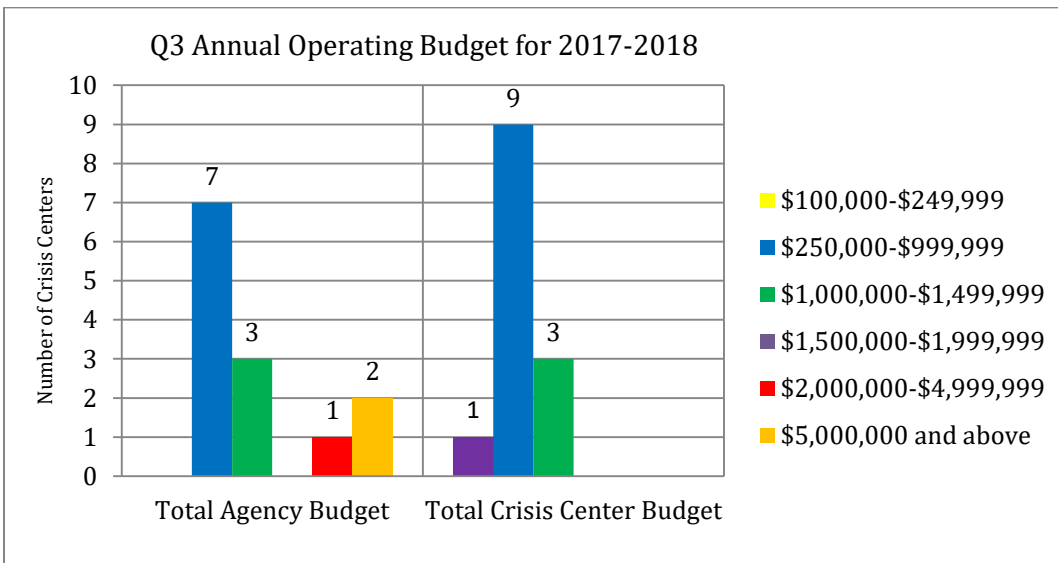
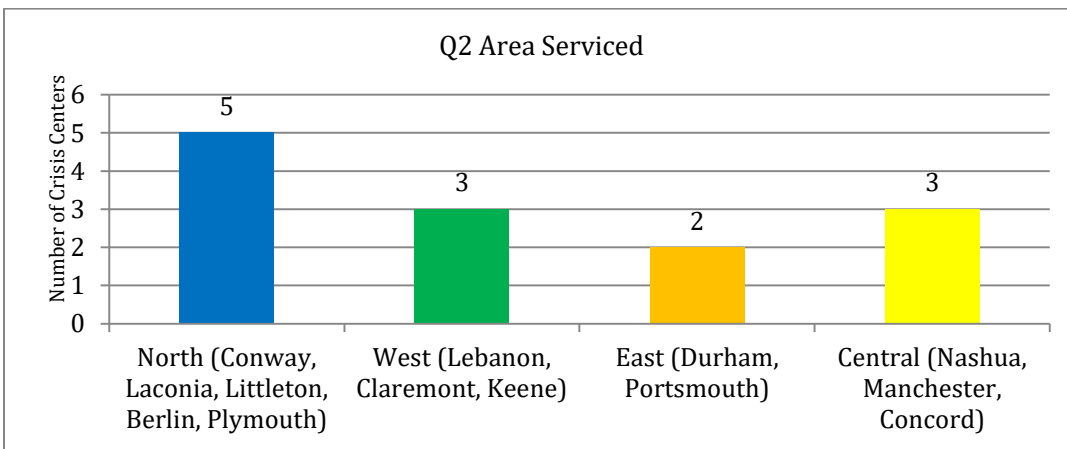
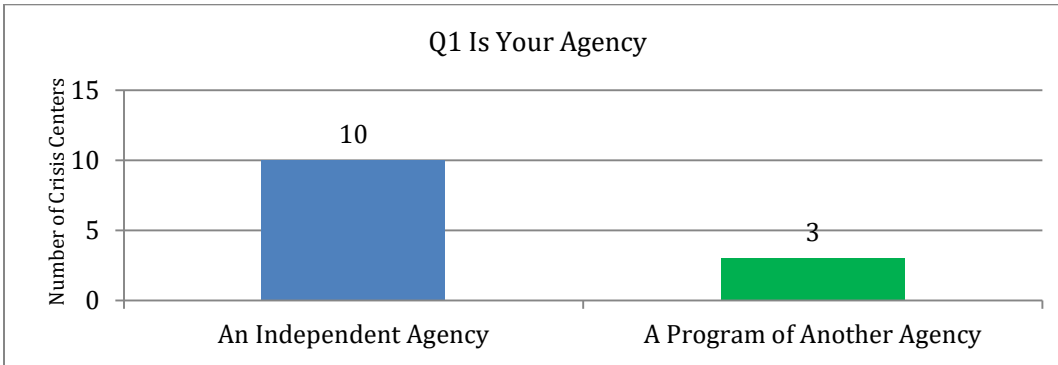
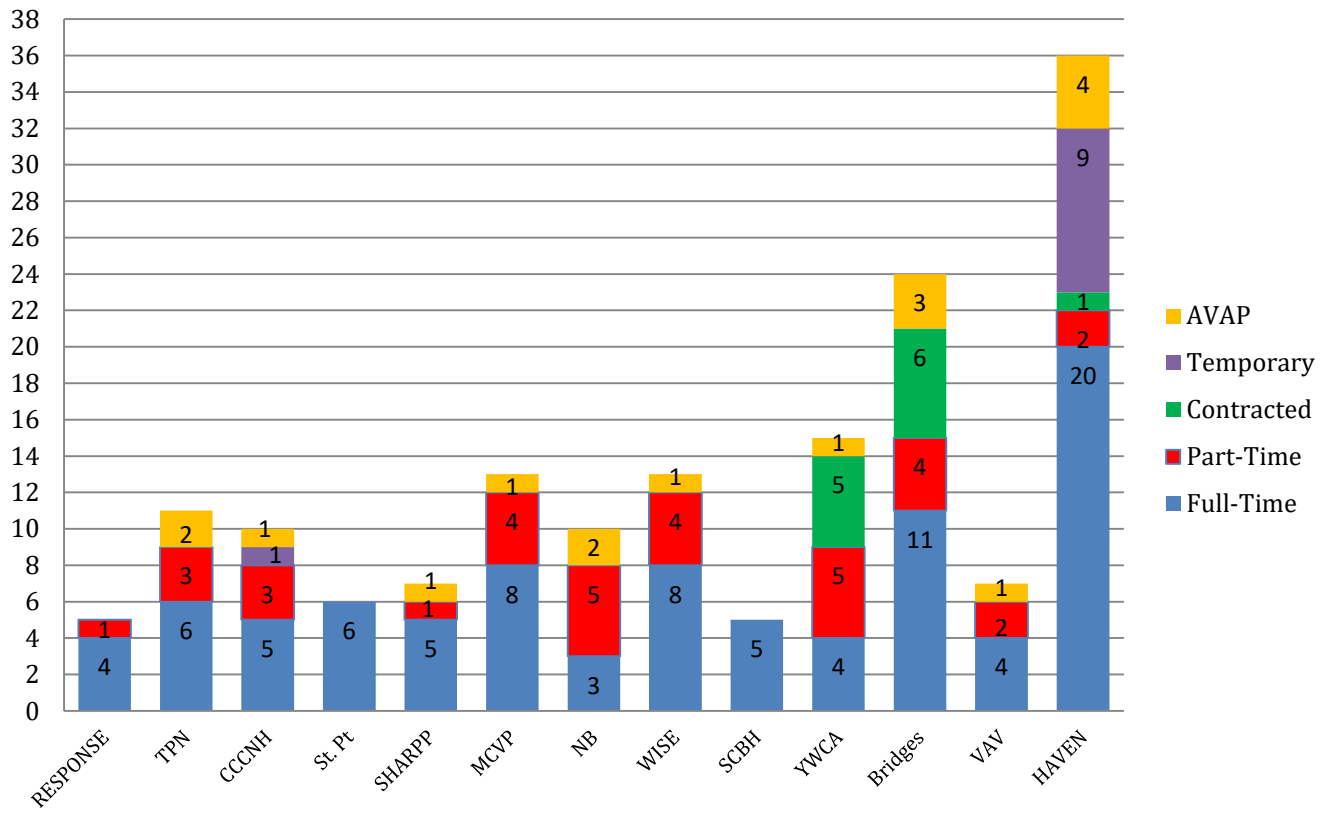


