

2020

WASHINGTON STATE COALITION

WSCADV

AGAINST DOMESTIC VIOLENCE

WAGES AND BENEFITS SURVEY





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.



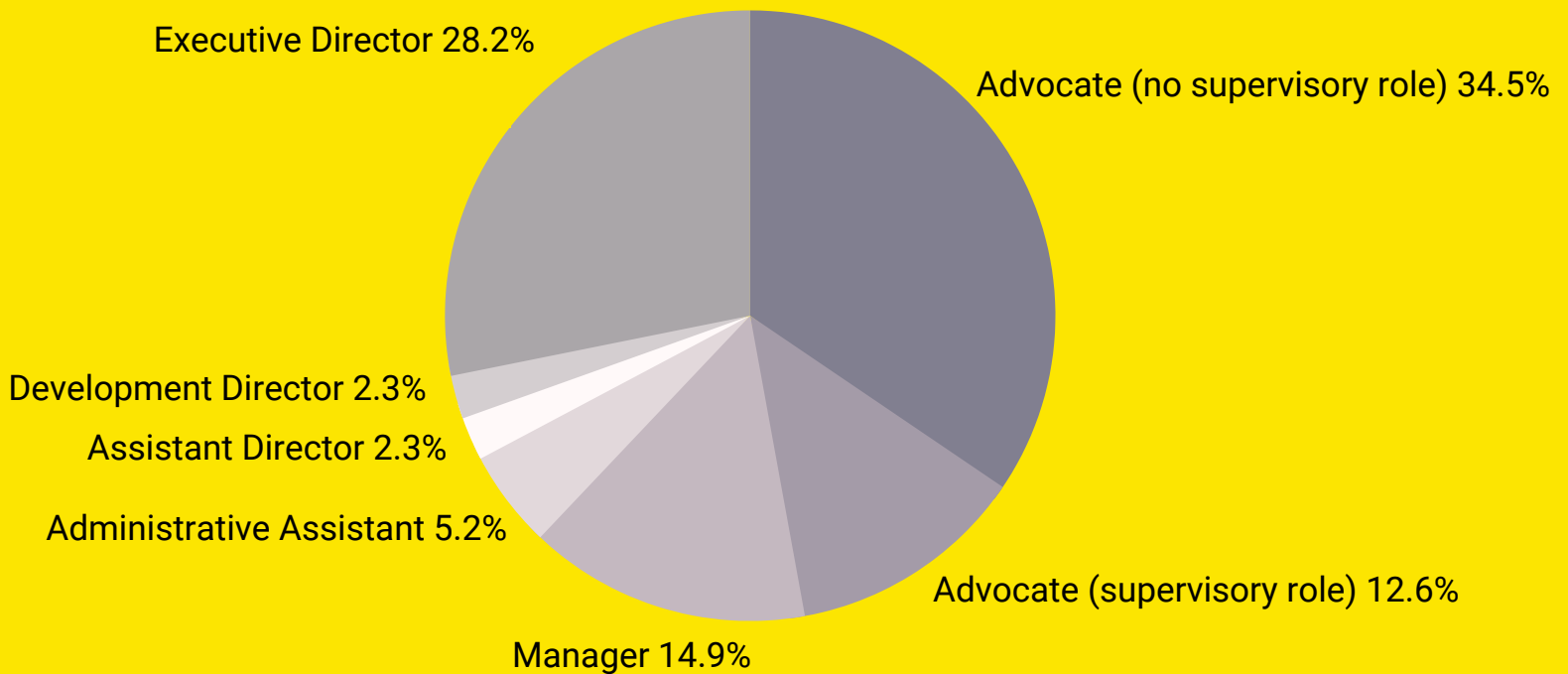
WAGES

| | ANNUAL SALARY AVERAGES (EXEMPT) | HOURLY AVERAGES (NONEXEMPT) | ANNUAL SALARY MEDIAN (EXEMPT) | HOURLY MEDIAN (NONEXEMPT) |
|--|---------------------------------------|-----------------------------------|-------------------------------------|------------------------------|
| Advocate (no supervisory role) | \$45,622 | \$18.44 | \$45,622 | \$18.00 |
| Advocate (supervisory role) | \$50,000 | \$19.98 | \$50,000 | \$19.00 |
| Manager | \$57,172 | \$27.50 | \$55,820 | \$28.01 |
| Administrative Assistant/Bookkeeper | \$61,753 | \$23.22 | \$61,753 | \$22.37 |
| Development Director | \$73,250 | N/A | \$73,250 | N/A |
| Assistant Director | \$73,250 | \$19.00 | \$73,250 | \$19.00 |
| Executive Director | \$70,722 | N/A | \$77,000 | N/A |

