 2011)
- A greater number of respondents indicated that salaries for the top paid executive are in the higher ranges: 50% are at \$100,001 – 160,000 in 2015 v. 24% in those same ranges in 2011.

We hope this information will be useful in the administration of your bar foundation. We also welcome your suggestions for ways to improve the survey, as well as other areas about which you would like to receive information.

Roseanne Lucianek, Director

ABA Division for Bar Services



National Conference of Bar Foundations

NCBF Executive Compensation Survey

Conducted by the ABA Division for Bar Services

June 2015

GENERAL INFORMATION

1. In which region of the country is the bar foundation? (29 responses)

Region		Percent
Northeast (ME, VT, CN, MA, RI, NH, NY)		21%
Mid-Atlantic (DE, PA, NJ, MD, DC, VA, WV)		17%
Southeast (NC, SC, GA, FL, KY, TN, AL, MS, LA, VI, PR)		17%
Midwest (OH, IN, IL, KA, MO, MI, WI MN, IA)		21%
Southwest (AR, OK, TX, NM, AZ, NV)		17%
Plains (ND, SD, NE, MT, WY, UT, CO, ID)		7%
Far West (CA, WA, OR, AK, HI, Guam)		0%

2. What is the bar foundation's total annual revenue (from all sources)? (29 responses)

Foundation revenues		Percent
Under \$50,000		7%
\$50,001 - \$250,000		28%
\$250,001 - \$500,000		3%
\$500,001 - \$1 million		14%
Over \$1 million		48%

3. Does the bar foundation have paid staff? (29 responses)

Answer	Percent
Yes	93%
No	7%

4. How many paid staff? (28 responses)

Full Time (more than 35 hours per week):

Number of Staff	Percent
0-5	85%
6-10	5%
11-15	5%
16-20	5%
20+	5%

Part Time (more than 35 hours per week):

Number of Staff	Percent
0-1	69%
2-3	23%
3-4	0%
5-6	7%

TOP PAID EXECUTIVE STAFF MEMBER

5. What is the annual salary of the top paid executive staff member? (28 responses)

Annual Salary	Percent
Under \$40,000	25%
\$40,001-\$70,000	18%
\$70,001-\$100,000	7%
\$100,001-\$130,000	36%
\$130,001-\$160,000	14%
Over \$160,000	0%

6. How many years has the top paid executive staff member been in this current position? (29 responses)

Years of work experience	Percent
Less than 1 year	10%
1-5 years	31%
6-10 years	24%
11-15 years	7%
16-20 years	14%
Over 20 years	14%

7. What type of fringe benefits does the top paid executive staff member receive? (29 responses)

Benefits	Percent
None Provided	31%
Bonus	14%
Deferred Compensation	3%
Retirement/Pension	59%
Health Insurance	55%
Car or Car Allowance	0%
Club Membership	7%
Other: Please list:	14%

Fringe Benefits listed:

- Garage parking. Work at home option, flexible hours
- Life & Long-term Disability + 5 weeks' vacation
- \$100/month transportation subsidy
- LTD, Life, Dental, Parking

8. What is the total value of fringe benefits provided to the top paid executive staff member?

Minimum value reported: \$0
 Maximum value reported: \$35,000
MEDIAN VALUE (out of 11 responses): \$15,000

9. Is this position considered part-time or full-time? (29 responses)

Answer	Percent
Part Time	38%
Full Time	62%
Volunteer	0%

10. How many hours per week is this position? (29 responses)

Hours worked per week		Percent
Less than 15 hours		17%
16-25 hours		14%
26-35 hours		14%
Over 35 hours		55%

11. What is the average number of hours worked per month by the top paid executive staff member? (29 responses)

Hours worked per month		Percent
Less than 60 hours		24%
61-100 hours		14%
101-160 hours		28%
Over 160 hours		34%

NO. 2 TOP PAID EXECUTIVE STAFF MEMBER**12. What is the annual salary of the No. 2 paid executive staff member?**

No. 2 Salary		Percent
Under \$25,000		19%
\$25,001-\$45,000		19%
\$45,001-\$65,000		10%
\$65,000-\$85,000		24%
Over \$85,000		29%

13. What type of fringe benefits are provided for the No. 2 paid executive staff member? (21 responses)

Benefits for No.2		Percent
None Provided		19%
Bonus		10%
Deferred Compensation		5%
Retirement/Pension		67%
Health Insurance		81%
Car or Car Allowance		0%
Club Membership		0%
Other: Please list:		19%

Fringe Benefits listed:

- Flexible work hours
- Life and long-term disability
- \$100/month transportation subsidy
- LYD, Life, Dental, Parking

14. What is the total value of fringe benefits provided to the No. 2 paid executive staff member?

Minimum value reported: \$0
 Maximum value reported: \$34,000
MEDIAN VALUE (out of 10 responses): \$13,500

15. Is this position considered full-time or part-time?

Answer		Percent
Part-Time		15%
Full Time		80%
Volunteer		5%

16. How many hours per week is this position?

Hours per week		Percent
Less than 15 hours		19%
16-25 hours		0%
26-35 hours		10%
Over 35 hours		71%