2018
TOP POOL EXECUTIVE
COMPENSATION & BENEFITS
ANALYSIS

REDACTED:
Data provided to participating pools

agrip
ASSOCIATION OF
GOVERNMENTAL RISK POOLS
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**REDACTED**: Data provided to participating pools
INTRODUCTION

AGRiP’s compensation and benefits analysis for top pool executives is conducted every two years. Based upon 2018 data from 97 public entity pool respondents:

- The retirement rate of top executives will be significant in the next decade. 40 percent of top pool executives plan to vacate their roles within five years. 72 percent intend to vacate within ten years.

- Average salary for the top pool executive is $190,000, which is an increase in average salary from the 2016 analysis.

- Top pool executives employed directly by the pool have higher average salaries than those employed by a league, association, or private organization.

- Most top pool executives receive 75 percent or more of their health care insurance premiums paid for by their employer.

- All pool executives receive some form of employer-paid retirement benefit.

- Remote and flexible work environments for the top pool executive are common. 10 percent work in a significantly remote capacity.

- Statistically significant factors influencing top executive salary are total pool assets, years the top executive has been in the position, years of overall pooling experience, and whether the pool covers single or multiple public entity types.

As with any report, there are important assumptions and considerations when interpreting the information presented in this analysis:

- Data was collected by survey, distributed to top pool executives.

- 160 pool executives of 216 AGRiP member pools were eligible to participate in the 2018 survey.

- There were 97 respondents, which is 61 percent of all AGRiP member pool top executives.

- The analysis is based upon reported compensation for 2018. All data is presented in USD.

- It is unknown whether survey responses are proportionally representative of all top pool executives.

- Each survey and report year is treated as its own sample. Changes in responding pools could impact comparative results. For instance, the finding that salaries have increased 18 percent from 2016 to 2018 includes salaries for executives who responded to only one of the two surveys.

- Survey questions are continually refined and updated over time. Although basic salary data is straightforward, 2018 cross tab data may be either altogether new or asked in a different way from previous reports.

- Regions have been updated since the 2016 report to be consistent with geographic regions used by the US Census. 2018 regional data are presented in a slightly different cohort that may impact comparisons with prior reports.
ANTICIPATED RETIREMENT OF TOP EXECUTIVES

For the first time, top executives were asked about their planned job longevity and intent to vacate their current role.

40 percent of respondents intend to vacate the role of top pool executive in the next five years and 72 percent will vacate within ten years.

Given findings that \[ \text{years of industry experience} \] and \[ \text{have been in the industry ten or more years} \], impending transitions are assessed as retirements.

Data: Top executives regardless of employment type (n=89)

SALARY FINDINGS

There was \[ \text{in average top pool executive salary from 2016 to 2018. From inception of this survey in 2010, average salary has} \] \[ \text{}. \]

• 39 pools provided top pool executive salary for this evaluation in both 2016 and 2018. Of those, average and median salaries \[ \text{over the two year period. The maximum end of the salary range} \] \[ \text{ in the two-year period.} \]

• 27 pools have provided top executive salary information for this analysis every year since 2010. Both average and median salaries for this group over the lifespan of analysis \[ \text{. The minimum end of salary range for this group} \] \[ \text{over the lifespan of analysis and the maximum end of the salary range} \].

Variation in average salary from 2016 to 2018 suggests top executives participating in this analysis in 2018 but not 2016 are \[ \text{than those who have participated in the past but did not submit data for 2018.} \]

Data: Top executives directly employed by the pool (n=62)
Top executives directly employed by the pool (n=62) than those employed by a league, association or private organization (n=35).

- □ percent of top executives directly employed by the pool make more than $\text{[REDACTED]}$. □ percent of top executives employed by a league, association, or private organization and assigned to the pool 100 percent make more than $\text{[REDACTED]}$.
- □ percent of top executives directly employed by the pool make more than $\text{[REDACTED]}$. □ percent of top executives employed by a league, association, or private organization entity and assigned to the pool 100 percent make more than $\text{[REDACTED]}$.

For those employed by a league, association, or private organization and assigned less than 100 percent to the pool (n=16), □ percent have more than $\text{[REDACTED]}$ of their salary allocated to pool administration. Even so, these top pool executives still typically have $\text{[REDACTED]}$ of their salary allocated to pool administration.

