MEMBER ORGANIZATION

BENEFIT AND COMPENSATION SURVEY REPORT

2019



**Member Organization**

**Benefit and Compensation**

**Survey Report**

**2019**

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**Introduction**

In January 2019 all CCADV member organizations were invited to respond to an online survey regarding salary and benefit packages for their organization. Of the sixteen organizations, twelve completed the survey, yielding a 75% participation rate.

This report represents compensation data submitted by member organizations of various sizes and geographic locations throughout Connecticut and includes organizational budgets, benefit packages, salaries and salary adjustments. The information collected through the survey gives the member organizations a sense of how their organization’s compensation packages compare with that of their peer organizations.

**Method**

The survey was distributed electronically via Survey Monkey to all domestic violence member organizations throughout Connecticut. The data requested was for the present fiscal year. The index below divides the findings into sections, which represent the data through a series of tables and additional commentary. In the interest of maintaining confidentiality, individual member organizations are not identified and data is consolidated to reveal overall trends.

**Index**

Section 1: Member Organizational Information

Section 2: General Information

Section 3: Benefit Plans

Section 4: Salary Information

Section 5: For More Information

**Section One: Member Organization Information**

*Respondents:*

The respondents to this survey were all executive directors or chief executive officers with the exception of three organizations, whose chief financial officer, finance or human resources manager completed the survey. Four of the responding organizations are both domestic and sexual violence providers, one operates more than one designated domestic violence organization and one is a part of a larger umbrella organization. One organization’s employees were represented by a union.

**Section Two: General Information**

*Annual Organizational Budget:*

Eleven organizations responded to this question. Budgets ranged from just over $800,000 to just under $2.9 million, with the median budget being $1.79 million. Three organizations remained in the $800,000-900,000 range, while three organizations ranged from $1.7-2 million, three ranged around $2.1 million and two organization’s budget exceeded $2.6 million.

In comparison in 2017, twelve organizations responded to this question. Budgets ranged from just over $800,000 to just under $2.9 million, with the median budget being $1.72 million. Three organizations were in the $800,000-900,000 range, seven organizations ranged from $1.6-2 million and two organization’s budget exceeded $2.5 million.

*Number of Employees*:

Each organization had a combination of both full and part time employees. The total number of employees ranges from nine to forty-nine, down from eleven to fifty-three in 2017. 61% of the total number of employees were classified as full time; 39% were part time. All but one of the responding organizations had more full time employees, while one had the same number of full and part time employees.

In comparison, the 2017 survey reported that 59% of the total number of employees were classified as full time; 41% were part time. 82% (9 of 11) of the responding organizations had more full time employees, while 18% (2 of 11) had more part time employees.

*Salary Structure, Adjustments and Increases:*

Ten organizations (83%) indicated that they reviewed their salary structure annually, while two organization reviewed it every other/few years. For nine organizations, salary adjustments were made within the past year. Two organizations reported that salary increases varied by the role/position and one organization hasn’t made salary adjustments in eight years.

When asked about general salary increases, organizational responses varied as follows:

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| --- |
| * Four did not give general salary increases * One was not guaranteed but generally they did * One gave solely a performance based/merit increase * Three gave general salary increases * Three gave a merit increase if they were able to |
|  |
| Salary increases ranged from no increase up to a 4% increase. Generally increases ranged from 1.25%-3.0% with median increase being 3.65% (up from 2017 at 35%). When asked about cost of living increases, 81% or nine organizations do not provide their employees with a cost of living increase, 19% or two organizations included it as a part of their general overall increase. |
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**Section Three: Benefit Plans**

When surveying the member organizations, the following benefits were taken into consideration:

* Medical Insurance
* Dental Insurance
* Vision Insurance
* Short Term Disability Insurance
* Long Term Disability Insurance
* Life Insurance
* 401K/403B Plans
* Personal Time Off including vacation, sick time, personal days, and holidays

Overall, some type of benefit package was provided to all employees. Generally, distinctions were not made if the employee had an exempt or non-exempt status but rather if their employment was full or part time. Even at that and in some organizations, part-time employees were afforded some benefits such as paid time off including vacation, sick, holiday and personal time.

*Health Related Insurance:*

Eleven of the twelve member organizations responded to this questions. They all provided some type of health benefits to their staff:

* All eleven organizations provided medical, dental and life insurance
* Ten provided vision care
* Seven provided long term disability
* Five provided short term disability
* All eleven had some type of 401k/403b plan for their employees

In addition:

* Two organizations covered 100% of their employee’s medical insurance
* Nine organizations covered a portion of the expense

The following charts break out the benefits by type and packages.

*Paid Time Off/Other Benefits:*

All twelve member organizations provide their employees with paid time off. For all organizations, time off is commensurate with an employee’s years of service. Each organization provided a minimum of two weeks of time off and one organization started at four weeks. According to the survey results, most organization’s employees could eventually accrue up to four weeks paid time off. In addition to paid time off, other benefits include tuition reimbursement, yearly bonuses, a stipend for hotline back up, the ability to work remotely (depending on the position), and mileage reimbursement.

**Section Four: Salary Information**

Each member organization has a variety of staffing patterns and positions that make up the overall composition of their workforce. Information on the salaries of these positions is based upon the number of responses received per position. Please note that the salaries outlined below represent annualized salaries. Therefore if it was reported that a position was part time, the salary was calculated to reflect the costs for a FTE.

