

WASHINGTON STATE COALITION

WSCADV

AGAINST DOMESTIC VIOLENCE

WSCADV Wages & Benefits Survey Report

2015

Introduction & Overview

Two surveys were administered and distributed via email to all of WSCADV's member programs. One survey was sent to employees and the other survey was sent to executive directors. In each survey, participants were asked questions about personal demographics, wages, benefits, and employment information and practices; the executive director survey focused more on organizational structure including policies and procedures.

323 participants from 56 programs responded representing 38 Washington counties.

The purpose of these surveys is to gain a statewide picture of compensation, employee satisfaction and program structure. This information gives us a better understanding of what is happening in programs, as well as what tools can be developed to assist programs in building organizational capacity and sustainability.

This report has three major sections, which will cover these themes:

- Demographics
- Hours & Scheduling
- Wages & Benefits

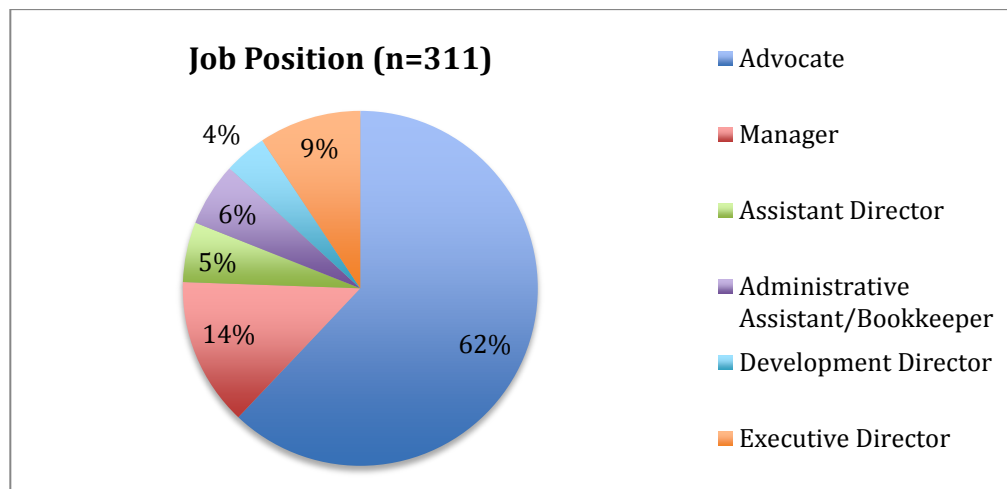
It is important to note that there are limitations to this survey that should be considered when reviewing this report:

- In each survey, answering a question was optional, not required. For this reason, the number of responses per question will vary -- some participants did not complete the survey.
- While we were careful to create clear and understandable questions, there is always room for individual interpretation when answering.
- The data collected through the survey represents a snapshot in time and is impacted by the current economic climate.

Section 1— Demographics

Job Position

Participants chose which title best described their job position. For the purposes of analysis, advocates with a supervisory role and advocates without a supervisory role were combined to make one category, advocate. Of the total participants who responded, the majority identified as advocates (62%). Other participants identified their role as Manager, Assistant Director, Administrative Assistant/Bookkeeper, and Executive Director.



