

WASHINGTON STATE COALITION

WSCADV

AGAINST DOMESTIC VIOLENCE

2011 Wage and Benefit Survey: A Report on Responses

May 2011

Overview:

In January of 2011, two surveys were administered and distributed via email to all of WSCADV's 69 Member Programs. One survey went to program staff and a second survey to directors. Both surveys asked general questions regarding personal demographics, wages and benefits and employment information; the director survey focused more on organizational structure including policies and procedures.

266 employees and directors from 56 programs responded representing all 39 of Washington's counties.

While this survey generated a lot of valuable information, there are some limitations to the data collected. One limitation to acknowledge is the economic climate under which this survey was conducted and data were collected. Stress around funding, job insecurity and changes in organizational structure due to the economy may have influenced responses. Therefore, it is important to understand that data collected through the survey represents a snapshot in time.

The following is a summary of quantitative and qualitative results from both employee and director surveys. Quotes highlighted throughout the report come from participants' responses to open-ended questions about job satisfaction.

Section I: Demographics

The first section of the survey gathered information on basic program structure and participant demographics.

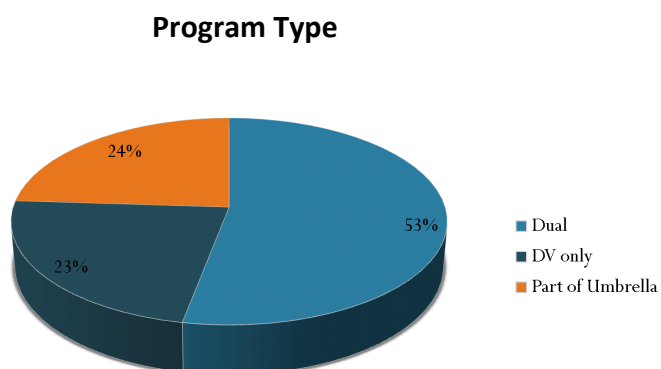
For the purposes of this report, the term 'employee' is used to describe any individual that is not the director of a program. 'Director' is the term used to describe Executive Directors or Program Directors. 'Participants' is used as an inclusive term to describe all participants from both surveys.

Participants work in three types of programs. Of the 266 participants, over half work in dual domestic violence/sexual assault programs, and the rest work in programs that focus on domestic violence only or programs that function under a parent or umbrella organization, such as the YWCA or government entity.

53% dual domestic violence/sexual assault programs.

24% part of an umbrella organization.

23% domestic violence only programs.



Job Position:

Participants were asked to choose from a list of titles that best described their job position. For the purposes of analysis, advocate with no supervisory role and advocate with supervisory role were combined to make one category, advocate.

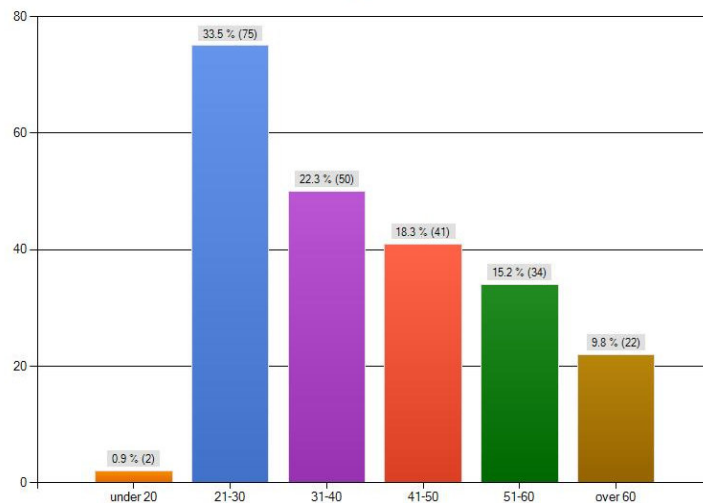
Most of survey participants (61%) identified as advocates. Other participants identified their positions as Manager, Administrative Assistant/bookkeeper, Development Director, Associate Director, and Executive Director.

Gender and Age:

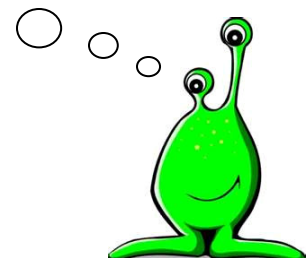
Most respondents (96%) identified as female, 3% identified as male and 1% identified as gender queer, human or other.

All Managers, Administrative assistants/bookkeepers, Development Directors, Associate Directors and Executive Directors identified as female.