**Administrative Positions**

*Executive Director/CEO:*

Eleven organizations responded to and/or have this position within their agency. Salaries for the Executive Director/CEO position ranged from $57,500 to $170,000. The median salary for this position is $101,935 ($97,693 in 2017).

*Associate Director/COO/VP:*

Seven organizations responded to having this position within their agency. Salaries for the Associate Director/COO/VP position ranged from $47,500 to $105,000. The median salary for this position is $ 73,471 ($69,625 in 2017).

*Director of Finance/CFO/VP:*

Seven organizations responded to having this position within their agency. Salaries for the Director of Finance/CFO/VP position ranged from $47,500 to $ 95,000. The median salary for this position is $78,417 ($70,738 in 2017).

*Director of Development:*

Seven organizations responded to having this position within their agency. Salaries for the Director of Development position ranged from $65,000 to $110,000. The median salary for this position is $83,108 ($61,800 in 2017).

*Director of Human Resources:*

One organization responded to having this position within their agency with a salary range of $45,000-$65,000.

*Director of Communications:*

Only one organization employs a Manager of Communications and Events. The position is paying $45,000 annually.

*Other Administrative Positions:*

Four positions were detailed under the other category. They are:

* Finance Assistant at $28,500-$38,500 annually.
* Event Coordinator with an annual salary range of $45,000-$55,000.
* Director of Education/Training & Outreach with a salary range of $45,000-$75,000.
* Development Coordinator at an annualized rate of $40,000.

**Management Positions**

*Director of Programs:*

Eight organizations employ Director(s) of Programs. Six organizations have one director, one employs two program directors and one organization employs three program directors. The salary range for this position is $44,000-$75,000 with the median salary being $56,586 ($60,417in 2017).

*Transitional Living Program Manager:*

Only one organization reported employing a Transitional Living Program Manager at a salary of $35,000.

*Shelter Manager:*

Eight organizations employ Shelter Managers. The salary range for this position is $35,000-$55,000 with the median salary being $47,465 ($49,863 in 2017).

*Program Coordinator:*

Three organizations employ Program Coordinators. Two organizations have one coordinator and one organization employs two program coordinators. The salary range for this position is $40,000-$46,000 with the median salary being $43,000 ($47,340 in 2017).

*Facilities Manager:*

Three organizations employ Facilities Managers. The salary range for this position is $40,040-$75,000 with the median salary being $ 57,520 ($54,200 in 2017).

*Other Management Positions:*

Three positions were detailed under the other category. They are:

* Counseling Manager with an annual salary of $40,000.
* FVVA Supervisor with an annual salary of $60,000.
* Grants Manager with a salary range of $35,000- $67,503.

**Service Positions**

*Adult Advocate/Adult Counselor/Shelter Advocates:*

Eleven organizations employ full and part time Adult Advocates/Adult Counselors/Shelter Advocates. The salary range for this position is $30,000-$57,500 with the median salary being $41,438 ($39,712 in 2017).

*Attorney:*

One organization employs at least one attorney. The salary range for this position is $65,000-$75,000 with the median salary being $70,000 ($62,500 in 2017).

*Bilingual Counselor:*

Seven organizations employ Bilingual Counselors. The salary range for this position is $32,500-$57,500 with the median salary being $41,813 ($39,270 in 2017).

*Child Advocate:*

Eleven organizations employ Child Advocates. The salary range for this position is $26,000-$48,880 with the median salary being $38,031 ($37,454 in 2017).

*Civil Court Advocate:*

Ten organizations employ Civil Court Advocates. The salary range for this position is $27,000-$50,934 with the median salary being $41,354 ($35,092 in 2017).

*Criminal Court Advocate:*

All twelve organizations employ Criminal Court Advocates. The salary range for this position is $31,500-$50,934 with the median salary being $40,163 ($39,763 in 2017).

*Housing Advocate:*

Two organizations report employing Housing Advocates. The salary range for this position is $36,000-$37,500 with the median salary being $36,250 ($34,212 in 2017).

*LICSW:*

One organization employs licensed social workers. The salary for these social workers is $50.00 hour.

**Other Positions**

*Administrative Assistant/Office Manager:*

Eight organizations employ administrative assistants and one employs an office manager. The salary range for these assistants is $25,000-$68,800 with the median salary of $41,765.

*Bookkeeper/Finance Assistant:*

Two organizations employ staff who are bookkeepers/finance assistants. The salary range for these positions is $25,000-$35,000 with the median salary of $30,340.

*Community Educator/Trainer/VIP/Prevention Coordinator:*

Eleven organizations employ staff who are responsible for training and education. Their job titles may vary as demonstrated above. The salary range for these positions is $29,500-$50,800 with the median salary of $38,823.

*Fund Development Coordinator/Grant Writer:*

Five organizations employ Fund Development Coordinators/Grant Writers while two outsource these positions. The salary range for these in-house positions is $35,000-$70,000 with the median salary of $53,300. The costs for outsourcing are approximately $1,500 per month.

*Maintenance/Cleaning Staff:*

Five organizations employ maintenance and/or cleaning staff. The salary range for this position is an hourly rate of $10.00-$30.00 which would annualize to $20,800 to $62,400 with the median wage being $17.70 per hour or $36,816.

*Security:*

One organization employs security staff at $13.50 per hour which would annualize to $28,080.

*Volunteer Coordinator:*

Three organizations employ staff who are solely responsible for the coordination of volunteers. The salary range for this position is $34,000-$41,600 with the median salary of $38,534.

**Section 5: For More Information**

For more information about this survey, contact:

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