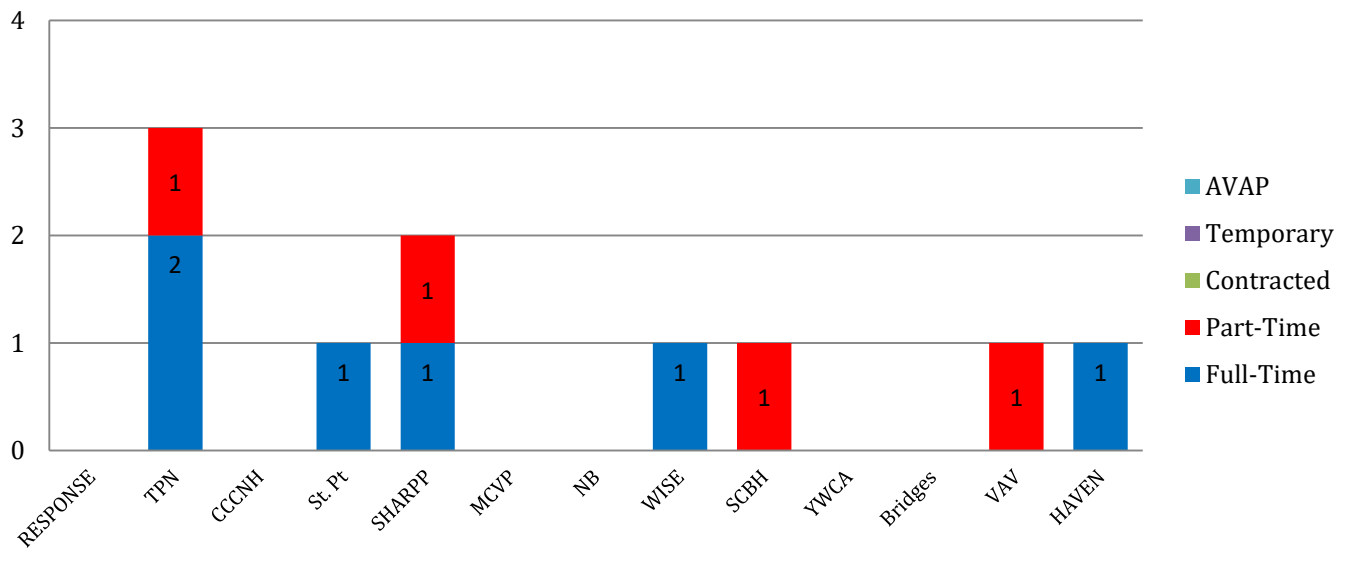
2017 Wage and Benefits Survey NHCADSV Member Program Results