***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

DEMOGRAPHICS

Job Position

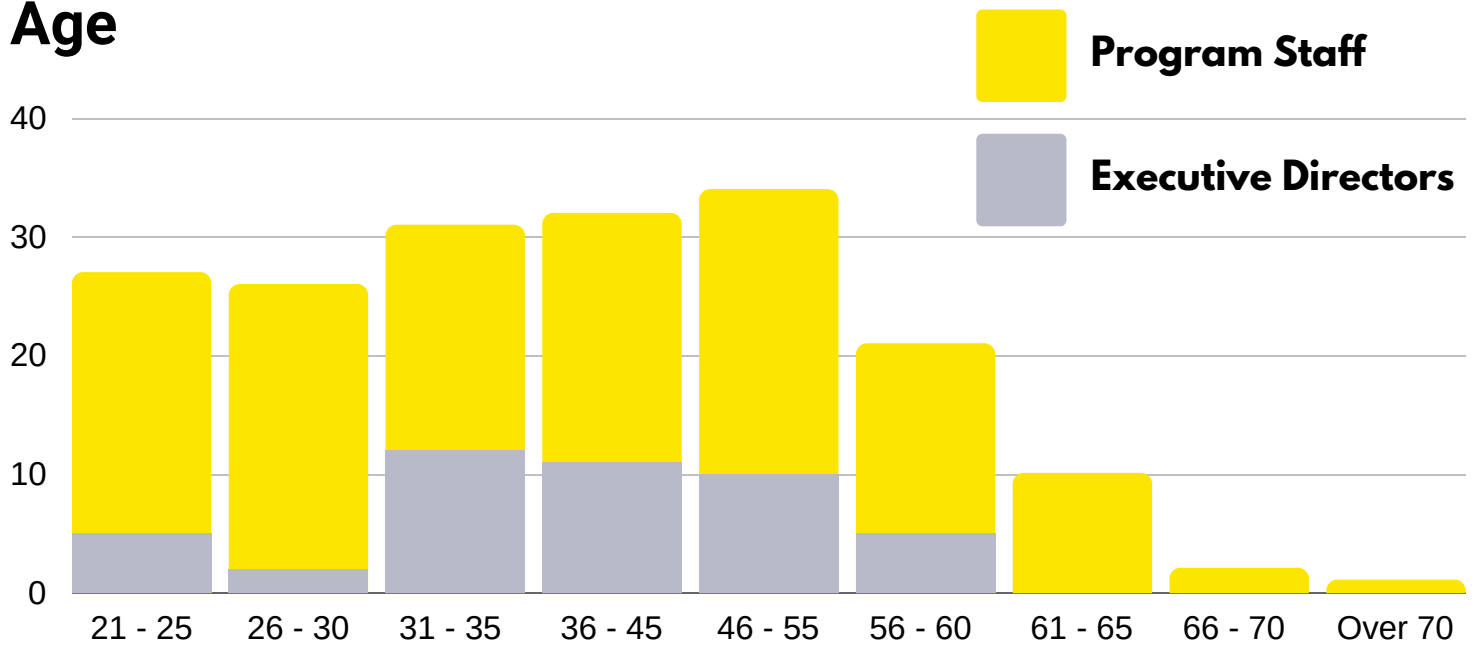


Gender

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

- 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

Age

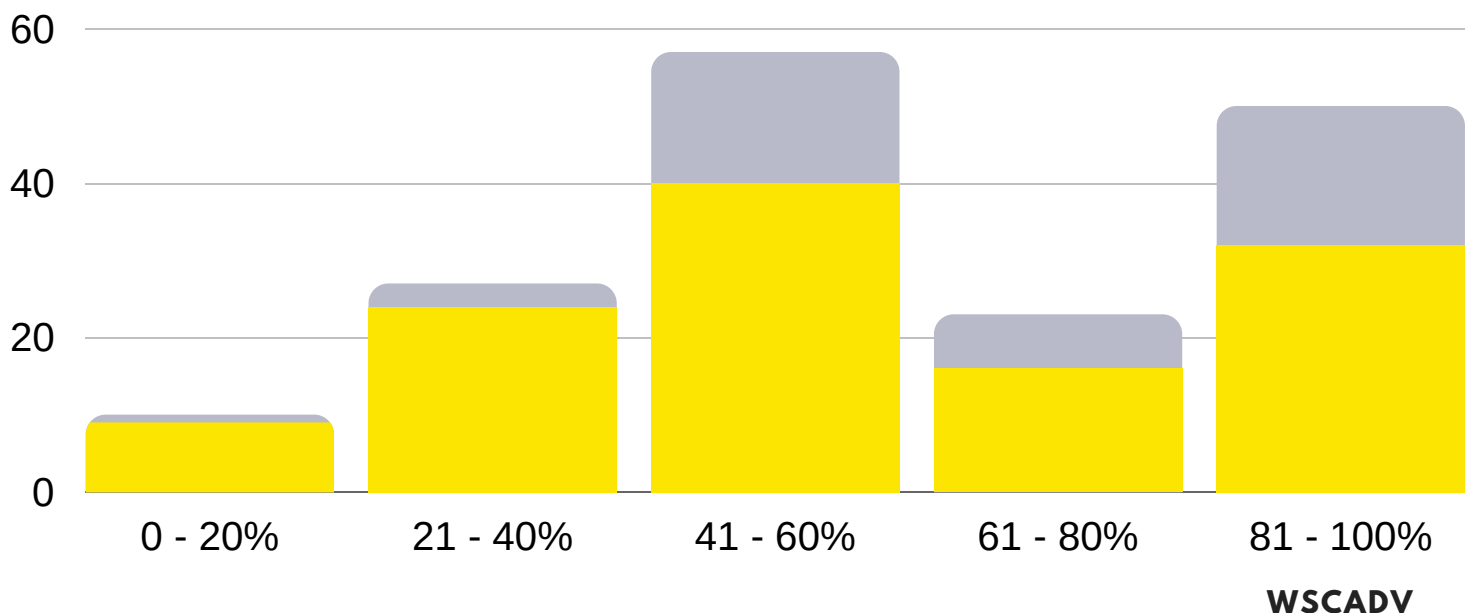


Parent/Guardian Status

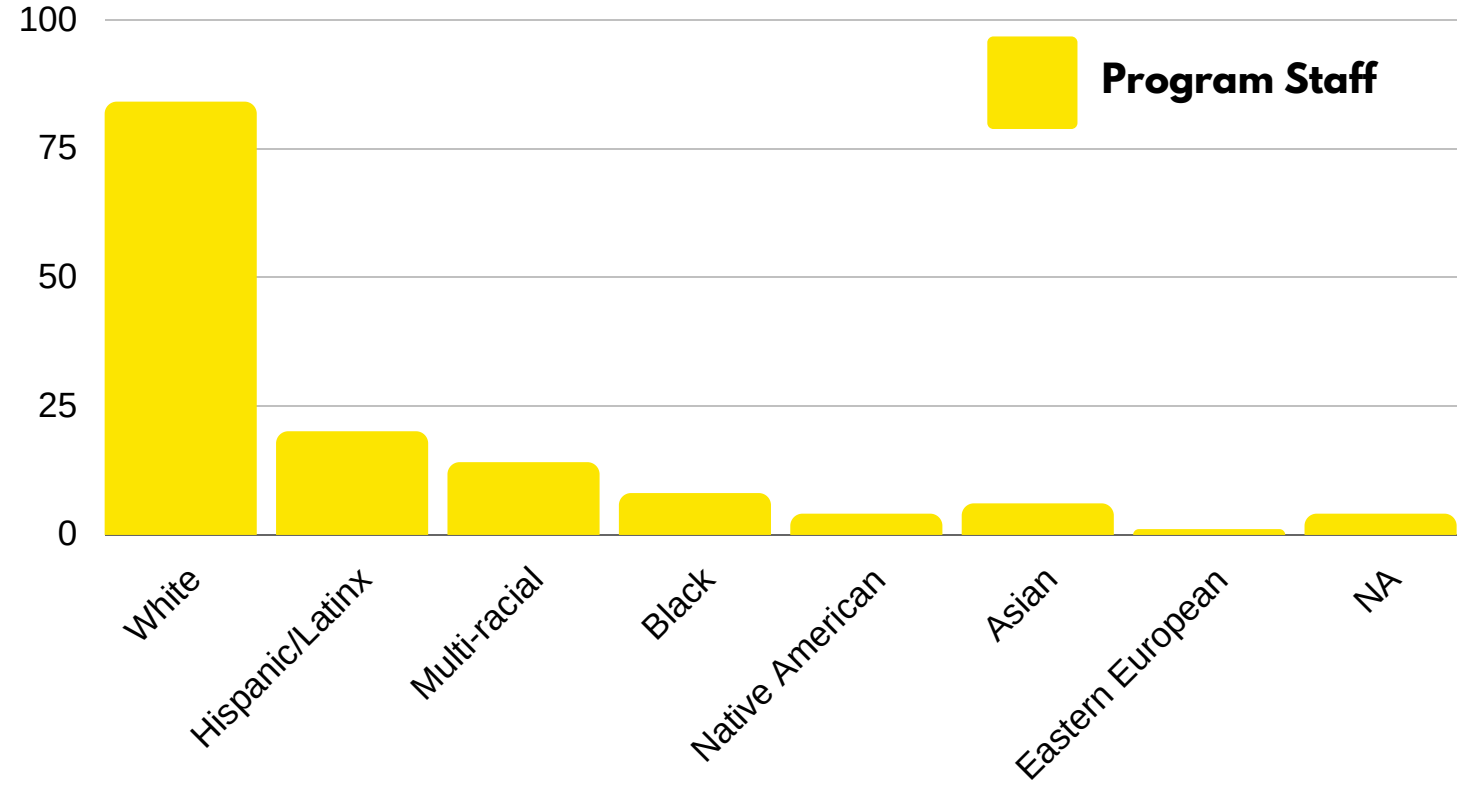
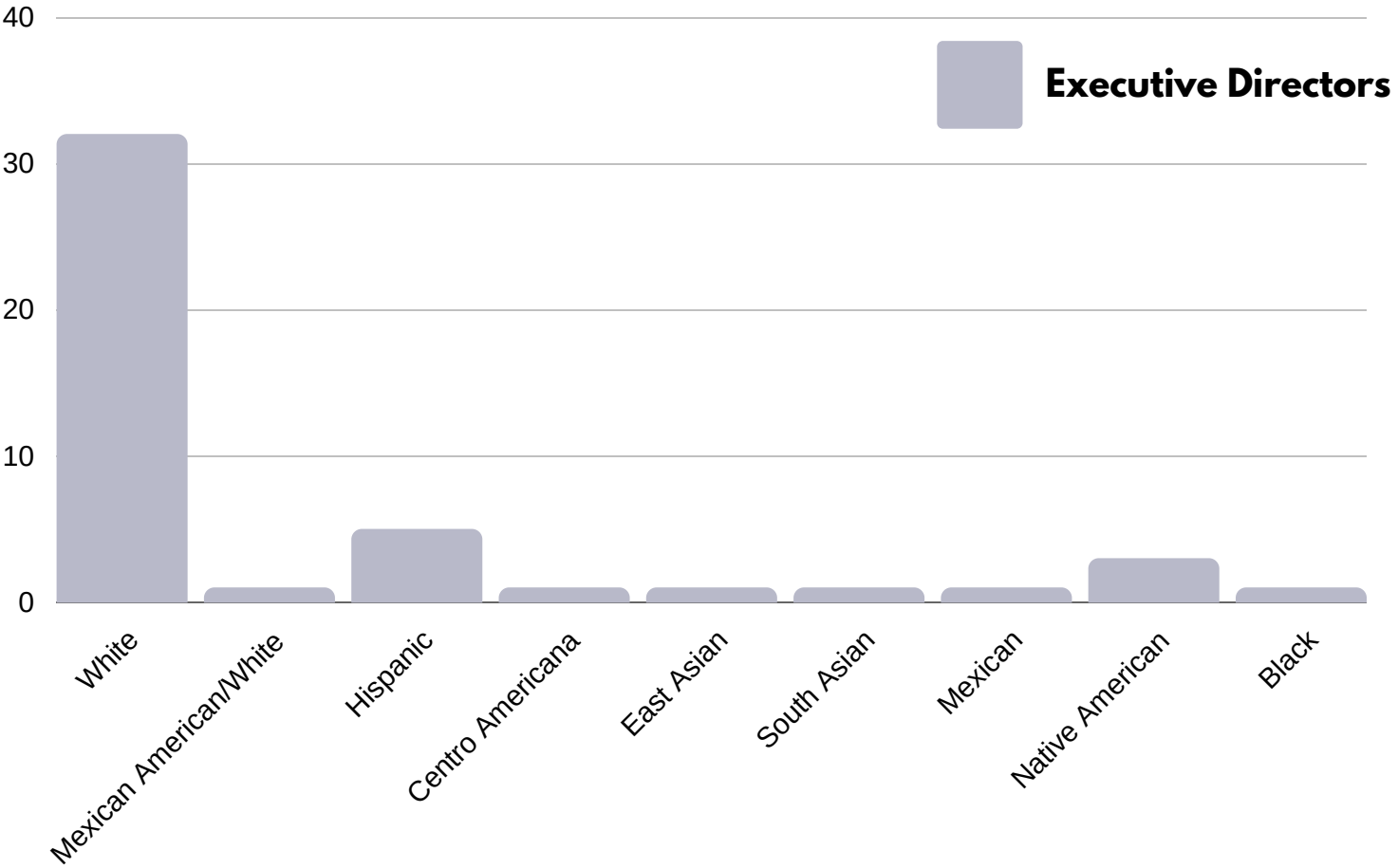
44% of program staff and **63%** of executive directors identified as a parent or guardian.

