

COTEC Fee Structure – To be voted on

Two years have passed since COTEC has implemented its new structure at the first GA in Malta 2013. Envisioning a more visible and valued profession we have focused on political concerns and have strengthened our alliances. COTEC is gaining visibility and is becoming more effective with its growing network.

Active participation is costly for which one reason COTEC has been in the need for a larger budget. Therefore, at the 58th COTEC Meeting 2013 in Copenhagen, Denmark, a proposal was made to increase COTEC’s income, so as to meet future aims and ambitions. The original proposal which was presented in Copenhagen was based on calculating a membership fee for each National Association (NA) on the basis of their members by collecting € 1,- for each member from each NA. According to this proposal COTEC’s yearly income would rise to approx. € 65.000,00. In the following debate this proposal was rejected and it was decided that the Executive would present a fee structure at the GA in Malta 2013 which would account for an income doubled over a three year period.

As a result COTEC’s membership fee rose 50 % in 2014 adding up to an annual income of € 28.994,29 (*see Table 10.1*). Instead of a further rise of another 25 % in the following two years each, a Fee group was installed in order to develop a fee structure affordable to all NAs, taking into account the financial issues for each county. At the GA 2014 in Nijmegen it was agreed upon that the fee structure would remain the same for 2015 with no rise in membership fees. Moving forward, the principle was embedded that no country pays less than € 100,- and no member pays more than 25 % of the annual membership income.

Table 10.1 COTEC’s income since 2013

Year	2013	2014	2015
Membership Fee per 100 Members in €*	32,80	49,20	49,20
Income in €	21.286,85	28.994,29	28.836,12

After the GA in 2014 the Fee group’s proposal and one made by the Executive Committee was circulated to all members asking for further feedback or proposals. Based on both feedback rounds **the Executive Committee is now proposing the “Band B”-system as COTEC’s future fee structure** (*see Table 10.2*) which is to be voted on.

A summary of the feedback rounds will be forwarded in a separate document.

Table 10.2 Proposed Fee Structure ("Band B")

Members	1-100	100-150	150-250	250-450	450-600	600-1000	1000-2000	2000-5000	5000-10000	10.000-20.000	>20.000
Euro	100	125	150	200	300	550	1000	2500	4500	6000	8000*

*No member shall pay more than 25 % of the annual membership income.

Table 10.3 provides an overview of membership fees for the year 2015 and the resulting fees for the proposed fee structure as of 2016. The new fee structure will lead to an increase of approx. €10.000 of COTEC's annual income.

Table 10.3 COTEC fees 2015 in comparison to "Band B" 2016

Association	Members	COTEC Fee 2015	Band B 2016
Austria	1870	920,04	1.000,00
Belgium	826	406,39	550,00
Bulgaria	22	82,50	100,00
Croatia	198	97,42	150,00
Cyprus	98	82,50	100,00
Czech	200	98,40	150,00
Denmark	6875	3.382,50	4.500,00
Estonia	60	82,50	100,00
Finland	2028	997,78	2.500,00
France	822	404,42	550,00
Georgia	30	82,50	100,00
Germany	10009	4.924,43	6.000,00
Greece	110	82,50	125,00
Iceland	268	131,86	200,00
Ireland	902	393,60	550,00
Italy	493	147,60	300,00
Latvia	147	82,50	125,00
Lithuania	80	82,50	100,00
Luxembourg	85	82,50	100,00
Malta	45	82,50	100,00
Netherlands	2100	1.033,20	2.500,00
Norway	2850	1.402,20	2.500,00
Portugal	287	141,20	200,00
Serbia	70	82,50	100,00
Slovenia	245	120,54	150,00
Spain	363	178,60	200,00
Sweden	8451	4.157,89	4.500,00
Switzerland	2181	1.073,05	2.500,00
UK	25352	8.000,00	8.000,00
		28.836,12	38.050,00