

Executive Compensation Rationale 2007/08 Developmental Disabilities Association

The Executive Director's salary is determined as part of the process of examining and determining compensation for all exempt staff on a yearly basis. The Association tends to alternate awarding compensation between across-the-board increases and a more rigorous and finely-tuned method (used in 2007/8)

The Association has built a grid of salary grades with ranges and midpoints, which are reassessed and adjusted as needed yearly. In 2007/8 the ranges were adjusted upwards to account for previous across-the-board increases.

Benefits for exempt staff are maintained to meet or exceed those awarded to bargaining unit staff.

Compensation increases for 2007 were determined by a staff process of:

- updating job descriptions
- determining internal equity between positions (point factor system)
- determining external equity by matching positions with similar in outside agencies, both non-profit and for profit
- looking at individual factors such as:
 - educational qualifications
 - length of time in the position
 - years of service with the Association
 - performance
 - contributions to the Association
 - competition for talent and ability to replace

Recommendations for compensation increases are presented to the Executive Committee of the Board and the full Board of Directors, who may approve, not approve, or modify the recommendations.

Summary Compensation Table 2007/08									
Developmental Disabilities Association									
Name and Principal Position	Salary	Bonus	Incentive Plan Compensation Paid	Pension	All Other Compensation	Total	Previous 2 Years Total		
Alanna Hendren	\$128,972	\$0	\$0	\$6,425	\$11,340	\$146,737			