

Altura

2018 Cooperative Compensation & Benefits Survey

Compensation Data as of January 1, 2018

SAMPLE

Administered by:

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Introduction

In early 2018, Altura Consulting Group LLC designed a compensation and benefits survey with input from participants in previous agribusiness surveys administered by Altura Consulting Group. This survey covers management and operations positions commonly found at cooperatives across the United States and presents detailed compensation and benefits information of peer organizations not typically found in a single published survey. This year's survey covers 59 survey positions, five (5) benefit plans, and detailed information on General Manager compensation and special benefits.

We wish to thank all of the companies who submitted their data for this survey.

Data presented in this report is effective as of January 1, 2018, unless otherwise noted.

Participating Organization Information

This year, 70 cooperatives with a combined total of over 16,500 employees submitted compensation and benefits data for the survey. The collective annualized compensation reported in this survey represents in excess of \$328.3 Million.

Annual Revenue

There is a full range of survey participants based on size according to total cooperative sales. Twenty-five percent of participants have total sales below \$43.0 Million and twenty-five percent have total sales above \$198.3 Million. The average total sales for participants is \$115.7 Million.

	25 th Percentile	Average	Median	75 th Percentile
2016 Participants	\$40.3 Million	\$114.4 Million	\$115.7 Million	\$257.2 Million
2018 Participants	\$43.0 Million	\$198.3 Million	\$123.7 Million	\$188.3 Million

For pay data analysis purposes, four revenue categories of approximate equal size were identified:

Revenue Category	Number of Participants
Up to \$50 Million	18
\$50 – \$124.9 Million	17
\$125 – \$249.9 Million	21
\$250+ Million	13

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Regional Participation

Participants are from across the United States with the largest number being from the North Central region (Iowa, Minnesota, North Dakota, and South Dakota).

Region	Number of Participants
East Central (IL, IN, MI, OH, WI)	10
North Central (IA, MN, ND, SD)	35
Northwest (ID, MT, OR, WA)	10
West Central (CO, KS, NE, OK, TX)	15

Number of Employees

The median number of cooperative employees is 102 employees, but the average is notably higher at 219.

	25 th Percentile	Average	Median	75 th Percentile
2016 Participants	67	210	105	247
2018 Participants	55	219	112	206

Participants were asked “Will the estimated # of new hires in 2018 be up, down or the same as previous year?” More cooperatives reported that hiring would be either the same or higher than the previous year (2018: 70%) than in 2016 (72%).

Change in Employee Levels in	2016	2018
	Percent of Participants Reporting	
Down from previous year	28%	20%
Same as previous year	38%	43%
Up from previous year	34%	37%

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Accountant – Intermediate

4045

Prepares and reviews general ledger information. Compiles and prepares financial statements and reports. May perform payroll duties and assist in annual budget preparation. In smaller co-ops, typically reports to head of accounting function. In larger co-ops, may report to Manager or Director level position in corporate office.

Requires a Bachelor's degree in accounting or equivalent and two or more years of experience. If your co-op has more than one level for this position, report your second level; this is not an entry level position nor senior/lead position.

	Number of:		***** Salary (\$ / Yr.) *****					***** Bonus Data (\$ / Yr.) *****				***** Total Cash Compensation (\$ / Yr.) *****				
	Firms	Employees	25P	Avg	Median	75P	90P	Firms	Employees	Avg	Median	25P	Avg	Median	75P	90P
All Organizations 2018	22	48	36,452	45,581	44,075	51,418	60,332	11	20	3,306	2,910	37,232	47,107	47,450	51,937	65,824
All Organizations 2016	29	59	37,086	47,204	44,918	57,398	66,560	15	33	5,151	4,750	38,995	49,865	45,005	61,779	73,498
Data by Number of Co-op Employees			Results not shown if fewer than 5 cooperatives reported information.													
100 to 149 Full-Time Employees	8	13	34,705	42,288	44,075	48,396		5	13	2,708	2,000	36,400	43,981	48,084	49,351	*
150+ Full-Time Employees	9	28	36,400	42,894	38,917	51,584		2	9	*	*	36,400	43,316	39,098	51,584	*
Data by Total Co-op Revenue			Results not shown if fewer than 5 cooperatives reported information.													
\$50 Million to \$124.9 Million	5	6		48,002	44,507	*	*	4	5	*	*	*	50,731	49,490	*	*
\$125 Million to \$249.9 Million	9	7	36,400	47,808	44,000	56,119	*	3	6	*	*	36,400	49,053	47,424	60,913	*
\$250 Million or More	7	2		42,202	42,640	51,251	*	3	8	*	*	35,360	43,189	42,640	51,251	*

Notes:

1. Data not shown if fewer than 5 firms reported base salary or bonus data.
2. 25th and 75th Percentile (25P and 75P) not shown if fewer than 6 firms reported data.
3. 90th Percentile (90P) not shown if fewer than 10 firms reported data.
4. Bonus paid data includes only firms which paid a bonus.
5. Total Cash Compensation includes ALL firms, including firms not paying a bonus.
6. East states include: IA, IL, IN, MI, MN, OH, WI.
West states include: CO, ID, KS, MT, ND, NE, OK, OR, SD, TX, WA.

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Accountant – Intermediate (continued)

Data by Geographic Area	***** Salary (\$ / Yr.)*****							***** Bonus Data (\$ / Yr.)*****				*** Total Cash Compensation (\$ / Yr.)***				
	Number of:		25P	Avg	Median	75P	90P	Number of:		Incentive Paid		25P	Avg	Median	75P	90P
	Firms	Employees						Firms	Employees	Avg	Median					
<i>Minnesota</i>	5	10	*	38,958	36,608	*	*	1	2	*	*	*	39,218	36,608	*	*
<i>East Central (IL, IN, MI, OH, WI)</i>	5	10	*	46,355	44,990	*	*	3	5	*	*	*	49,158	47,476	*	*
<i>North Central (IA, MN, ND, SD)</i>	10	16	35,038	44,244	43,212	52,707	60,414	4	6	*	*	35,165	45,357	43,805	53,404	65,747
<i>East</i>	12	22	35,672	43,578	41,038	50,794	60,332	5	8	4,186	4,500	35,672	45,322	43,170	51,310	65,824
<i>West</i>	10	26	37,560	47,985	48,100	52,208	73,233	6	12	2,572	2,250	39,049	49,249	48,813	53,466	75,762

Data by Local Net Savings (as % of Revenue)

Results not shown if fewer than 5 cooperatives reported information.

<i>-2.0% to 1.0% Local Net Savings</i>	8	25	34,393	43,456	36,722	49,686	*	9	*	*	*	34,775	44,620	37,229	50,811	*
<i>1.01% to 2.0% Local Net Savings</i>	5	9	*	46,617	43,160	*	*	2	*	*	*	48,520	47,476	*	*	*
<i>3.01% or More Local Net Savings</i>	5	8	*	41,708	38,917	*	*	2	*	*	*	42,577	38,917	*	*	*

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