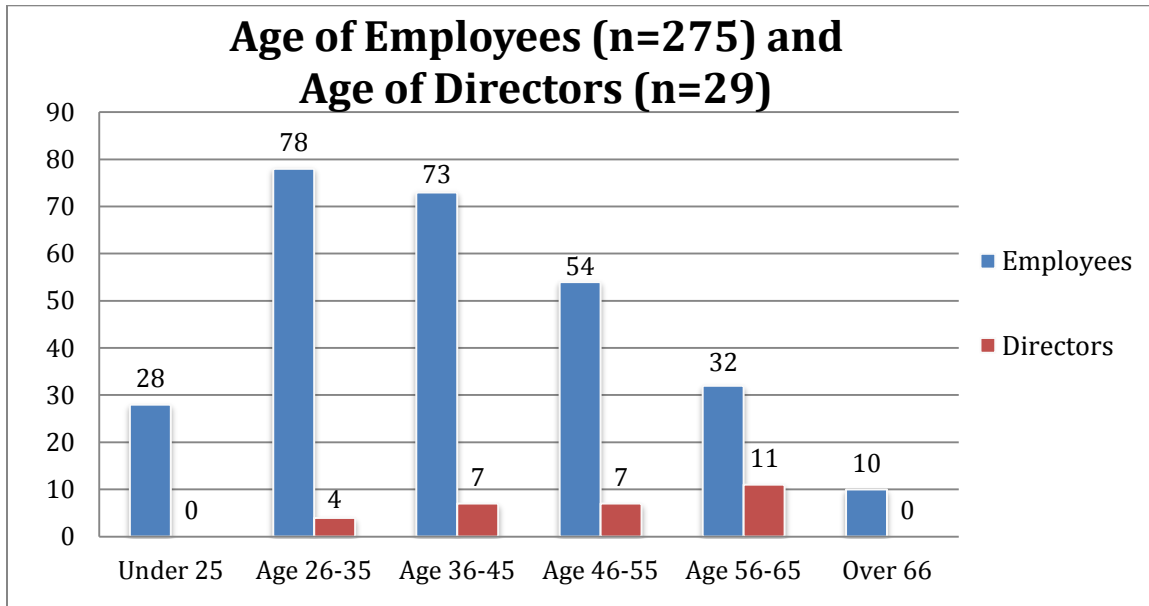
Gender

Participants were asked to self-identify their gender. The majority of participants identified as female.

- Of the employees who responded :
 - 96% identified as female, 3% identified as male, and 1% as genderqueer/non-conforming.
- Of the directors who responded
 - 90% identified as female, 7% as male and 3% as non-binary.

Age

Participants were asked to identify their age. 39% of employee participants stated that they are under the age of 35.

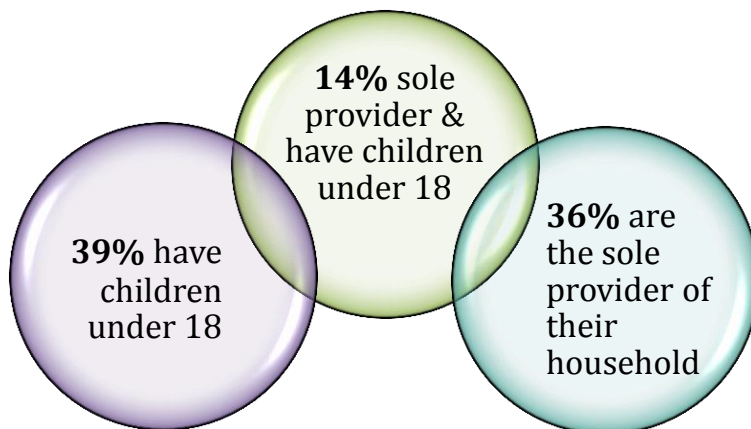


Parent/Guardian Status

55% of the employees and 82% of the directors take care of dependent children and/or adults.

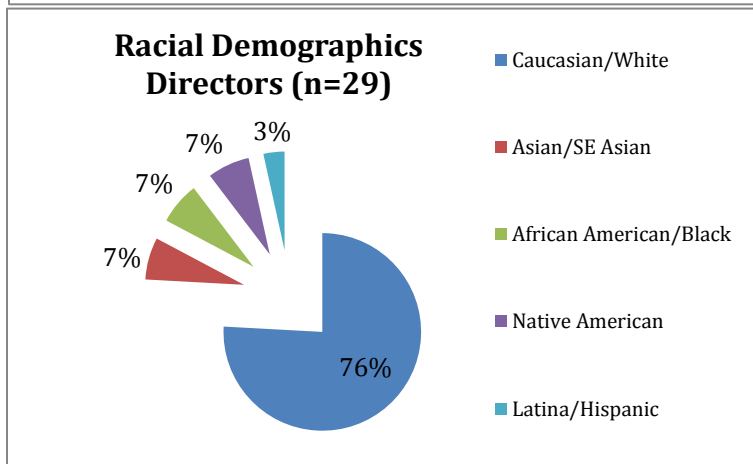
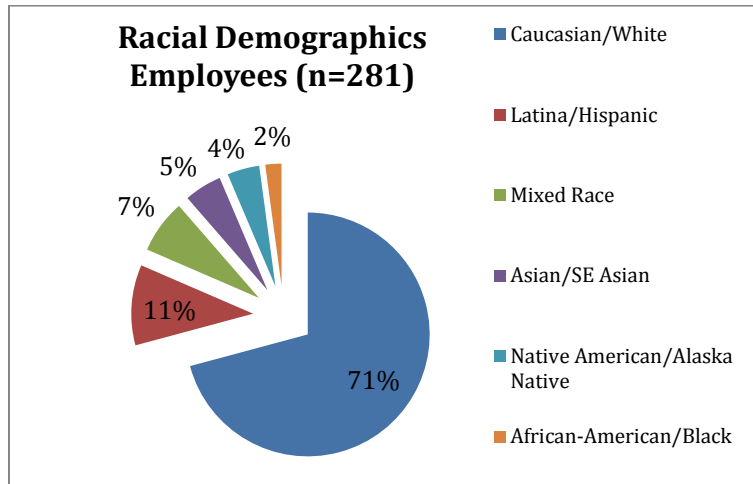
Sole Provider of Household