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.



Race/Ethnicity

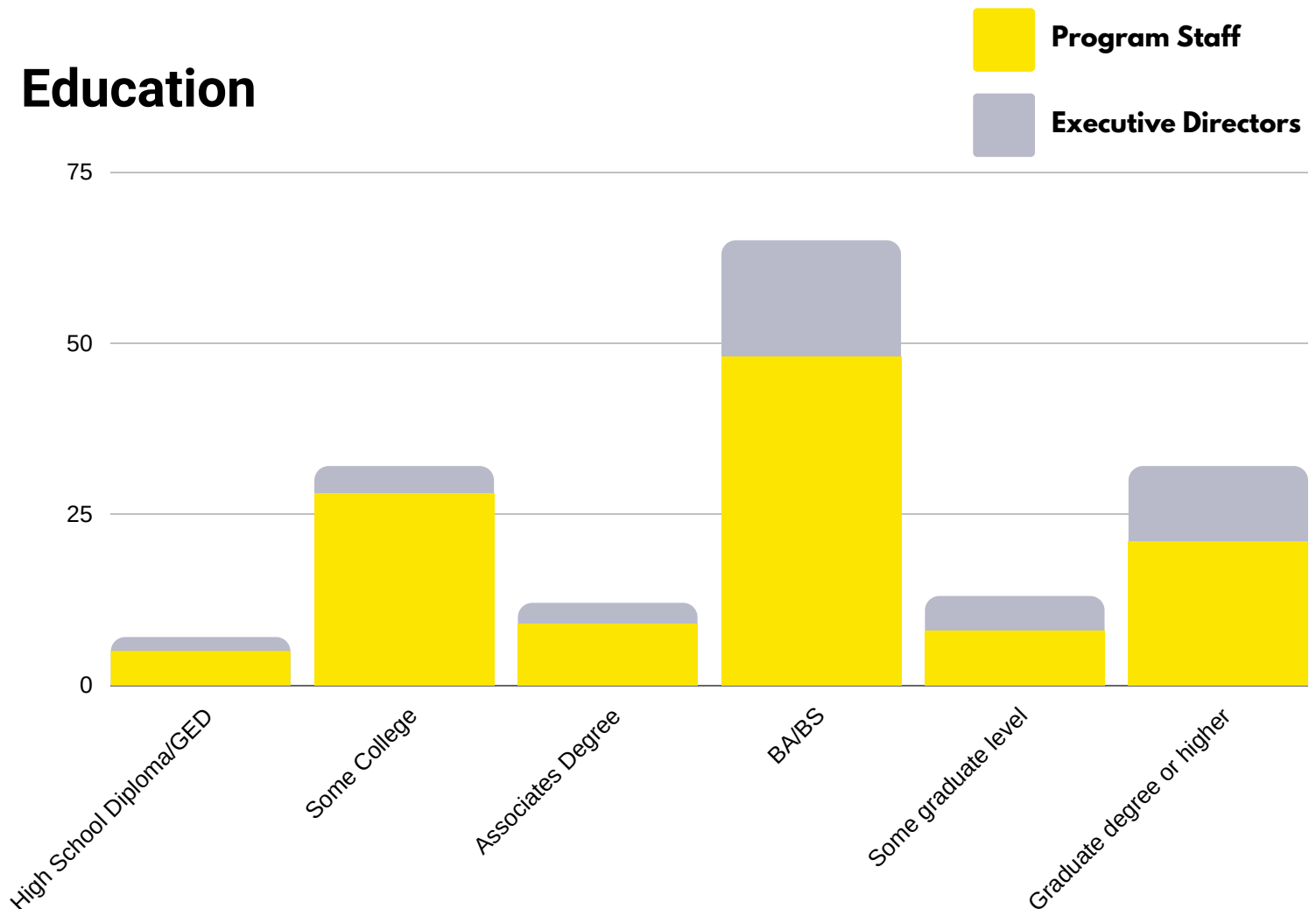


Participants were asked to self-identify their race/ethnicity. It should be noted that the race labels shown are aggregated and very broad. The diversity within each label is not captured by the survey data.

