



AGRiP Annual Compensation Survey: As of December 31, 2006 29 QUESTIONS

1. Questionnaire completed by: _____

2. Email address: _____

3. Name of Pool or Organization that employs the Pool staff:

POOL EXECUTIVE POSITION PROFILE – 8 QUESTIONS

4. The pool's membership is:

- Regional within the state
- State-wide
- Multi-state
- National

5. Pool executive is an employee of:

- Pool as legal entity
- Sponsoring Organization
- Contracted Manager from Service Provider
- Independent contractor to Board
- Other

6. Pool executive functions under a written employment contract:

- No employment contract
- With Pool Board directly
- With sponsoring organization
- Jointly with Pool Board and Sponsor
- With Service Provider Company
- Jointly with Pool Board and Service Provider
- Other

7. Current term of contract:

- 1 year
- 2 years
- 3 years
- 4 years or more
- Evergreen - renews annually
- At will with notice
- Other

8. Contract includes a severance pay provision:

- Yes
- No

9. Pool executive can earn compensation from outside consulting:

- Yes, unlimited
- Yes, with approval
- No

10. Total annual expenses (exclusive of benefits) for ALL employee salaries for all programs for which the pool executive is responsible: _____

11. Amount of total annual operating budget for which pool executive is responsible (excluding losses and reinsurance): _____

POOL EXECUTIVE COMPENSATION & BENEFITS INFORMATION – 7 QUESTIONS

12. **Current salary or contract fee, if contracted:** _____

13. **Performance or incentive payments received in current year:** _____

14. **Any bonuses paid are based on:**

- Performance objectives
- Only exceptional results
- Merit increase
- N/A

15. **Pool executive transportation - Pool vehicle, car allowance and mileage:**

- Vehicle provided with full personal use
- Vehicle provided - personal use reimbursed
- Car allowance under \$500/month
- Car allowance over \$500/month
- Car allowance plus mileage
- Mileage reimbursement for personal auto
- None

16. **Your current actual job title used in this position as the "Pool executive":**

17. **How would you rate your level of satisfaction with your compensation package?**

- Extremely satisfied
- Comfortable and happy
- Comfortable for responsibilities
- Uncomfortable for responsibilities
- Extremely unsatisfied
- Prefer not to answer
- Other

18. **Other than compensation and health insurance, what do you value as most important to you from these listed choices:**

- Good relationship with board
- Good relationship with staff
- Good relationship with sponsor
- Competent staff and adequate budget
- Good work and family balance

STAFF COMPENSATION INFORMATION (for Pool or Association employees). Please list whole dollar amount for annual earnings – 11 Questions.

19. **Claims Supervisor**

Beginning _____

Maximum _____

Current _____

20. **Loss Control Consultant** - *If more than one employee, report the average "current" compensation among them.

Number _____

Beginning _____

Maximum _____

Current* _____

21. **Underwriting/Policy Service Representative** - *If more than one employee, report the average “current” compensation among them.

Number _____

Beginning _____

Maximum _____

Current* _____

22. **Member Services/Marketing Representative** - *If more than one employee, report the average “current” compensation among them.

Number _____

Beginning _____

Maximum _____

Current* _____

23. **Chief Finance Officer**

Beginning _____

Maximum _____

Current _____

24. **IT Manager**

Beginning _____

Maximum _____

Current _____

25. **Legal Counsel** - *If more than one employee, report the average “current” compensation among them.

Number _____

Beginning _____

Maximum _____

Current* _____

CALIFORNIA ONLY – Please complete the following questions 26-28 all others skip to question 29:

As to questions 26-28, staff compensation information (for Pool or Association employees). Please list the whole dollar amount for annual earnings.

26. **Administrative Assistant** - *If more than one employee, report the average “current” compensation among them.

Number _____

Beginning _____

Maximum _____

Current* _____

27. **Accounting** - *If more than one employee, report the average “current” compensation among them.

Number _____

Beginning _____

Maximum _____

Current* _____

28. **General Clerical** - *If more than one employee, report the average “current” compensation among them.

Number _____

Beginning _____

Maximum _____

Current* _____

29. In what month does your fiscal year begin? _____

End of Survey – Thank You!