- Of top executives assigned 76–99 percent to pool administration (n=8), □ percent have more than $\text{[REDACTED]}$ of salary apportioned to pool operations. □ percent have more than $\text{[REDACTED]}$ of salary apportioned to pool operations.
- All top executives assigned less than □ percent to pool administration (n=5) have $\text{[REDACTED]}$ or less of salary apportioned to pool operations.

Data: Top executives regardless of employment type (n=97)
PERCENTILES

<table>
<thead>
<tr>
<th>Percentiles</th>
<th>25th</th>
<th>50th</th>
<th>75th</th>
<th>90th</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALL REGIONS</td>
<td>$...</td>
<td>$...</td>
<td>$...</td>
<td>$...</td>
</tr>
<tr>
<td>Northeast</td>
<td>$...</td>
<td>$...</td>
<td>$...</td>
<td>$...</td>
</tr>
<tr>
<td>South</td>
<td>$...</td>
<td>$...</td>
<td>$...</td>
<td>$...</td>
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<tr>
<td>West</td>
<td>$...</td>
<td>$...</td>
<td>$...</td>
<td>$...</td>
</tr>
<tr>
<td>California</td>
<td>$...</td>
<td>$...</td>
<td>$...</td>
<td>$...</td>
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<tr>
<td>Midwest</td>
<td>$...</td>
<td>$...</td>
<td>$...</td>
<td>$...</td>
</tr>
</tbody>
</table>

Percentiles help assess where a specific salary falls within the range of all top pool executive salaries.

For example, a top executive in the Northeast making $... is compensated at a $... than $... percent of peers in the region.

Data: Top executives directly employed by the pool (n=62)

ADDITIONAL SALARY INFORMATION

- Less than $... percent of top pool executives are subject to state compensation laws.
- About $... of top pool executives have defined salary ranges.
  - The smallest salary range spans $....
  - The largest salary range spans $....
  - The average salary range spans $....
- One-third of top pool executives received or are eligible to receive bonuses. The typical bonus reported in 2018 was $... or less. The most recent bonus for $... top executives was $... or more.
- Less than $... percent of top pool executives receive additional compensation based upon pool performance benchmarks, such as financial performance or membership. For those that do, the pool governing body sets goals and monitors performance. The salary $... attributed to pool benchmarks is $... percent or less of salary.

Data: Top executives regardless of employment type (n=89)
Salary influencers are evaluated on the basis of top executives directly employed by the pool. Those employed by a league, association or third party organization may report salary in bands rather than as a specific dollar amount, so data cannot be compared in the same fashion.

However, consistency of compensation findings overall suggest salary influencers are likely similarly applicable to all top executive roles.

- **Total pool assets are the most influential factor on top pool executive salary.**

- Years in position, years of experience, and whether the pool covers single or multiple entity types are all statistically influential on salary.

- Region, education level, and number of coverage lines the pool offers are relatively insignificant and would not be used to build a predictive salary model. These factors may still provide useful points of comparison in certain circumstances.

- A few top pool executives directly employed by the pool report to a person or body in addition to the pool’s governing body. For these top executives, reporting structure is more influential on salary than total pool assets.

**REPORTING STRUCTURE**

For top executives directly employed by the pool, reporting structure influences salary most significantly. Of executives, percent report only to the pool governing body; these executives are paid $ on average.

Although also employed directly by the pool, percent report to another person, department, or organization in addition to the pool governing body. These executives are paid $ on average.

*Data: Top executives directly employed by the pool (n=62)*
TOTAL POOL ASSETS

Average top pool executive **salary trends** as **total pool assets** increase.

- Average salary for top executives administering pools with assets less than $100M is $\text{REDACTED}$.  
- Average salary for top executives administering pools with total assets equal to or greater than $100M is $\text{REDACTED}$.  
- The dip in average salary for the asset band of $\text{REDACTED}$ is likely due to the low number of survey respondents in that band.

*Data: Top executives directly employed by the pool (n=62)*

YEARS OF POOLING EXPERIENCE AND YEARS IN TOP EXECUTIVE ROLE

<table>
<thead>
<tr>
<th>Years of Total Pooling Experience</th>
<th>0–5 Years</th>
<th>6–10 Years</th>
<th>11–15 Years</th>
<th>16–20 Years</th>
<th>20+ Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>0–5 Years</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
</tr>
<tr>
<td>6–10 Years</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
</tr>
<tr>
<td>11–15 Years</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
</tr>
<tr>
<td>16–20 Years</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
</tr>
<tr>
<td>20+ Years</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
<td>\text{REDACTED}</td>
</tr>
</tbody>
</table>

*Data provided to participating pools*

Top executive **salaries trend** as years of pooling experience increase and as **years in the role** increase.