Q4 Number of Female Employees



Q5 Number of Male Employees



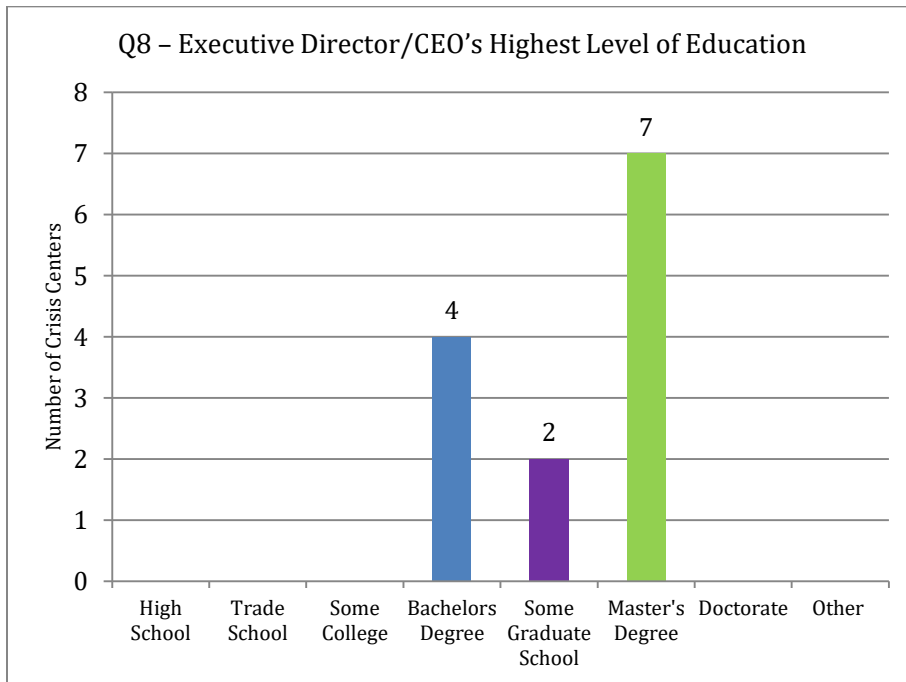
Q6. How many years the agency has been in existence?

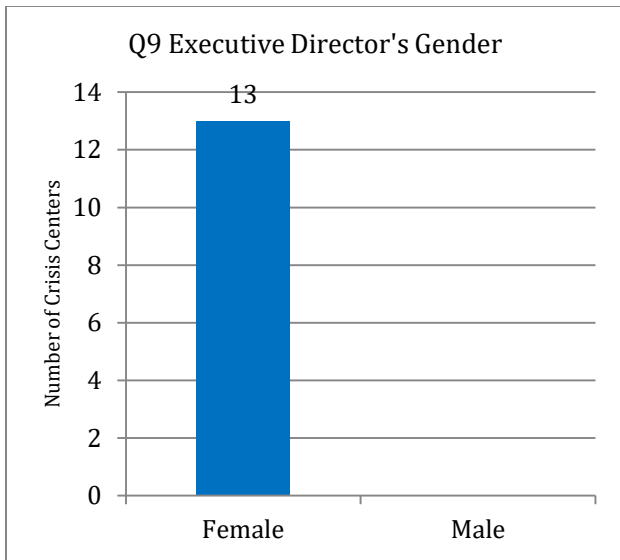
Agency Name	Years in Existence
RESPONSE	38
Turning Points	40
CCCNH	39
Starting Point	35
SHARPP	30
MCVP	39
New Beginnings	23
WISE	46
Support Center	53
YWCA	97
Bridges	40
Voices	34
HAVEN	39