Age of Employees



Hmm...how does the presence of multiple 'generations' impact our workplaces and movement?



Race/Ethnicity:

Participants were asked to report their race/ethnicity. Most participants (77%) identified as White/Caucasian. The next highest race category identified by participants was Latina/Hispanic at 6%. The rest of the participants identified as Multi Racial, African American/Black, Native American, or Asian/Pacific Islander.

Sole Provider of Household:

46% of employees reported being the sole provider of their household.

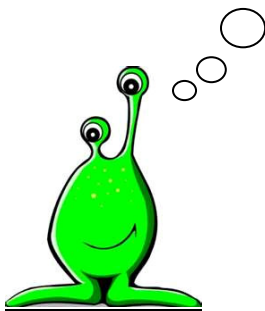
Parent/Guardian Status:

Roughly one third (35%) of employees and nearly one half (46%) of directors have dependent children (children under the age of 18).

11% of employees with dependent children are also the sole providers of their household.

“I enjoy working close to my house and my daycare. I enjoy the people I work with. I enjoy that I have a pretty much routine schedule that allows me to be able to have a routine with my child.”

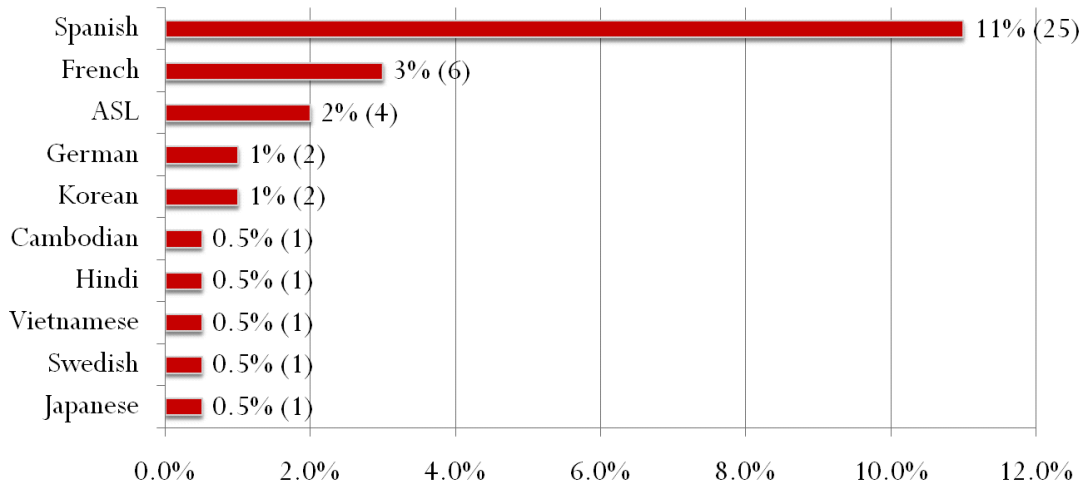
Hmm... how do we support our own parenting as a model for the support survivors need in theirs?



Languages Communicated:

21% of employees communicate in a language other than English.
Of those who communicate fluently in a language other than English, 86% use the skill in their job.

Fluency in Languages:



Education:

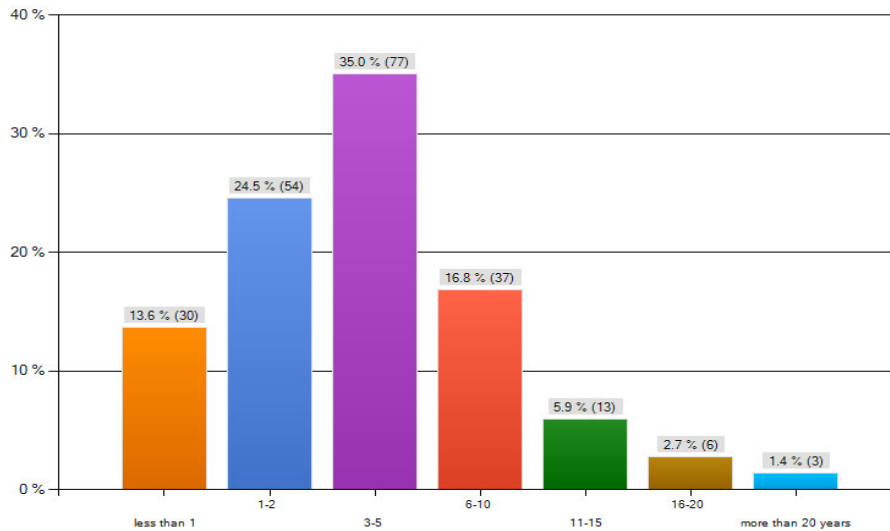
Participants were asked to choose their highest level of education completed.
61% of employees have completed college and hold a Bachelors or higher degree. The remaining employees responded that they had completed high school/GED, some college, or held an Associates degree.