Consistent with 2016 findings, those with 6–10 years in the position of top pool executive (n=20) make $\text{REDACTED}$ on average than their counterparts.

*Data: Top executives directly employed by the pool (n=62)*
Most top pool executives have been in their current role or fewer years.

- 20 or more years of experience within public entity pooling.

Top pool executives have been in their current role or fewer years.
- Percent of top executives have five or fewer years of experience in pooling and five or fewer years serving in their current position.
- Percent have ten or fewer years of experience in pooling and ten or fewer years serving in their current position.

Data: Top executives regardless of employment type (n=89)

**POOL MEMBERSHIP TYPES**

Top pool executives administering pools with multiple member entity types (n=29) make $ than those administering pools covering a single public entity type (n=33).

- Among top pool executives administering a pool with only one member entity type, those administering special district pools have an average salary of $.
- Top pool executives administering housing authority pools have an average salary of $.
- Average salaries for top executives of city/town pools, county pools and school district pools all fall near $.

Data: Top executives directly employed by the pool (n=62)
**REGION**

The average salary for top pool executives in coastal regions is $[REDACTED] and the average salary for top pool executives from interior regions is $[REDACTED].

Regional variation in average salary is likely attributable to cost of living.

Data: Top executives directly employed by the pool (n=62)

<table>
<thead>
<tr>
<th>Region</th>
<th>Average</th>
<th>Min</th>
<th>Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALL REGIONS</td>
<td>$[REDACTED]$</td>
<td>$[REDACTED]$</td>
<td>$[REDACTED]$</td>
</tr>
<tr>
<td>Northeast</td>
<td>$[REDACTED]$</td>
<td>$[REDACTED]$</td>
<td>$[REDACTED]$</td>
</tr>
<tr>
<td>California</td>
<td>$[REDACTED]$</td>
<td>$[REDACTED]$</td>
<td>$[REDACTED]$</td>
</tr>
<tr>
<td>South</td>
<td>$[REDACTED]$</td>
<td>$[REDACTED]$</td>
<td>$[REDACTED]$</td>
</tr>
<tr>
<td>West</td>
<td>$[REDACTED]$</td>
<td>$[REDACTED]$</td>
<td>$[REDACTED]$</td>
</tr>
<tr>
<td>Midwest</td>
<td>$[REDACTED]$</td>
<td>$[REDACTED]$</td>
<td>$[REDACTED]$</td>
</tr>
</tbody>
</table>

**EDUCATION LEVEL**

- [REDACTED] percent of top pool executives hold at least a four-year degree. [REDACTED] percent hold professional designations, the most common of which are ARM-P and CPCU.

A four-year degree is the norm for newly hired top pool executives and a graduate degree is common.

- [REDACTED] percent of top executives with five or fewer years of overall pooling experience have at least a four-year degree.
- [REDACTED] percent of this same group has a graduate degree. Most of this group also has a professional designation.

Data: Top executives regardless of employment type (n=97)

**LINES OF COVERAGE**

Top executives administering pools with multiple lines of coverage (n=53) make an average of $[REDACTED]$ than those administering pools with single lines of coverage (n=9).

The sample of top pool executives administering pools with a single line of coverage is too small to assess how a specific line of coverage might impact salary.

Data: Top executives directly employed by the pool (n=62)
In addition to salary findings, benefit comparisons can provide useful insight into overall compensation for top pool executives.

**CONSIDERED GOVERNMENT EMPLOYEE**

Benefits offered to the top pool executive may be influenced by whether the executive is considered a governmental employee.

- ** percent of top executives directly employed by the pool are considered a governmental employee for benefit purposes (n=34).**
- ** percent of top executives employed by a league, association, or private organization on behalf of the pool are considered a governmental employee for benefits purposes (n=10).**
- Of those employed by a league or association, ** percent are considered a governmental employee for benefit purposes (n=9).**

*Data: Top executives regardless of employment type (n=97)*

**EMPLOYER HEALTH CARE CONTRIBUTIONS**

Most top pool executives have **76 to 100 percent** of their health care premium paid for by their employer.