36% of employees and 31% of directors reported being the sole provider of their household.



Race/Ethnicity

Participants were asked to self-identify their race/ethnicity. It should be noted that the race labels shown are aggregated and very broad. The diversity within each label is not captured by the survey data.



Languages Communicated

18% of the employees and 19% of the directors can speak fluently in a language other than English. Of the employees who can communicate in another language, 83% use their bilingual skill for their job. Of those who speak fluently in a language other than English: Spanish, ASL and Korean were most represented.

How are staff who use their bilingual/bicultural skills compensated?



Education

Participants were asked to choose their highest level of education completed.

65% of employees have completed college and hold a Bachelors or higher degree. The remaining employees responded that they have completed high school/GED, some college or held an Associates degree.

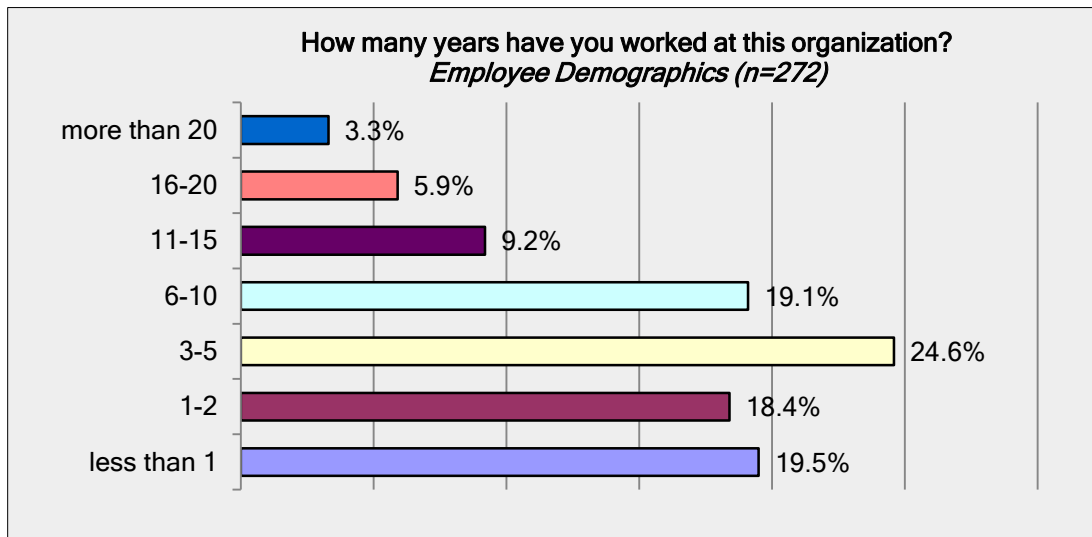
76% of directors have completed college and hold a Bachelors or higher degree. The remaining directors responded that they have completed high school/GED, some college or held an Associates degree.

How is experience (as opposed to formal education) factored into your hiring processes?
What about wages?



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'. 57% of directors reported working at their organization for 5 or fewer years. 43% of directors reported being at their agency for 6 years or longer. Below is a visual breakdown of years employees have worked at their current organization.