67% of directors have completed college and hold a Bachelors or higher degree. The remaining directors responded that they had completed some college or held an Associates degree.

Years Worked at Organization:

Both employees and directors were asked how long they have worked at their current organization. Responses from both employees and directors ranged from 'less than a year' to 'more than 20 years.'

Years Employees Have Worked at Current Organization



Directors reported working at their organization longer, with 65% having worked there for over 5 years. 36% of directors reported being the director at their agency for over 5 years.

“My job gives me the opportunity to have the work I do mean something”

Section II: Hours and Scheduling

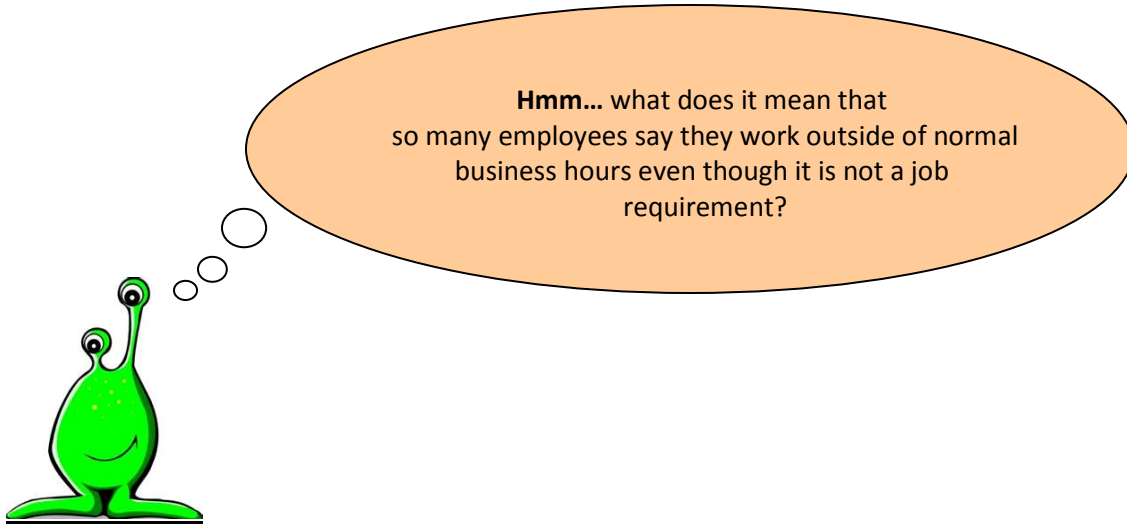
This section looked at employee schedules including average hours worked per week, hours of on-call work per month, and flexibility and consistency in work schedule.

Hours Worked Per Week:

77% of employees work between 26 and 40 hours per week (usually considered full time).

Schedule:

When employees were asked if their job required them to work outside of normal business hours (Monday-Friday, 9-5), 51% said no. 91% of those who are not required to work outside of normal business hours stated that they sometimes work outside normal business hours during their workweek. There was not information to determine if working overtime is voluntary on the employees' part, or due to organizational norms.



Consistency and Flexibility

Employees were asked if their work schedules were usually very consistent, somewhat consistent, somewhat inconsistent, or very inconsistent. Nearly half (47%) of employees responded with having *very* consistent work schedules and 43% of employees reported having somewhat consistent work schedules.

In addition, employees were asked if they felt they had a lot of flexibility, some flexibility, limited flexibility, or no flexibility in their work schedules. 40% of said they had a lot of flexibility and 39% said they had some flexibility.

“I like that our organization allows for a great deal of flexibility in work schedules. This allows employees to attend activities for their children or grandchildren as well as take care of personal appointments as needed”

Overtime:

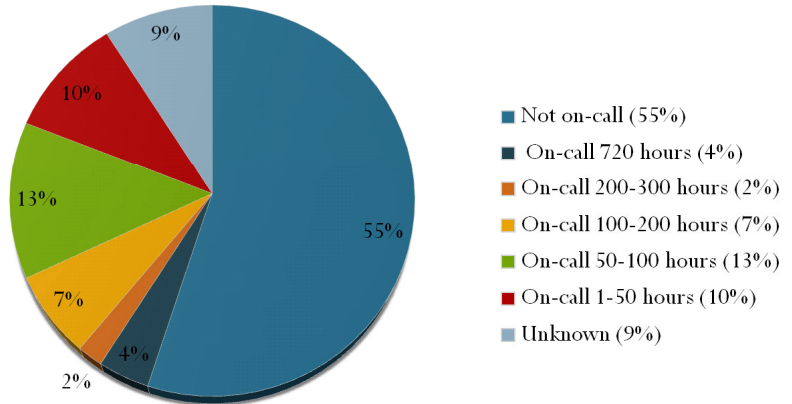
Only 16% of employees stated that they work overtime. When asked how they felt about working overtime, most (83%) responded that working overtime is just part of their job

