

ACCCA Policy and Procedures Committee (PPC)
8/28/19 Meeting and Subsequent Recommendation
Issue: ACCCA Member Dues Model/Dues Increase
REPORT TO THE BOARD: September 12, 2019

The members of the PPC met on August 28th to take up an issue relevant to Strategic Plan Area II [Organizational Structure/Operations]; Goal A [Strengthen structure, operation and fiscal vitality]; Objective #5 [Review existing member dues structure and recommend change where appropriate.]

- DUES MODEL RECOMMENDATION:** In the course of our review, the committee looked first at an alternative model of applying membership dues, most specifically the single formula used by ACSA, as a comparison. While the single formula model would be more accurate on a per-member basis, the current structure of the database platform used to maintain member data will not sustain that change. ***Until ACCCA can implement newer technology to maintain data, the recommendation of the committee is to continue to utilize the salary range model currently being used.***
- MEMBERSHIP DUES INCREASE:** The committee then confirmed the salary ranges currently used to differentiate between four categories of dues. These are:

SALARY RANGE	ANNUAL	10 MONTH PAYROLL DEDUCTION	12 MONTH PAYROLL DEDUCTION
0 - \$99,999	\$297	\$29.70	\$24.75
\$100,000 - \$149,999	\$357	\$35.70	\$29.75
\$150,000 - \$199,999	\$432	\$43.20	\$36.00
\$200,000 and over	\$612	\$61.20	\$51.00

The last time member’s dues were increased was in 2014. In the past 5 years, overhead, salaries and contracted costs to maintain member benefits have grown year over year. ***Based on current budget needs to maintain existing services and support an expansion as outlined in the strategic plan, the committee recommends a modest increase of 8% be applied to each band of the dues model. The increase is recommended to commence in the 2020-21 year.***

Such an increase would increase ACCCA’s projected dues revenue by 8% or just over \$30,000 in the 20/21 year based on current dues projections. The cost to members would be relatively nominal. Over the course of the year, the **average increase** amounts to about \$33 or \$9 cents per day as indicated below:

Range	Annual	Increase	10-month	12-month
0-\$99,999	\$320	\$23	29.70/32.00	24.75/26.66
\$100,000-\$149,999	\$385	\$28	35.70/38.50	29.75/32.08
\$150,000-\$199,999	\$466	\$34	43.20/46.60	36.00/38.83
\$200,000 & over	\$660	\$48	61.20/66.00	51.00/55.00

Implementation would commence on July 1, 2020 and members would be provided advance notice in the spring of 2020 followed by a separate communication to each payroll office and annual dues paying member to initiate the transition.

Additionally, the committee recommends that an annual assessment of membership value [the cost of membership versus the value of the benefits provided] be done and results provided to the membership via the newsletter along with the annual deductible calculation for tax purposes.

Impact of proposed increase based on today's membership revenue and applying the increase.

Total	8% Increase		
Salary A \$297	\$77,814.00	\$6,225.00	\$84,039.00
Salary B \$357	\$244,545.00	\$19,564.00	\$264,109.00
Salary C \$432	\$75,168.00	\$6,013.00	\$81,181.00
Salary D \$612	\$24,480.00	\$1,958.00	\$26,438.00
Total	\$422,007.00	\$33,760.00	\$455,767.00