Q7. ED/CEO's annual gross salary

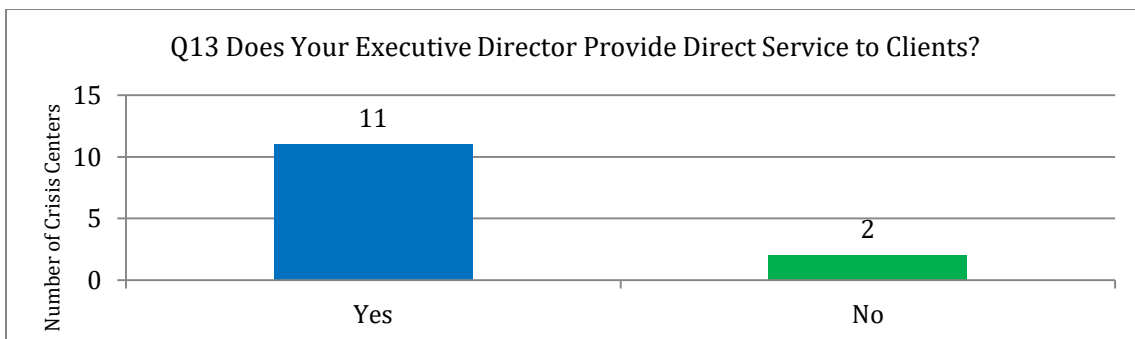
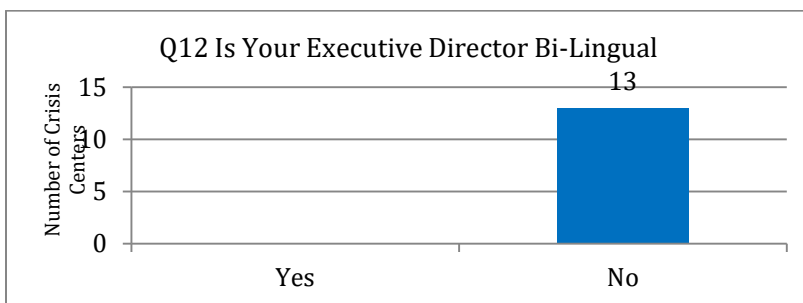
Annual Gross Salary	Number of Agencies
\$40,000-\$49,999	2
\$50,000-\$59,999	3
\$60,000-\$69,000	5
\$70,000-\$79,999	1
\$80,000-\$89,000	2

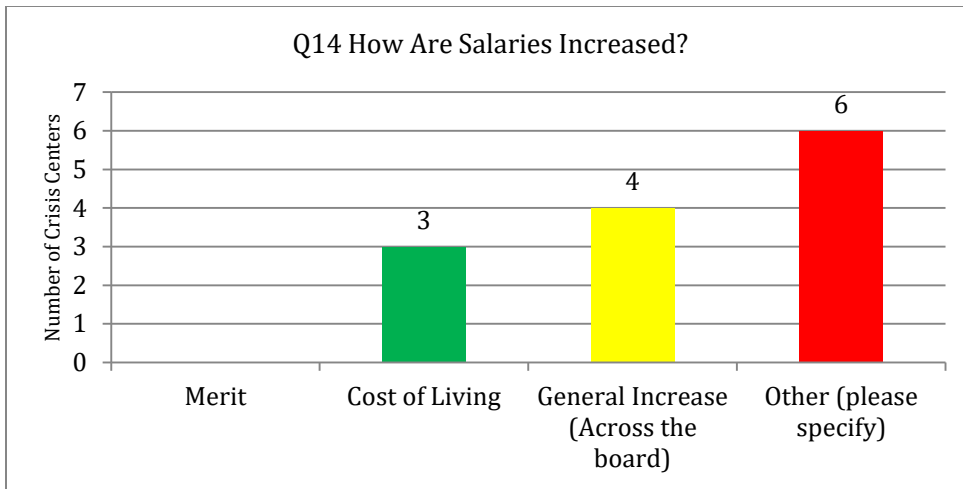
*This includes Program Directors in agencies with multiple programs





Agency Name	Q10.Years ED/CEO in present position	Q11. Years ED/CEO in non-profit sector
RESPONSE	3	6
Turning Points	34	46
CCCNH	2	10
Starting Point	2	25
SHARPP	5	20
MCVP	14	18
New Beginnings	23	23
WISE	14	35
Support Center	3	5
YWCA	2	18
Bridges	20	34
Voices	5	29
HAVEN	16	28

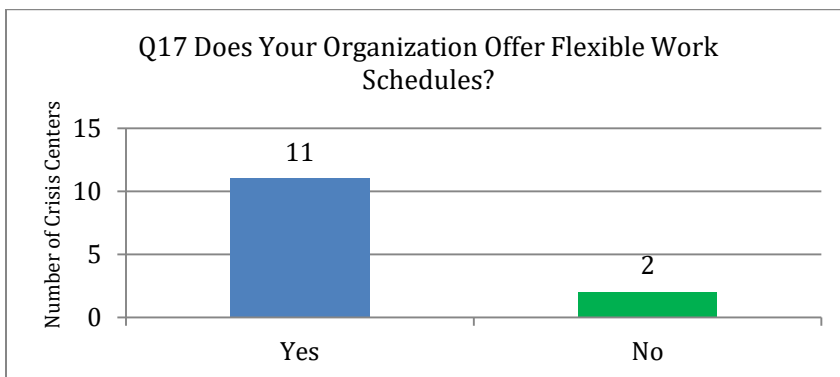
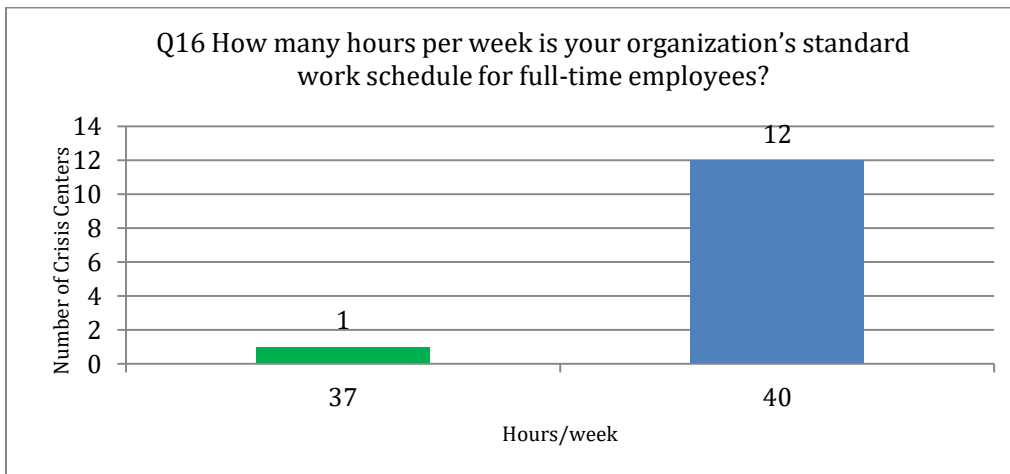


