

2018 COMPENSATION REPORT



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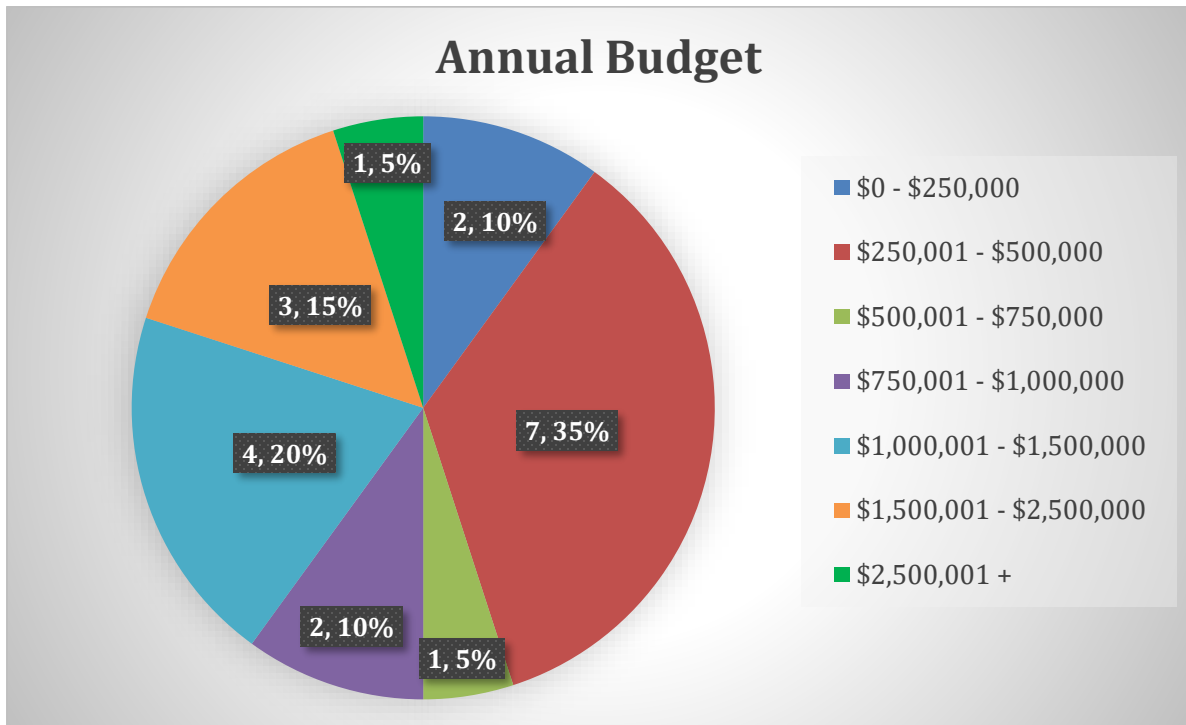
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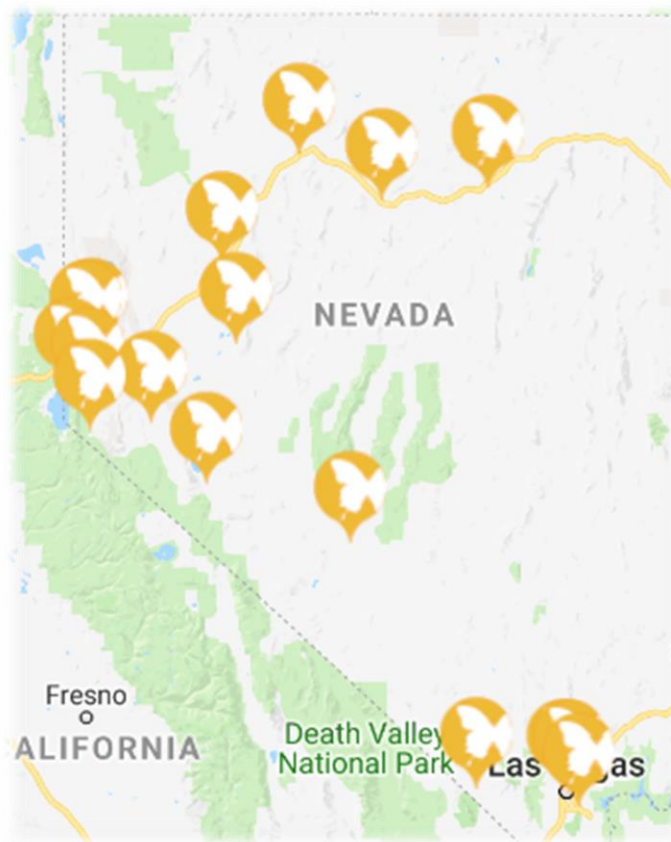
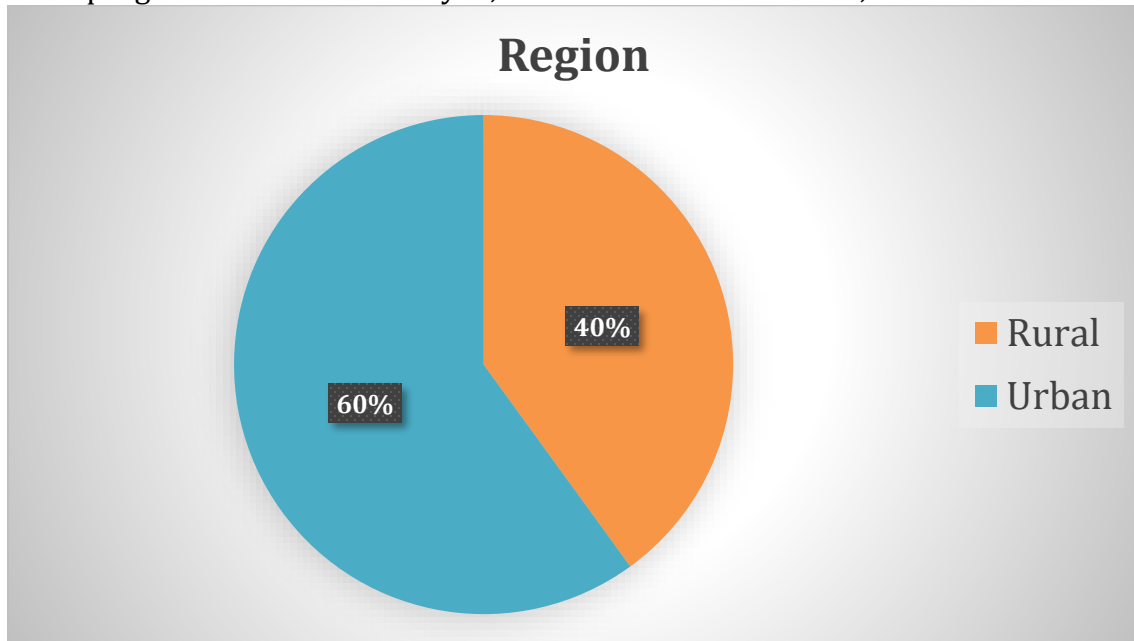
In 2018, the Nevada Coalition to End Domestic and Sexual Violence (NCEDSV), surveyed 20 programs throughout the state of Nevada on their current employee practices. This report will review these programs' annual operating budget, number of employees, regional area, and benefits offered.