Section 2 – Hours and Scheduling

In this section, employees answered questions about their work schedules. These questions asked information about average hours worked per week, hours of on-call work per month, and flexibility and consistency in work schedule.

Hours Worked per Week

65% of employees work between 31-40 hours per week (usually considered full-time). 15% of employees work 30 hours or less per week, while 20% of employees work over 40 hours per week.

Schedule

When employees were asked if their job required them to work outside of their regular work schedule, 29% said they work outside of their set schedule at least once a week. 43% of employees said that they work outside of their work schedule once a month or less, while 28% said that they work outside of their normal schedule more than twice a week.

Flexibility

Employees were asked if their work schedule included a lot of flexibility, some flexibility, limited or no flexibility. Flexibility was defined by the ability to adjust one's work schedule to meet other personal needs.

Over half (60%) of employees reported having some flexibility, in that they could adjust their schedule most of the time. 27% of employees stated that they are in control of their own schedule while 13% reported having very limited flexibility.

Overtime

27% of employees stated that they work overtime hours. For those who work overtime, 31% reported working overtime weekly and 52% reported working overtime monthly.

On-Call

40% of employees reported being on-call as part of their job. On-call hours per month varied from 10hours/month to being on-call 24/7 as a shelter manager.

Employees reported on-call hours being compensated a variety of ways, including: more schedule flexibility/flex time, time and a half, or similar hourly wage for hours spent on-call.

On-call staffing can be challenging. Take a look at [the law](#) and check out this [blog post](#) from an agency who updated their process.



Section 3 – Wages

This section is a summary of wages categorized by job position and employment status. Note that full-time is 30 or more hours per week and part-time is 29 hours or less per week. The data presented in this summary are statewide averages.

2015 Statewide Averages and Medians based on Job Position

Job Position (Full Time)	Annual Salary Averages (exempt)	Hourly Averages (nonexempt)	Annual Salary Medians (exempt)	Hourly Medians (nonexempt)
Advocate	n/a	\$15.93	n/a	\$15.00
Manager	\$46,735.67	\$19.54	\$46,000.00	\$19.71
Administrative Assistant/Bookkeeper	n/a	\$16.27	n/a	\$16.25
Development Director	\$52,292.57	n/a	\$50,000.00	n/a
Assistant Director	\$55,773.43	n/a	\$56,750.00	n/a
Executive Director	\$60,400.33	n/a	\$55,000.00	n/a

Job Position (Part Time)	Annual Salary Averages (exempt)	Hourly Wage Averages (nonexempt)	Annual Salary Medians (exempt)	Hourly Wage Medians (nonexempt)
Advocate	n/a	\$14.64	n/a	\$15.25
Admin Assistant/Bookkeeper	n/a	\$16.60	n/a	\$16.60
Development Director	n/a	\$14.50	n/a	\$14.50

*****Wages were also calculated based on rural/urban code and are available by request by contacting Traci Underwood at traci@wscadv.org Please see Appendix A for more information.**

Section 4 – Benefits and Organizational Structure

Raises

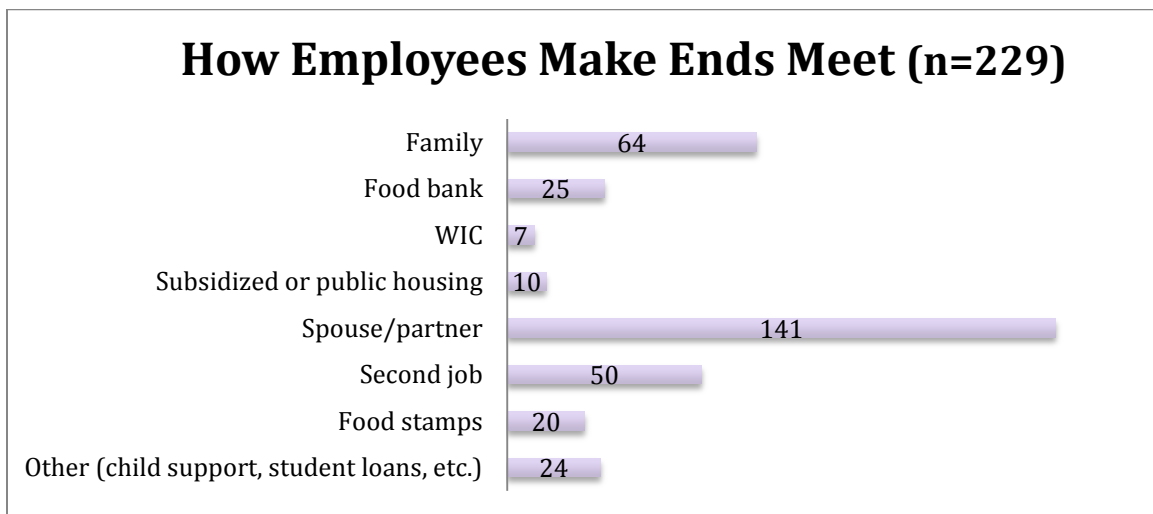
73% of employees reported receiving a raise since they began working at their current organization.