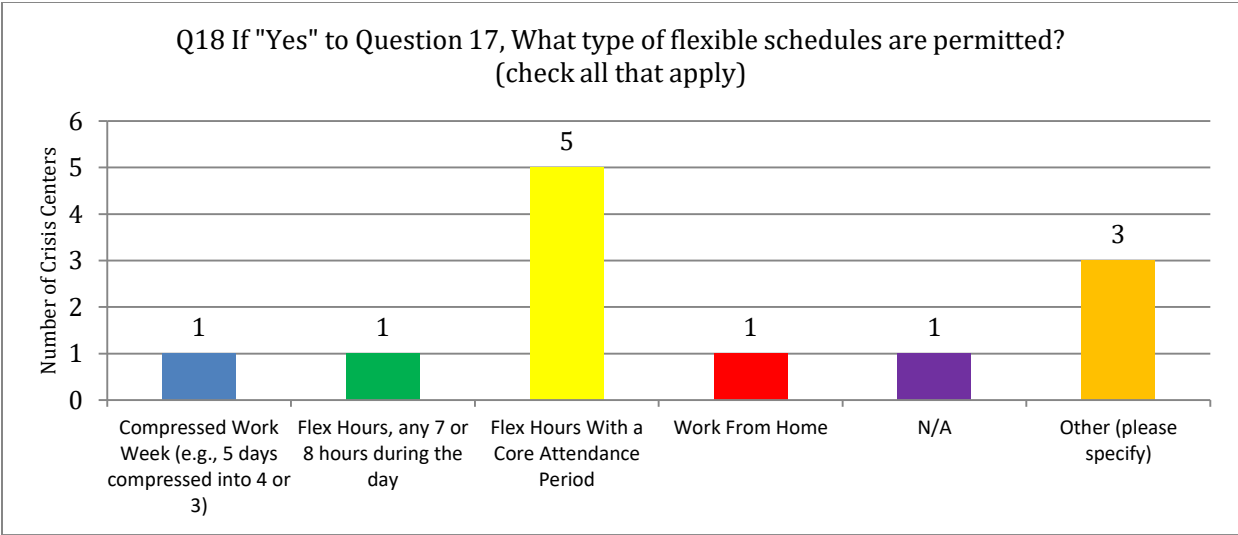


- “Other”
- None in recent years (2)
 - Combination of cost of living and merit (1)
 - Combination of general and merit (2)
 - As funding allows, individual or component staff salaries are increased (1)

Q15 what was your organization’s average salary increase budgeted for FY2018?

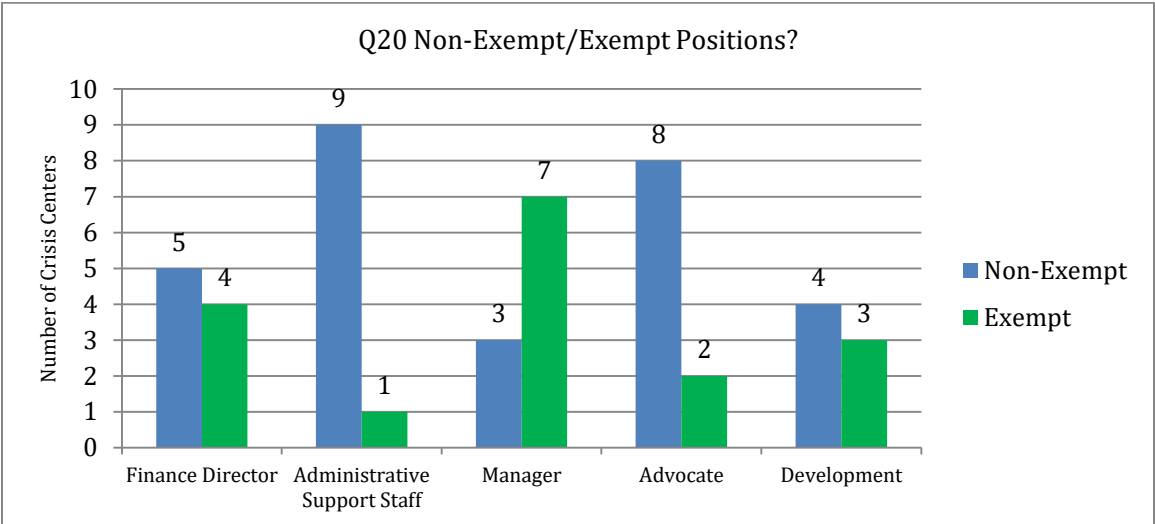
Management	0-3.4%
Direct Service staff	0-7%
Clerical staff	0-3%
Part-time staff	0-5%



