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.

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

PARTICIPATION

200 total participants

35 programs represented in the Executive Director Survey
51 programs represented in the Program Staff Survey
23 counties represented in the Executive Director Survey
30 counties represented in the Program Staff Survey
WHAT'S INSIDE

This report has three major sections:

1. Demographics
2. Hours & Scheduling
3. Wages & Benefits
4. Job Satisfaction

LIMITATIONS

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.

While we were specific in our recruitment, the responses are anonymous and it is possible that some program staff responded to the executive director survey and vice versa.
<table>
<thead>
<tr>
<th>Role</th>
<th>Annual Salary Averages (Exempt)</th>
<th>Hourly Averages (Nonexempt)</th>
<th>Annual Salary Median (Exempt)</th>
<th>Hourly Median (Nonexempt)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advocate (no supervisory role)</td>
<td>$45,622</td>
<td>$18.44</td>
<td>$45,622</td>
<td>$18.00</td>
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<tr>
<td>Advocate (supervisory role)</td>
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<td>$19.98</td>
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<td>$28.01</td>
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<td>$61,753</td>
<td>$22.37</td>
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<td>Development Director</td>
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<td>$73,250</td>
<td>N/A</td>
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<tr>
<td>Assistant Director</td>
<td>$73,250</td>
<td>$19.00</td>
<td>$73,250</td>
<td>$19.00</td>
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<tr>
<td>Executive Director</td>
<td>$70,722</td>
<td>N/A</td>
<td>$77,000</td>
<td>N/A</td>
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</tbody>
</table>

***Wages were also calculated based on a rural/urban code which will give a clearer picture of wages in your community while also protecting the anonymity of the program. They are available by request by contacting Traci Underwood at traci@wscadv.org***
Of the program staff that responded:
- 92% female
- 3% male
- 5% non binary, genderqueer, genderfluid

Of the executive director staff that responded:
- 94% female
- 6% male
Parent/Guardian Status

44% of program staff and 63% of executive directors identified as a parent or guardian.

Sole Provider of Household & Percentage of Household Income

30% of program staff and 30% of executive directors said they were the sole provider of the household. The following figure demonstrates the breakdown of contributed household income.
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.
25% of program staff and 27% of executive directors communicate fluently in a language other than English. Of the employees who communicate in another language, 93% use their language fluency for the job. Spanish and ASL were most represented.

Languages Communicated

Education

Years Worked at the Organization
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**

![Bar chart showing hours worked per week for Program Staff and Executive Directors]

**Schedule**

*Employees were asked how much their job required them to work outside of their regular work schedule:*

- 27% said more than once a week
- 22% said once a week
- 16% said once a month
- 23% said once every few months

**Flexibility**

*Employees were asked how flexible their work schedule is:*

- 27% said a lot of flexibility
- 63% said some flexibility
- 9% said limited flexibility
- 1% said no flexibility
Overtime

No overtime 62%

Works overtime 38%

Frequency of overtime work

Weekly
Monthly
Once a Year
More than Once a Year

Need more information on overtime compensation? See here for rules and resources

WSCADV
On-Call

45% of staff said it was a job requirement to be on-call

55% said it was not a job requirement to be on-call

The bulk of employees responded that they are only paid if they are speaking with a client, a small percentage reported that they do not receive additional compensation for on-call hours and many reported a flat stipend paid on a weekly basis for on-call shifts.

How do we meet community need and financially support our advocates and on-call staff so they can thrive at work and at home?

More information about on-call compensation can be found here.
BENEFITS AND ORGANIZATIONAL STRUCTURE

Raises

72% of respondents said they received a raise while at their current job.
28% of respondents said they have not received a raise while at their current job.

"HOW MANY TIMES HAVE YOU RECEIVED A RAISE AT YOUR CURRENT JOB?"

- Once
- Twice
- Three Times
- More than Three Times

DIREKTORS: "HOW ARE RAISES DETERMINED?"

- Annual salary adjustments/COLA 44.6%
- Change in position/promotion 25%
- Merit based 23.2%
- State minimum wage increases 7.1%
Additional Financial Support

Employees were asked two questions, one: 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 and two: if they hold an additional job.

Health Insurance

86% of employees said they receive health insurance through their employer, while 8% received it through their partner and the other 6% through private health insurance of the WA State Health Exchange.

90% of employees said the insurance just covered themselves.

51.8% of employees pay between 0 - $50 per month for health insurance.
Paid Time Off

The majority of employees receive sick leave, vacation time, holiday leave, and personal leave. Significantly smaller percentages responded that they received maternity/paternity leave (25%) or medical leave (23%).

83% reported that they can take unpaid leave. The average amount of weeks of paid leave for employees was 3.99 weeks.

"How easy is it for you to take time off?"

- Always: 75%
- Usually: 50%
- Only sometimes: 25%
- Rarely: 0%

Retirement

57% of employees said they are saving for retirement
43% of employees are not saving for retirement

- Matching funds from employer: 20.6%
- Through employer: 46.1%
- Through spouse's retirement plan: 14.7%
- Personally established plan: 18.6%
Job Satisfaction

Participants were asked to rank their job satisfaction and satisfaction with work in the DV/SA field.

- **Program Staff**
  - Like it all the time
  - Like it most of the time
  - Dislike it most of the time
  - Dislike it all of the time

- **Executive Directors**
  - Like it all the time
  - Like it most of the time
  - Dislike it most of the time
  - Dislike it all of the time
What's Hard

**SYSTEMS**
- Bureaucracy
- Vicarious Trauma
- Feeling very disempowered
- There is an emphasis on white professionalism

**Being on-call**
- the legal system is not trauma informed at all and can cause a lot of harm to survivors
- Working late hours for groups, and my role sometimes feels isolating
- Seeing staff burnout

**I do wish I was paid more.**

**Imposter syndrome**
- it doesn't feel good to say no.

**Reports and paperwork**

**Never feeling like I've done enough**

**Other supervisors lack of understanding and cultural sensitivity at times**

**Being stretched too thin**

**Little retirement planning, low pay**
What do you like most about your job?

I love teaching kids and teens about health relationships. Earning my paycheck in accordance with my values. The team energy. Doing work with a purpose.

Clients, flexibility. Social change. Watching my clients achieve their goals and gain esteem and self-sufficiency.

Seeing our survivors moved on with their lives and believing in themselves after seeking the help and support they needed. The support from my staff team. Talking with new people and providing resources to them.

Rest and hard work are highly valued. Working with survivors. Hearing people at times of loss, sadness, anger, hope, strength and perseverance.

Meeting people from all walks of life. The team energy.
Appendix A: Rural-Urban Code

2013 Rural-Urban Code by County Table:

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

Code Descriptions

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