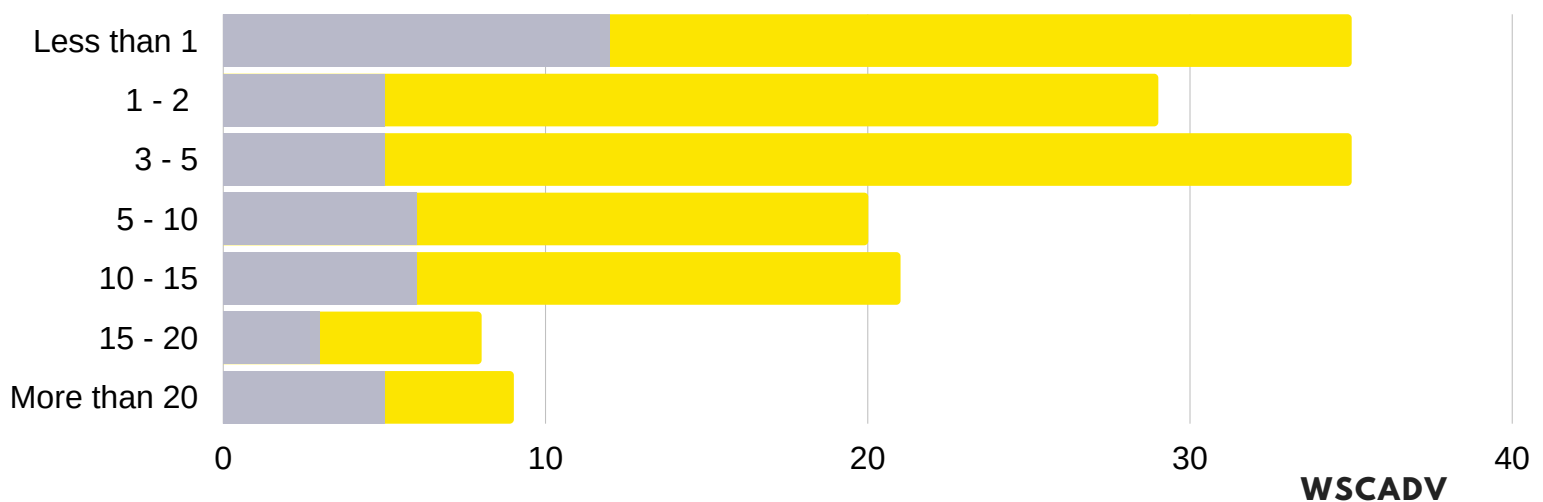
Languages Communicated

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.