Top executives directly employed by the pool are **to have dependent health care premiums paid for by their employer.**

*Data: Top executives regardless of employment type (n=97)*

<table>
<thead>
<tr>
<th>Percent receiving 76–100 percent of health care premium paid for by employer</th>
<th>Top executives directly employed by the pool (n=62)</th>
<th>Top executives employed by a league, association or private organization (n=35)</th>
</tr>
</thead>
<tbody>
<tr>
<td>percent top executive only</td>
<td></td>
<td></td>
</tr>
<tr>
<td>percent dependents</td>
<td></td>
<td>percent dependents</td>
</tr>
<tr>
<td>percent top executive and their dependents</td>
<td></td>
<td>percent top executive and their dependents</td>
</tr>
</tbody>
</table>

Data provided to participating pools.
ADDITIONAL HEALTH BENEFITS

Approximately [x] percent of top executives have a traditional indemnity health plan available to them. [x] percent of top executives have dental benefits available. The availability of these two benefits does not vary based upon employment structure.

[x] percent of top executives directly employed by a pool have vision benefits available. [x] percent of top executives employed by a league, association, or private organization have vision benefits available.

Top executives employed by a league, association or private organization are [x] to be offered options for high deductible insurance plans and flexible spending plans for health care and dependent care costs.

- [x] percent of top executives directly employed by the pool have high deductible insurance plans available. [x] percent of top executives employed by a league, association, or private organization are offered high deductible insurance plan options.
- [x] percent of top executives directly employed by the pool have flexible spending plans available for health care and dependent care costs. [x] percent of top executives employed by a league, association, or private organization have flexible spending plans available for health care and dependent care costs.

Data: Top executives regardless of employment type (n=96)

LEAVE BENEFITS

[x] percent of top pool executives have leave provided on the basis of vacation, personal and sick days. [x] percent of top pool executives receive combined paid time off (PTO).

[x] percent of pools grant 12 or fewer paid holidays annually.

<table>
<thead>
<tr>
<th>PTO</th>
<th>Directly employed by the pool (n=24)</th>
<th>Employed by a league, association or private organization (n=14)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Earn 29+ PTO days annually</td>
<td>[x] percent</td>
<td>[x] percent</td>
</tr>
<tr>
<td>Carryover 29+ PTO days year to year</td>
<td>[x] percent</td>
<td>[x] percent</td>
</tr>
<tr>
<td>Paid for all accrued PTO days upon separation</td>
<td>[x] percent</td>
<td>[x] percent</td>
</tr>
<tr>
<td></td>
<td>Directly employed by the pool (n=37)</td>
<td>Employed by a league, association or private organization (n=21)</td>
</tr>
<tr>
<td>-----------------</td>
<td>--------------------------------------</td>
<td>---------------------------------------------------------------</td>
</tr>
<tr>
<td><strong>Vacation days</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Earn 15–28 vacation days annually</td>
<td>percent</td>
<td>percent</td>
</tr>
<tr>
<td>Carryover 29+ vacation days year to year</td>
<td>percent</td>
<td>percent</td>
</tr>
<tr>
<td>Paid for all accrued vacation days upon separation</td>
<td>percent</td>
<td>percent</td>
</tr>
<tr>
<td><strong>Personal days</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Earn 0 personal leave days</td>
<td>percent</td>
<td>percent</td>
</tr>
<tr>
<td>Earn 1–3 personal days annually</td>
<td>percent</td>
<td>percent</td>
</tr>
<tr>
<td>Carryover personal days year to year</td>
<td>percent</td>
<td>percent</td>
</tr>
<tr>
<td>Paid for personal days upon separation</td>
<td>percent</td>
<td>percent</td>
</tr>
<tr>
<td><strong>Sick days</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Earn 1–14 sick days annually</td>
<td>percent</td>
<td>percent</td>
</tr>
<tr>
<td>Carryover 29+ sick days year to year</td>
<td>percent</td>
<td>percent</td>
</tr>
<tr>
<td>Paid for all accrued sick days upon separation</td>
<td>percent</td>
<td>percent</td>
</tr>
</tbody>
</table>

Data: Top executives regardless of employment type (n=96)
RETIREMENT BENEFITS

All top pool executives are provided a retirement compensation program.

<table>
<thead>
<tr>
<th>Retirement savings accounts</th>
<th>Directly employed by the pool (n=61)</th>
<th>Employed by a league, association or private organization (n=35)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pension plan provided by employer</td>
<td>percent</td>
<td>percent</td>
</tr>
<tr>
<td>Employer contributes to an individual retirement savings account as a percentage of salary on behalf of the top executive</td>
<td>percent</td>
<td>percent</td>
</tr>
<tr>
<td>Top executive receives both a pension plan and retirement savings account</td>
<td>percent</td>
<td>percent</td>
</tr>
</tbody>
</table>

_Data: Top executives regardless of employment type (n=96)_

RETIREE HEALTH BENEFITS

It is somewhat uncommon for top pool executives to receive retiree health benefits.