Directors were asked what they based raises on, 67% 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.

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, and/or other public benefits for additional financial support.

84% of employees reported relying on some form of outside financial support.



Health Insurance

Only 2% of employees reported not having health insurance, which may be due in part to the Affordable Care Act. 69% of employees reported getting health insurance through their employer and 16% received health insurance through their spouse/partner.

75% of employees reported that their health insurance covers just them, and 25% of employees' health insurance covers them and their family.

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

Paid-Time Off

83% of employees responded that they receive paid time off including paid sick leave, vacation and holidays. 49% of employees also reported receiving non-paid time off by request as well. 96% of employees stated that they usually get the time off they request.

Retirement

51% of employees reported that they are saving for retirement. Of those who are saving for retirement, 77% are receiving a retirement plan through their employer.

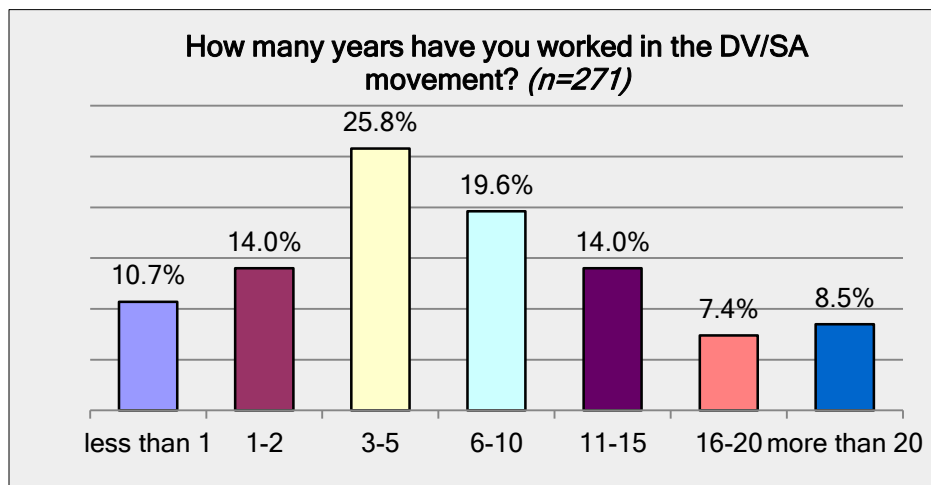
Job Satisfaction

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, or dislike all the time.

95% of employees and 96% of directors like their jobs all or most of the time.

67% reported being very interested in wanting to continue their work in the DV/SA field.

Below is a visual breakdown in years of how long employees have been working in the DV/SA field:



What you like most about your job

Participants had a lot of good things to say about their jobs, which are captured in the Wordle below. Larger words represent more participants expressing that idea.



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).

2013 Rural-Urban Code by County Table:

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

Code Descriptions

Code	Description
1	County in metro area with 1 million population or more
2	County in metro area of 250,000 to 1 million population
3	County in metro area of fewer than 250,000 population
4	Non metro county with urban population of 20,000 or more, adjacent to a metro area
5	Non metro county with urban population of 20,000 or more, not adjacent to a metro area
6	Non metro county with urban population of 2,500-19,999, adjacent to a metro area
7	Non metro county with urban population of 2,500-19,999, not adjacent to a metro area
8	Non metro county completely rural or less than 2,500 urban population, adj. to metro
9	Non metro county completely rural or less than 2,500 urban population, not adj. to metro area