On-Call:

Hours On-Call Per Month

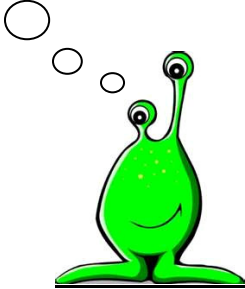
45% of employees are on-call as part of their job.

The average number of hours on-call per month is 162 hours



On call employees are compensated for their on-call hours in a variety of ways including: An hourly rate for time spent with clients only, hourly wage for hours spent on call, stipends, or flex time.

Hmm... almost half of employees say they are required to be on-call. How do compensation and time on-call impact staff morale?



Section III: Wages

This section is a summary of wages categorized by job position and employment status. Note that full-time is 26 or more hours per week and a part-time is 25 hours or less per week. The data presented in this summary are statewide averages.

Statewide Averages based on Job Position:

Full-time:

Job Position	Annual Salary (exempt positions)	Hourly Wage (non-exempt positions)
Advocate	\$30,018	\$14.91
Manager	\$41,695	\$17.38
Administrative Assistant/Bookkeeper		\$16.36
Development Director	\$77,000	\$18.72
Associate Director	\$44,833	
Executive Director	\$59,318	

**Boxes left blank indicate that there were no data for the given category*

Part-Time:

Job Position	Annual Salary (exempt positions)	Hourly Wage (non-exempt positions)
Advocate	\$15,550	\$13.55
Manager		\$23.00
Administrative Assistant/Bookkeeper		\$16.67

** Boxes left blank indicate that there were no data for the given category*

Wages were also calculated based on rural/urban code and are available by request. Please see Appendix A for more information.

Section IV: Benefits and Organizational Structure

Raises

77% of employees reported receiving a raise since they began working.

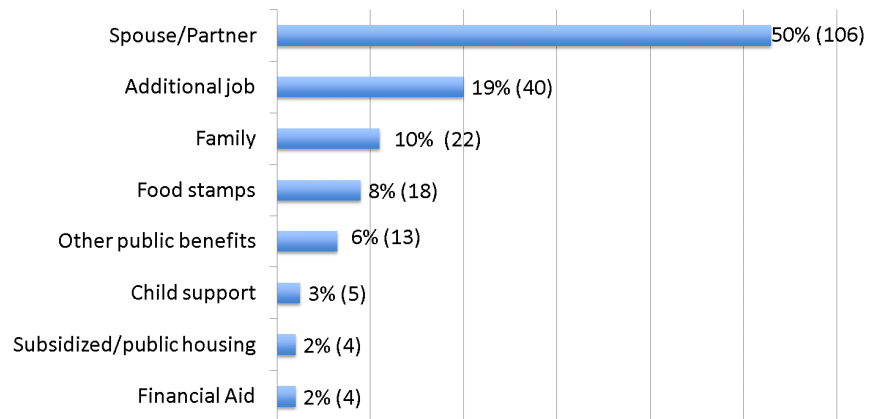
Directors were asked what they based raises on, 78% stated that raises are based on annual adjustments. Other reasons stated by directors for raises include: change in position, merit, and state minimum wage increases.

“My agency has always had a strong commitment to addressing social justice issues [...] - over the past 20 years there has been a consistent improvement concerning compensation for employees.”

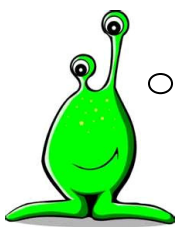
Additional Financial Support:

Employees were asked if they hold an additional job and if they rely on any of the following: spouse/partner, family, food stamps, child support, subsidized or public housing, financial aid, other public benefits for additional financial support.

91% of employees reported relying on some form of additional financial support.



Hmm... most employees say they rely on some form of additional financial support. What does this mean for employees and programs?



Health Insurance:

The vast majority of employees (94%) reported having health insurance, and 78% of employees reported having health insurance provided by their employer.

The majority (71%) of employees with health insurance provided by their employer reported being satisfied with the health insurance they receive.