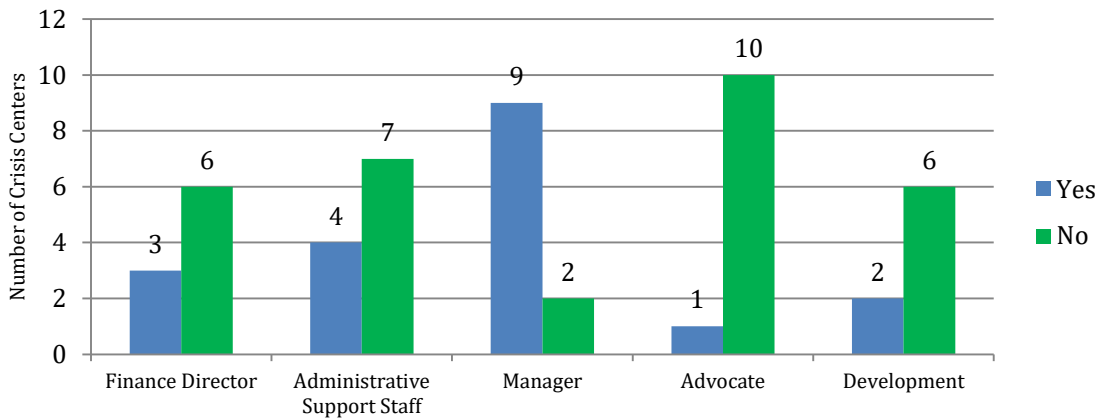


Q19 Compensation Information

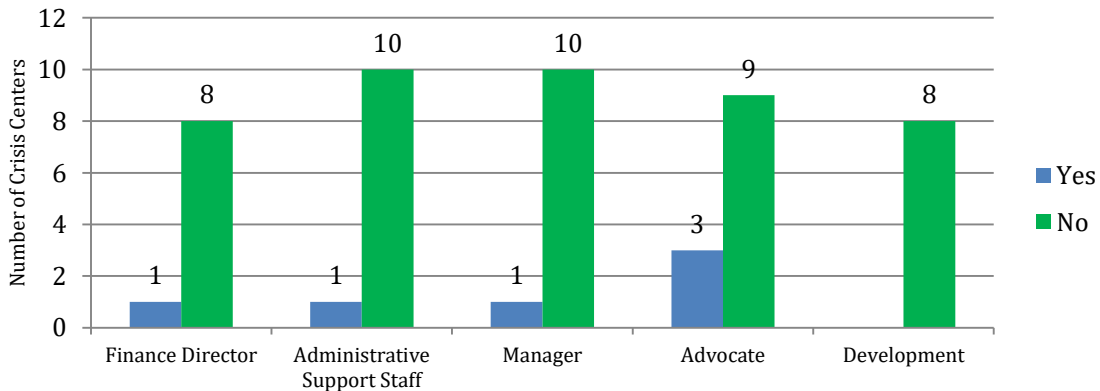
	Number of Employees	Lowest Rate	Highest Rate	Average Rate	Average Entry Level Rate
Finance Director	9	\$17.00	\$39.00	\$26.96	\$25.78
Administrative Support Staff	13	\$10.00	\$25.00	\$15.91	\$14.13
Manager	16	\$15.45	\$30.75	\$20.72	\$19.53
Advocate	59	\$11.22	\$25.58	\$17.27	\$15.05
Development	9	\$16.50	\$34.66	\$21.71	\$22.44



Q21 Do These Positions Supervise Other Staff?