<table>
<thead>
<tr>
<th>Percent receiving retiree health benefits</th>
<th>Directly employed by the pool (n=62)</th>
<th>Employed by a league, association or private organization (n=35)</th>
</tr>
</thead>
<tbody>
<tr>
<td>By employer choice</td>
<td>percent</td>
<td>percent</td>
</tr>
<tr>
<td>As required by state law</td>
<td>percent</td>
<td>percent</td>
</tr>
</tbody>
</table>

Amount of retiree health benefit premium paid for by employer for eligible top executives

<table>
<thead>
<tr>
<th>Directly employed by the pool (n=23)</th>
<th>Employed by a league, association or private organization (n=7)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0–25 percent of premium</td>
<td>percent</td>
</tr>
<tr>
<td>76–100 percent of premium</td>
<td>percent</td>
</tr>
</tbody>
</table>

_Data: Top executives regardless of employment type (n=97)_
ADDITIONAL ANCILLARY BENEFITS

The two most common additional benefits provided to the top pool executive, consistent with findings from prior analyses, are cell phone and car-related benefits.

- 100 percent of top pool executives receive a cell phone benefit.
- Over 50 percent of top pool executives receive a car-related benefit.

<table>
<thead>
<tr>
<th>Ancillary Benefit</th>
<th>PERCENT RECEIVING BENEFIT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Directly employed by the pool (n=61)</td>
</tr>
<tr>
<td>Term life insurance</td>
<td>percent</td>
</tr>
<tr>
<td>Long term disability insurance</td>
<td>percent</td>
</tr>
<tr>
<td>Short term disability insurance</td>
<td>percent</td>
</tr>
<tr>
<td>Wellness program</td>
<td>percent</td>
</tr>
<tr>
<td>AD&amp;D</td>
<td>percent</td>
</tr>
<tr>
<td>Paid paternal leave beyond baseline federal or state requirements</td>
<td>percent</td>
</tr>
<tr>
<td>Paid maternal leave beyond baseline federal or state requirements</td>
<td>percent</td>
</tr>
<tr>
<td>Medicare supplement</td>
<td>percent</td>
</tr>
<tr>
<td>Cancer insurance</td>
<td>percent</td>
</tr>
<tr>
<td>Whole life insurance</td>
<td>percent</td>
</tr>
<tr>
<td>Long term care benefits</td>
<td>percent</td>
</tr>
<tr>
<td>Pet insurance</td>
<td>percent</td>
</tr>
</tbody>
</table>

Data: Top executives regardless of employment type (n=97)
RESPONSE SAMPLE DETAILS

- 160 top executives administer AGRiP’s 216 member pools. Some executives manage multiple pools.
- 106 top pool executives responded to the 2018 survey (66 percent).
- 97 responses were analyzed (61 percent).
- Of the responses removed, one was an outlier, two pools supplied duplicate answers that were merged, and five pools provided data insufficient to be analyzed.
- Specific reported salary amounts for top executives directly employed by the pool ranged from $100k to $500k. Salaries less than $100k and greater than $500k were calculated to be statistical outliers. An outlier salary greater than $500k was removed from this analysis.
- 62 top executives in the analyzed sample are directly employed by the pool.
- 35 top executives in the analyzed sample are employed by a league, association or private organization and assigned to the pool that responded. Of these, 70 percent (n=25) are employed by a league or association.
- In a few cases, responses were analyzed on the basis of 96 responses. One respondent did not complete all benefit questions.

Respondents by employment type

- Directly employed by the pool (n=62)
- Employed by a league, association or private organization and assigned to the pool (n=35)

Data provided to participating pools
REGIONS

This report uses five geographic regions.

• Regions are determined using the US Bureau of Labor Statistics Census Regions for US states.

• Canadian provinces were added to Census regions based upon the province’s alignment to US regions, east to west.

• California is reported as its own region, consistent with prior analyses.

CALIFORNIA

WEST


CA: Alberta, British Columbia

MIDWEST

US: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

CA: Manitoba, Ontario, Saskatchewan

NORTHEAST


CA: New Brunswick, Newfoundland & Labrador, Nova Scotia, Quebec, Prince Edward Island

SOUTH

US: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia

CA: None