Education



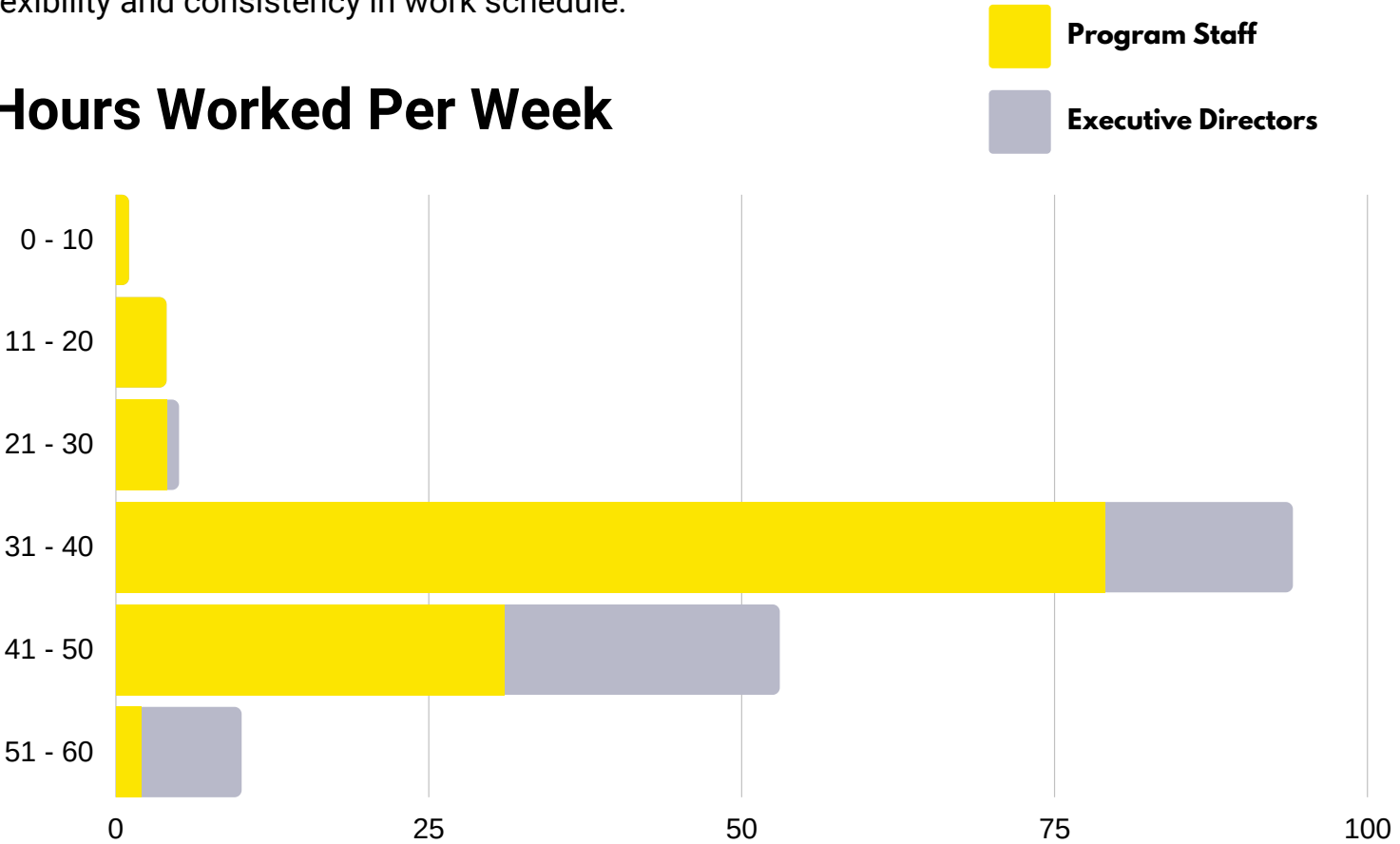
Years Worked at the Organization



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



Schedule

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

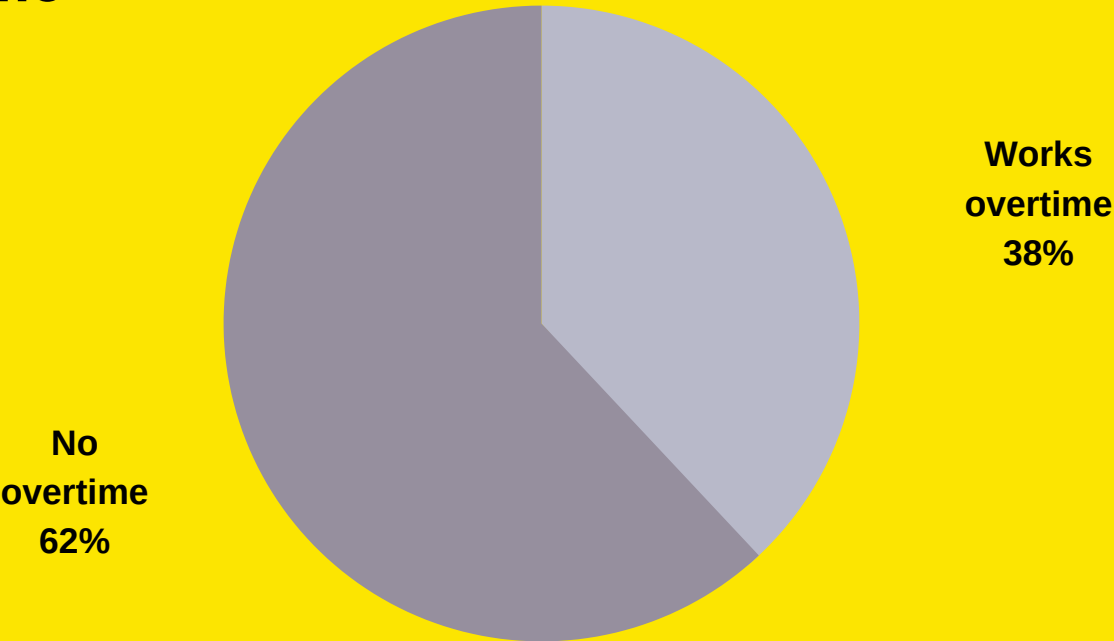
- 27% said more than once a week
- 22% said once a week
- 16% said once a month
- 23% said once every few months

Flexibility

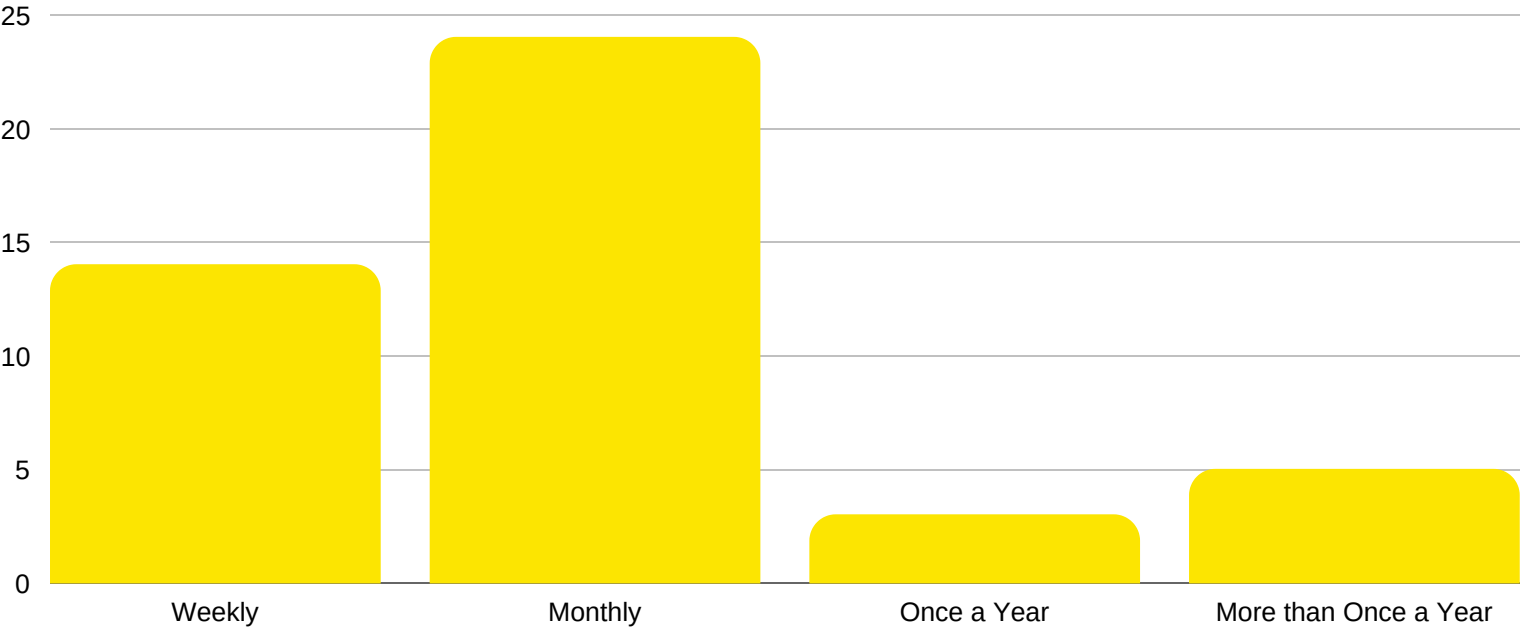
Employees were asked how flexible their work schedule is:

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

Overtime



Frequency of overtime work

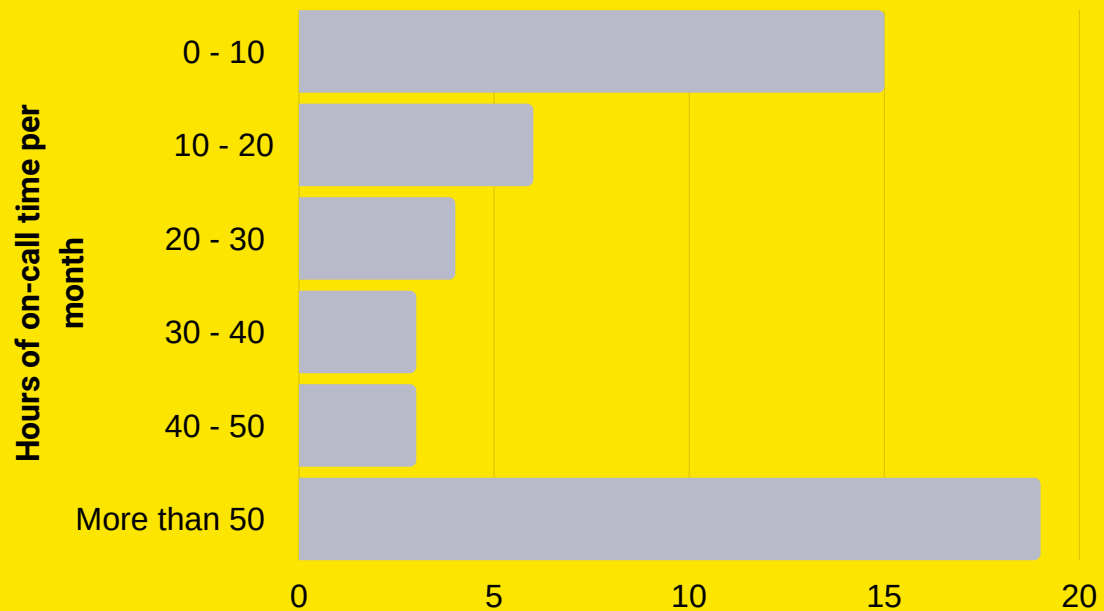


Need more information on overtime compensation?
[See here for for rules and resources](#)