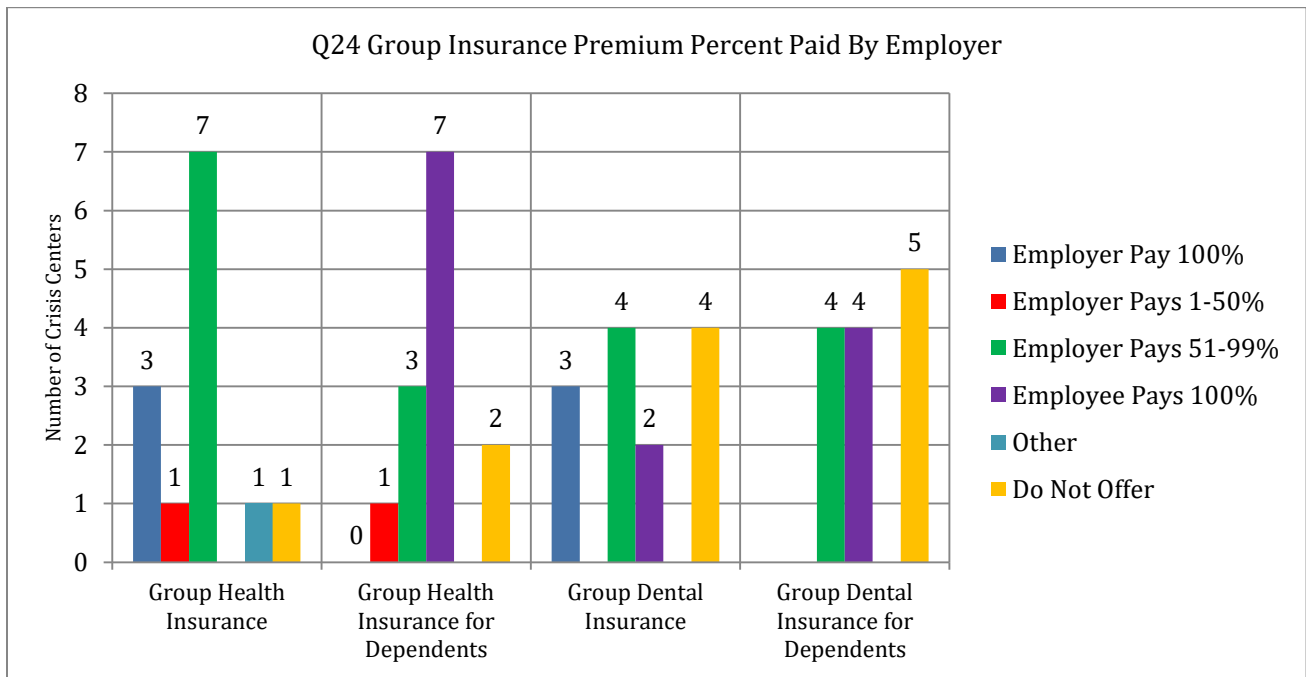
Q22 Bi-Lingual?



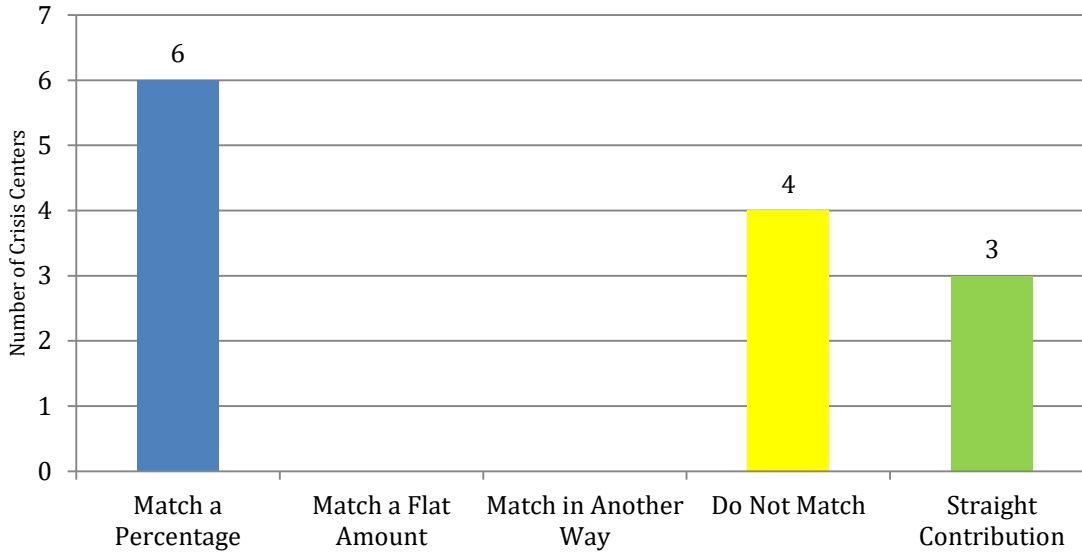
Q23 Benefit Compensation Available for Full-Time and Part-Time Staff

	Available for Full-Time	Available for Part-Time
Group health insurance	12	4
Group health insurance for dependents	10	3
Group dental insurance	9	3
Group dental insurance for dependents	8	3
Group life insurance	8	4
Long term disability insurance	8	4
Short term disability insurance	8	4
Long term care insurance	1	1
Child care assistance	0	0
Elder care assistance	0	0
Employee assistance plan	2	2
Family medical leave	10	9
Paid family medical leave	3	1
Unpaid family medical leave	10	9
Maternity leave	10	9
Paid maternity leave	7	4
Unpaid maternity leave	9	8

Paternity leave	8	7
Paid paternity leave	3	1
Unpaid paternity leave	8	7
Flexible benefit plan	3	1
Health/wellness program	3	2
Jury duty leave	12	11
Paid time off for volunteering	2	2
Professional development/tuition reimbursement	6	5
Retirement counseling	6	4
Sabbatical	1	1
Remote work	10	8
Phone reimbursement	1	1
Flextime for exempt employees	5	3
None of the above	1	2



Q25 Please indicate the type of employee retirement contribution or match your organization contributes to