Most health insurance plans provided by organizations cover medical, dental, vision and prescription.

Most (67%) programs do not require their employees to contribute to their own health insurance but most (75%) do require employees to pay for 100% of their *dependents'* health insurance.

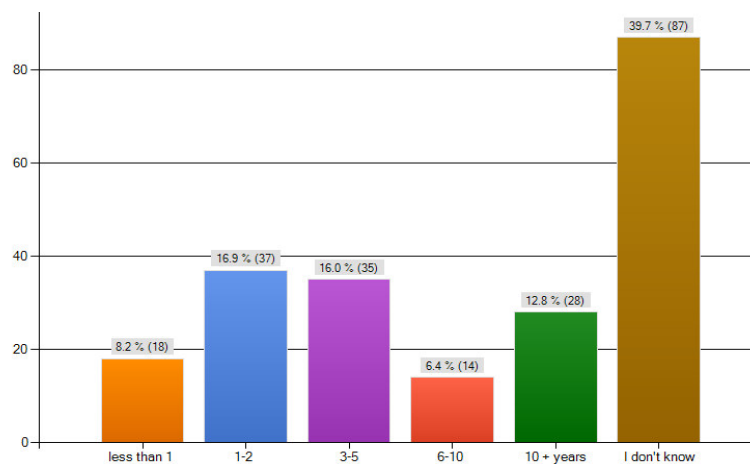
Paid-Time Off:

Nearly all (93%) employees responded that they receive some type of paid time off including paid sick leave, vacation and holiday. And roughly half (51%) of employees stated that they usually get the time off they request.

Length of Intended Stay:

Employees were asked how long they plan on working at their organization and how long they plan on working in the DV/SA Movement. Nearly 40% of employees did not know how long they were going to be working at their organization and over 50% did not know how long they would stay involved in the DV/SA movement.

Years Employees Plan to Stay at Current Organization



“I am creating the change I want to see. I am part of a movement that makes my community a better place...”

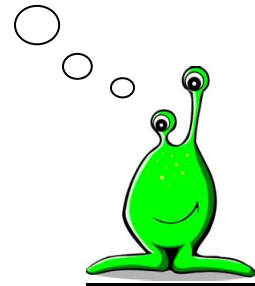
Job Satisfaction:

Participants were asked to rank their job satisfaction and satisfaction with work in the DV/SA field. The choices for ranking were: like all the time, like most of the time, dislike most of the time, dislike all the time.

93% of employees and 100% of directors liked their jobs all or most of the time.

99% of employees and 100% of directors like working in the DV/SA field all or most of the time.

Hmm... when and how do we talk with each other about job satisfaction?



“I love seeing staff grow and gain confidence, pride and skills in the work they are doing. I love to see the ways in which our services make a difference in the lives of our clients. I feel that what we do is truly important work.”

“I love that my work means something. I am a part of a movement that I am passionate about and that carries me through most of the tribulations of my job. I also get to work with some really amazing woman who inspire and impress me on a daily basis”

Appendix A

RURAL-URBAN CODE:

Rural-Urban Continuum Codes form a classification scheme that distinguishes metropolitan counties by the population size of their metro area, and nonmetropolitan counties by degree of urbanization and adjacency to a metro area or areas. The metro and nonmetro categories have been subdivided into three metro and six nonmetro groupings, resulting in a nine-part county codification. The codes allow data to break into finer residential groups beyond a simple metro-nonmetro dichotomy, particularly for the analysis of trends in nonmetro areas that may be related to degree of rurality and metro proximity (Economic Research Services, 2011).

Rural-Urban Code by County Table:

County	Code	County	Code	County	Code	County	Code
Adams	6	Franklin	3	Lewis	4	Snohomish	1
Asotin	3	Garfield	8	Lincoln	8	Spokane	2
Benton	3	Grant	4	Mason	6	Stevens	6
Chelan	3	Grays Harbor	4	Okanogan	6	Thurston	3
Clallam	5	Island	4	Pacific	7	Wahkaikum	8
Clark	1	Jefferson	6	Pend Oreille	8	Walla Walla	4
Columbia	6	King	1	Pierce	1	Whatcom	3
Cowlitz	3	Kitsap	3	San Juan	9	Whitman	4
Douglas	3	Kittitas	6	Skagit	3	Yakima	3
Ferry	9	Klickitat	6	Skamania	1		

If you would like information on wages per rural-urban code, please contact Traci Underwood at traci@wscadv.org

(Note: Directors were given the opportunity to request omission of their agency's wage data from the code associated with their county, therefore data for some rural-urban codes may not be complete reports of data gathered.)