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](#)



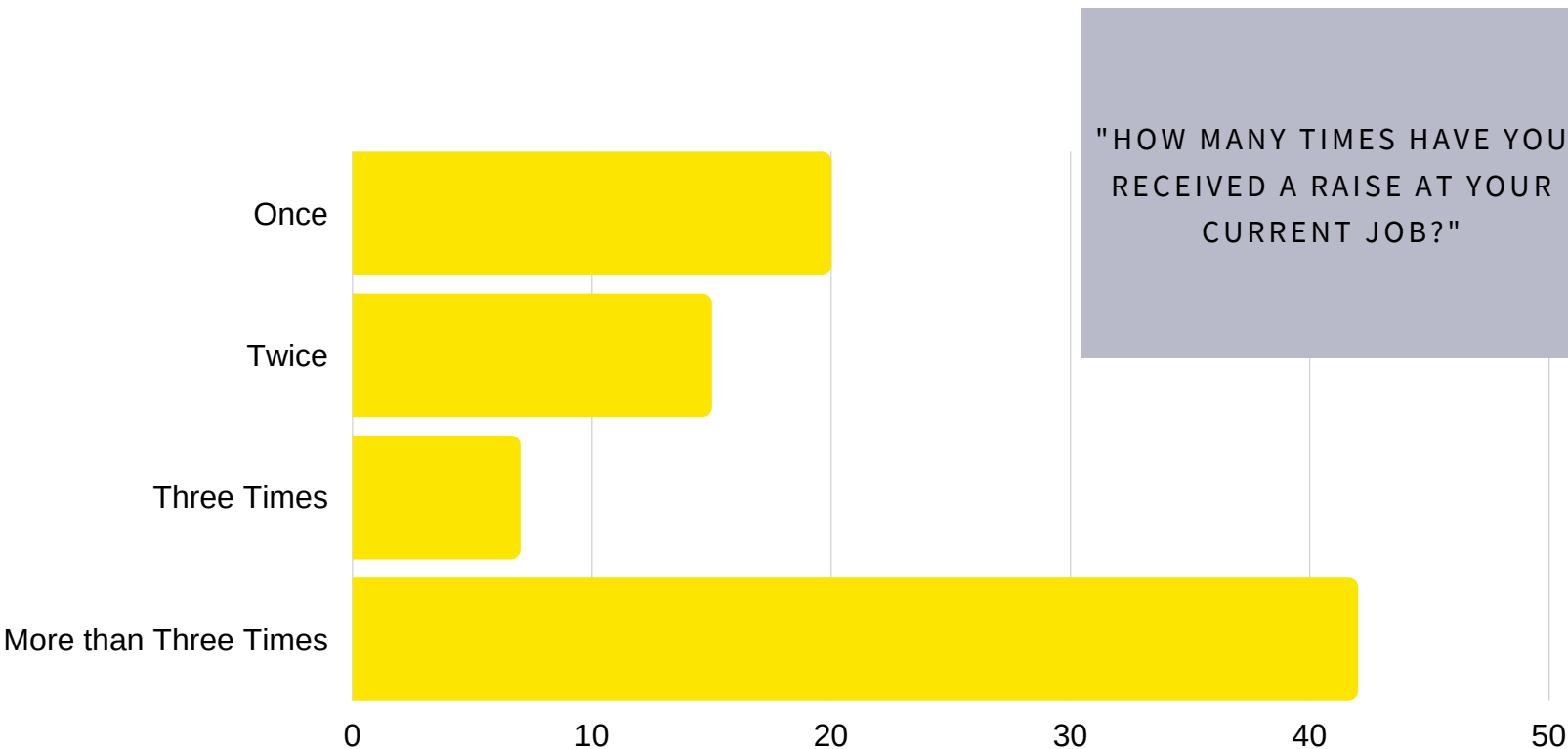
WSCADV

BENEFITS AND ORGANIZATIONAL STRUCTURE

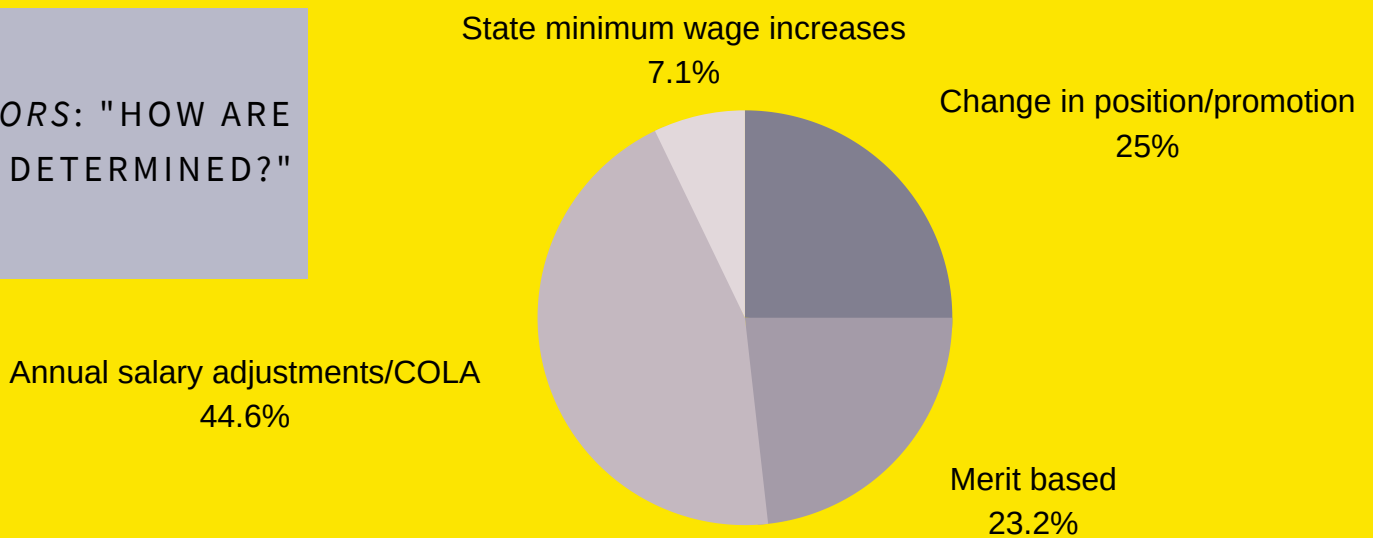
Raises

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.