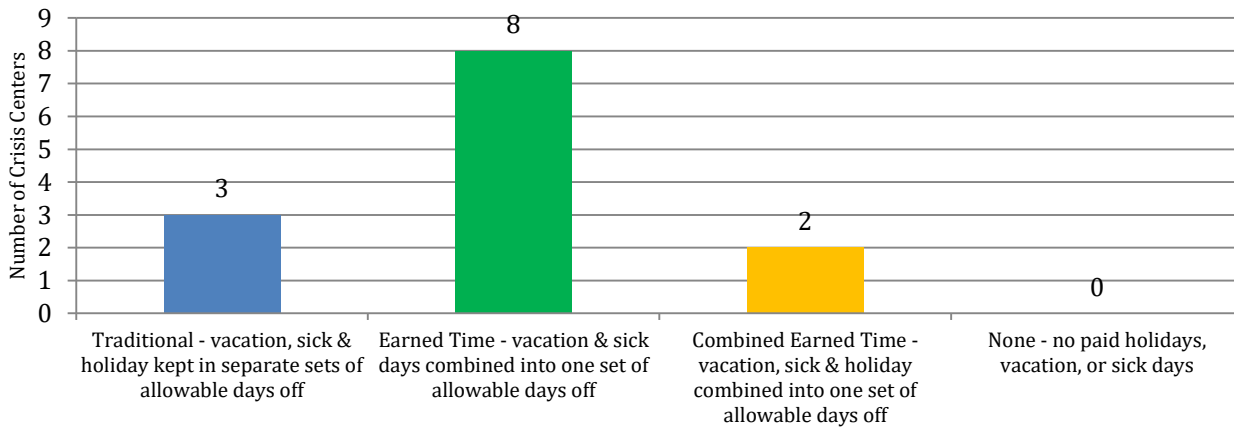
Match of employee contribution

Percent amount

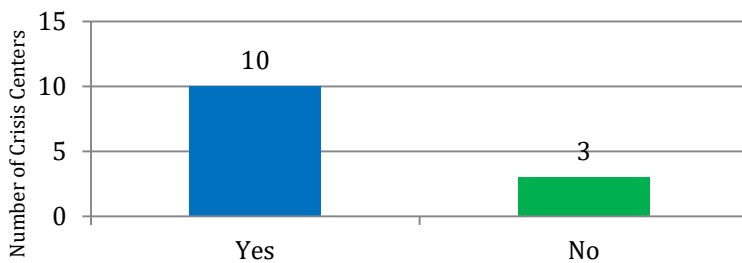
Match a percentage
Straight contribution

1-3%
1-5%

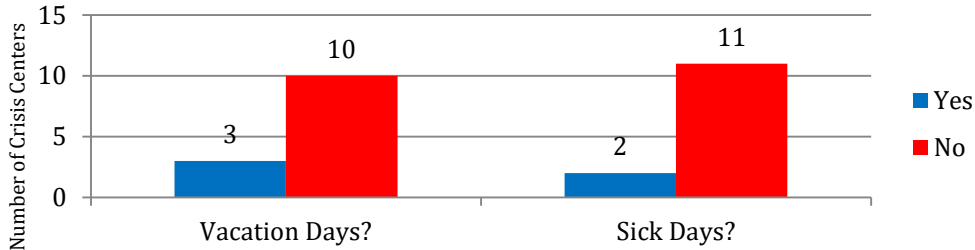
Q26 Please indicate which of the following your organization uses for paid time off



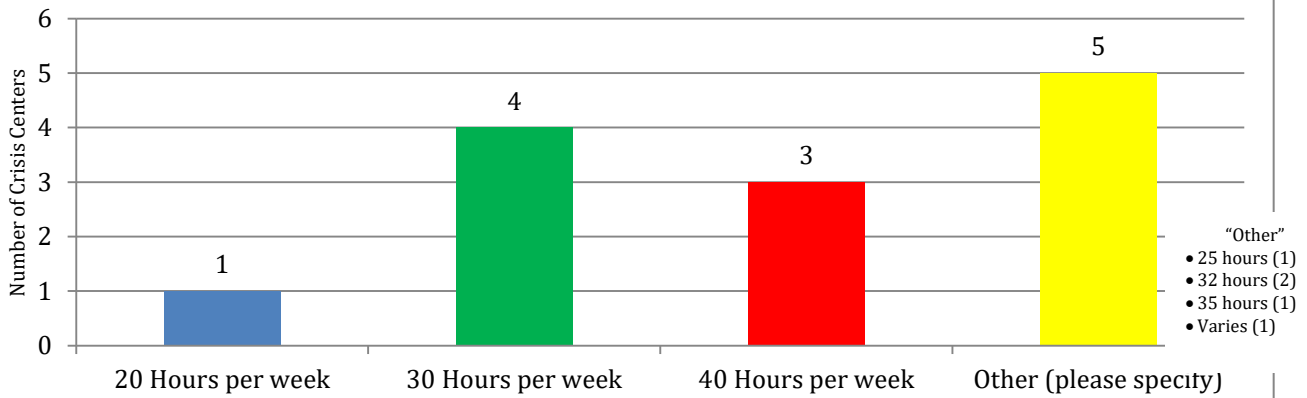
Q27 Are additional vacation and sick days added based on years of service?



Q28 Does your organization compensate for unused days at the end of the year?



Q29 At what number of normal work hours are employees eligible for full-time benefits?



Q30 Which of the following benefits are made available to part-time employees?