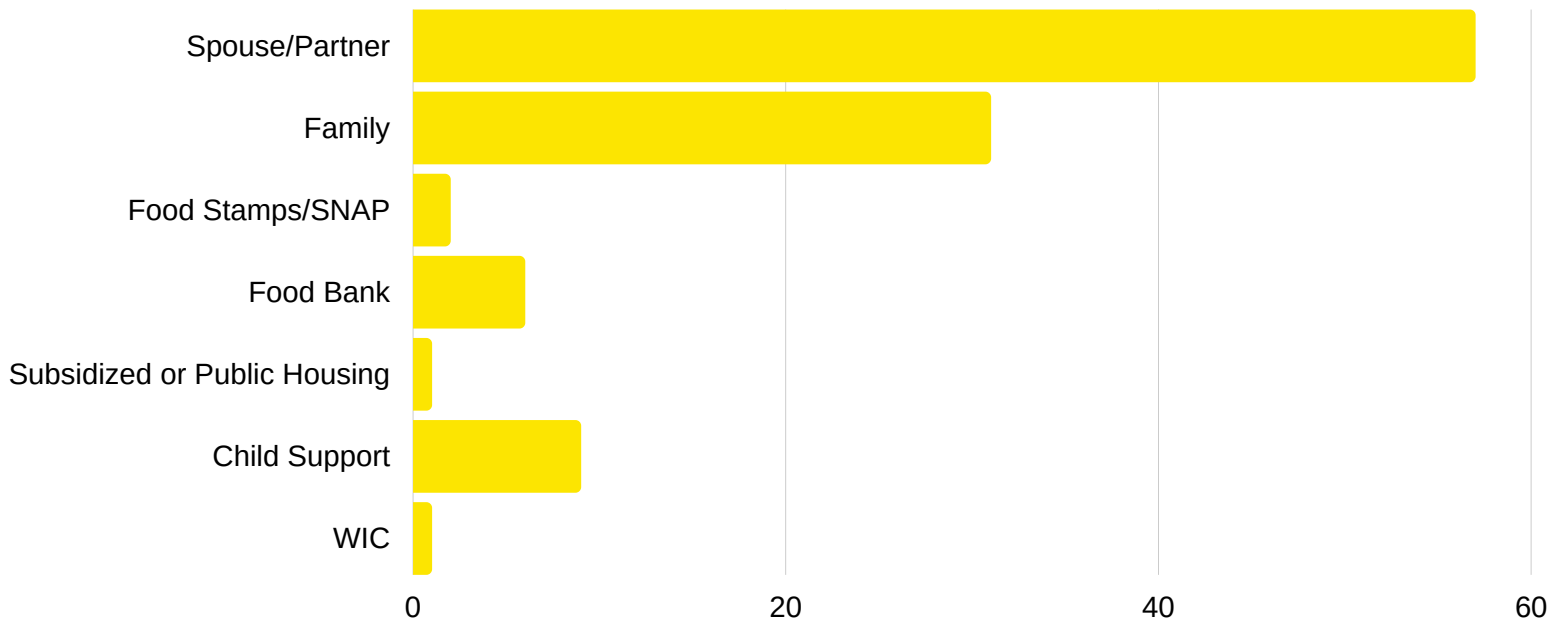
DIRECTORS: "HOW ARE RAISES DETERMINED?"



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 .

20% OF
EMPLOYEES
SAID THEY RELY ON
ANOTHER JOB TO
GET BY

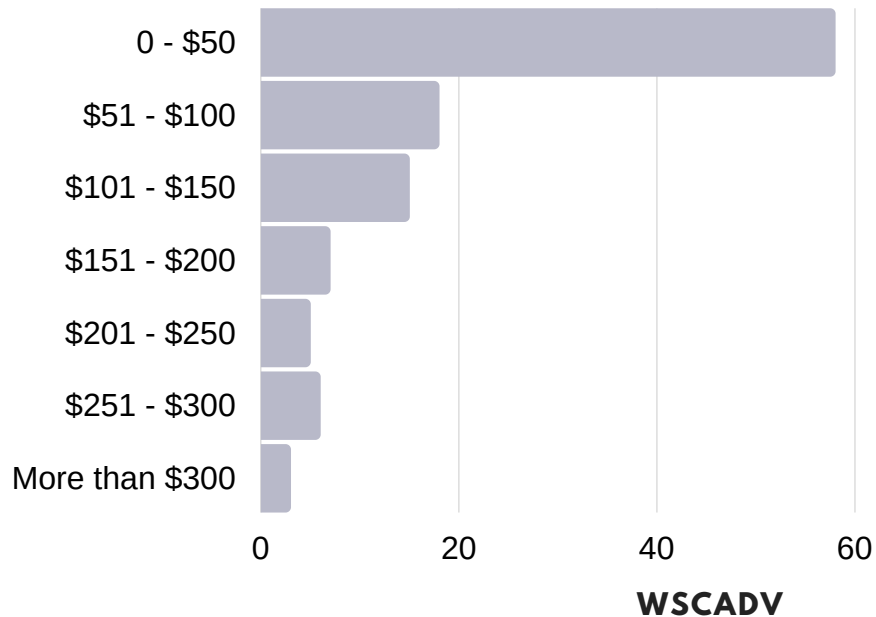


Health Insurance

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

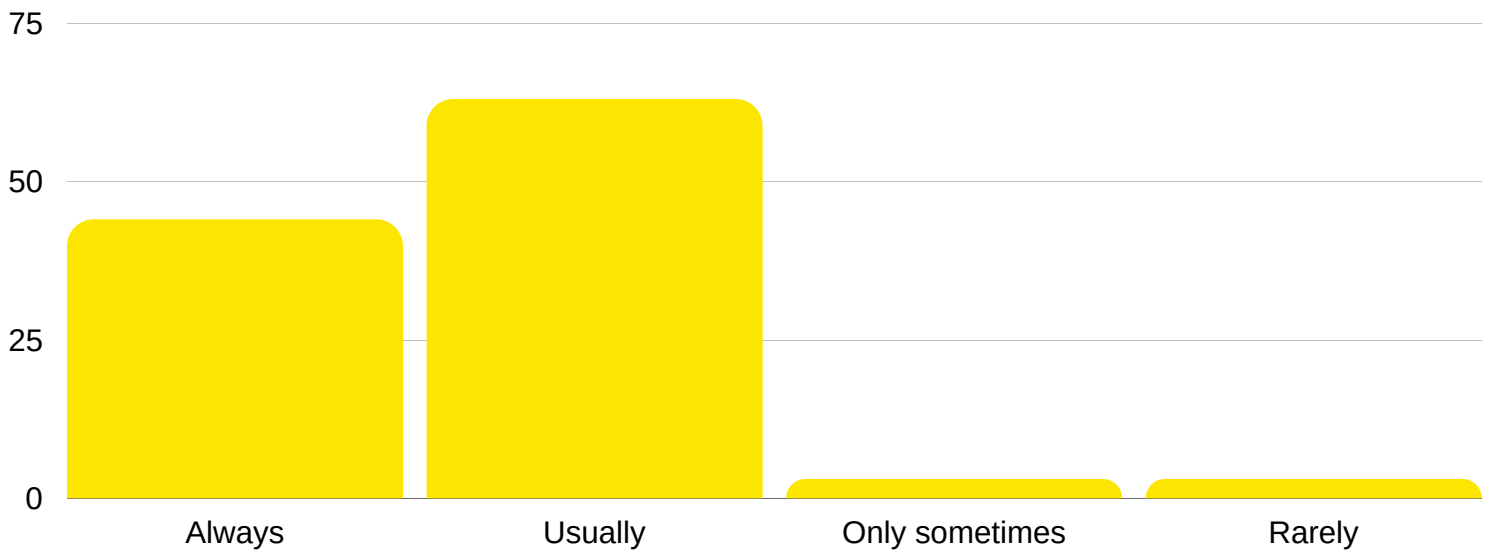


Paid Time Off

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**

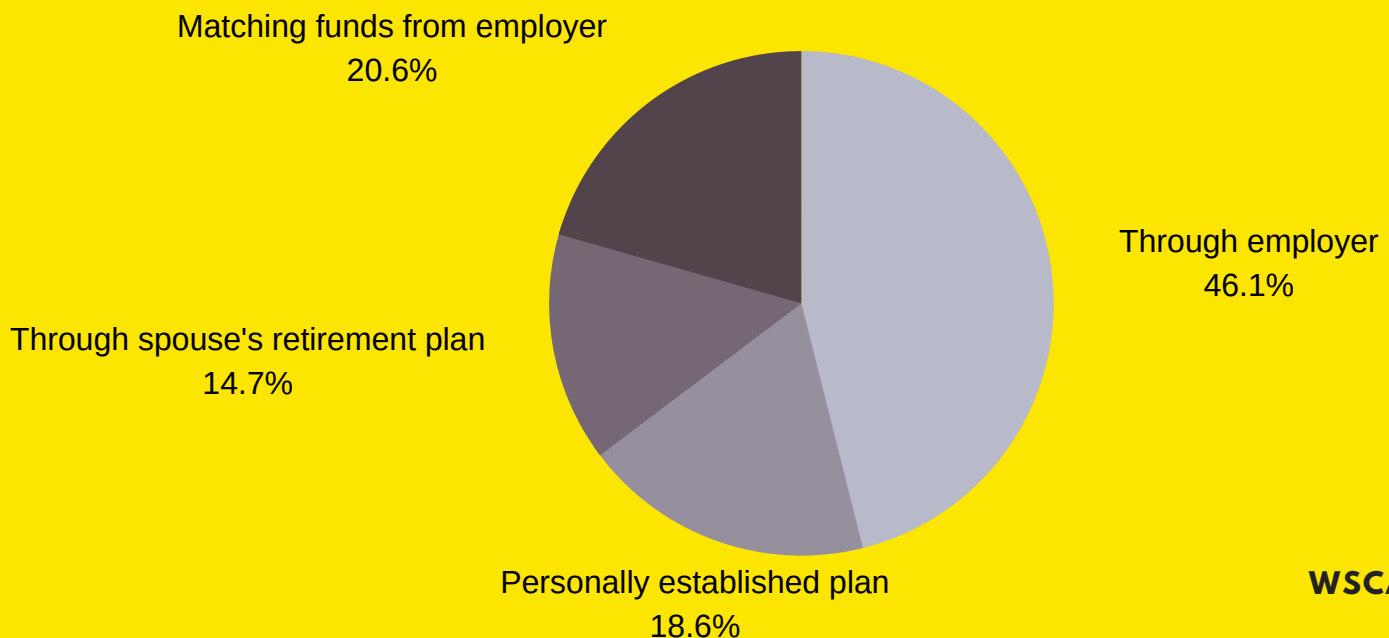
"How easy is it for you to take time off?"



Retirement

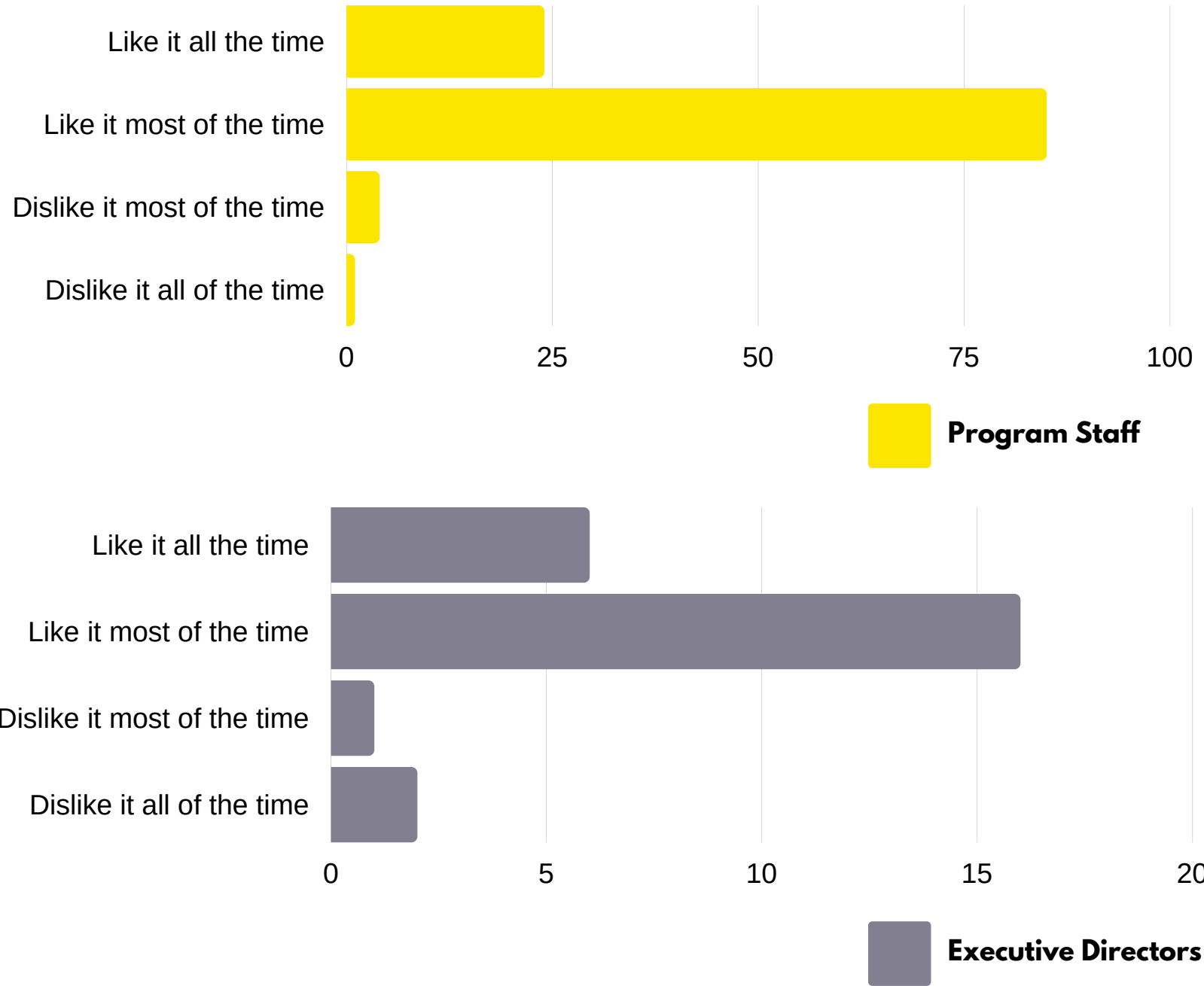
57% of employees said they are saving for retirement

43% of employees are not saving for retirement



Job Satisfaction

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



What's Hard

SYSTEMS

it doesn't feel good to
say no.

Bureaucracy

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**

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

Feeling very dis-
empowered.

Vicarious Trauma

Working late hours for groups, and
my role sometimes feels isolating

Seeing staff burnout

**little retirement planning,
low pay**

Other supervisors lack of understanding and cultural sensitivity at times

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

Being stretched
too thin

**Reports and
paperwork**

IMPOSTER SYNDROME

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

Clients, flexibility

**Doing work with
a purpose**

Rest and hard work are highly valued

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

Talking with new people
and providing resources
to them.

THE SUPPORT
FROM MY STAFF
TEAM

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:

| 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 |