REPORT DEMOGRAPHICS

The annual operating budget for the majority of the programs surveyed, 7 out of 20, is \$250,001-\$500,000.



Of the programs that were surveyed, 40% are considered Rural, 60% are Urban.



FULL-TIME ANNUAL INCOME RANGE

20 programs reported what their current salary range is for each position held within their organization.

Position	Responses	Full-Time Annual Income Range	Average Full-Time Annual Income
Advocate	14	\$20,000 - \$55,000	\$ 34,285.71
Administrative Assistant	10	\$26,000 - \$45,000	\$ 33,000.00
Administrative Manager/Director	5	\$26,000 - \$60,000	\$ 48,000.00
Advocate Manager/Supervisor/Director	11	\$36,000 - \$65,000	\$ 47,090.91
Assistant Director	5	\$26,000 - \$60,000	\$ 47,000.00
Attorney	1	\$51,000 - \$55,000	\$ 53,000.00
Bi-Lingual Advocate	7	\$31,000 - \$45,000	\$ 35,857.14
Court Advocate	5	\$26,000 - \$45,000	\$ 34,000.00
Executive Director	18	\$20,000 - \$106,000 +	\$ 72,500.00
Fiscal Assistant	4	\$31,000 - \$55,000	\$ 40,500.00
Fiscal Manager / Director	8	\$36,000 - \$80,000	\$ 57,375.00
Fund Development Manager	1	\$55,000 - \$60,000	\$ 58,000.00
Grant Compliance Coordinator	1	\$46,000 - \$ 50,000	\$ 47,000.00
Prevention / Education	2	\$61,000 - \$65,000	\$ 63,000.00
Shelter Manager/Supervisor/Director	4	\$31,000 - \$55,000	\$ 41,750.00

PART-TIME ANNUAL INCOME RANGE

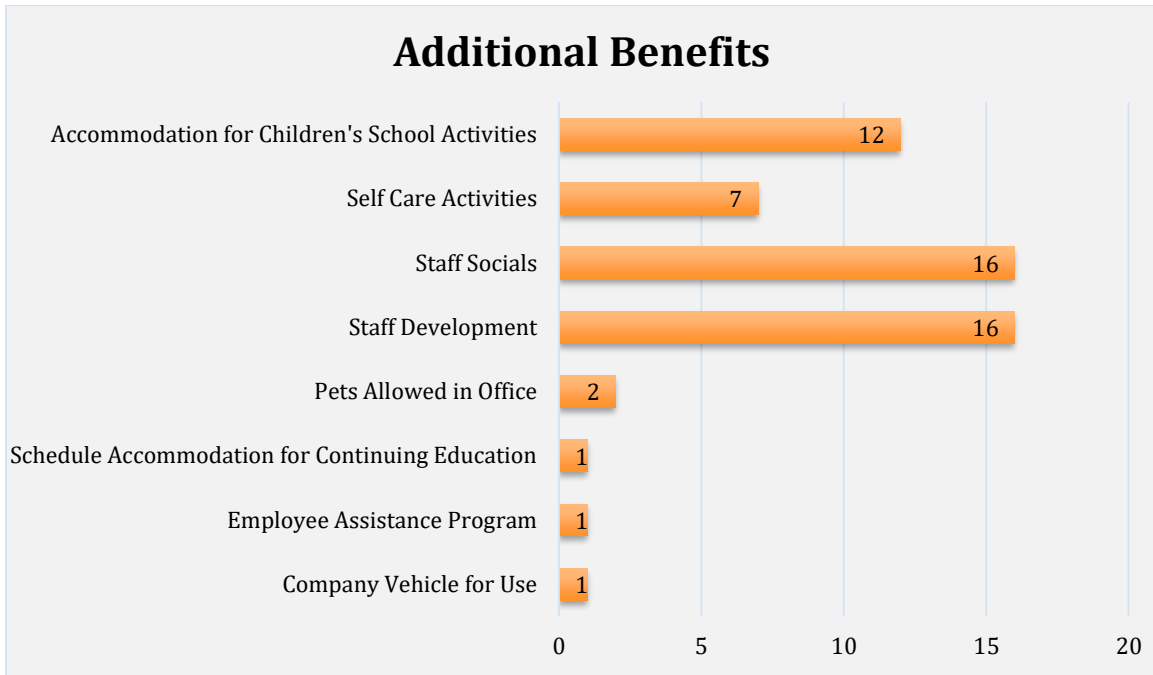
Position	Responses	Part-Time Annual Income Range	Average Part-Time Annual Income
Advocate	8	\$20,000 - \$40,000	\$ 25,125.00
Bi-Lingual Advocate	1	\$20,000 - \$25,000	\$ 23,000.00
Fiscal Assistant	1	\$26,000 - \$30,000	\$ 38,000.00
Fiscal Manager / Director	8	\$36,000 - \$80,000	\$ 57,375.00
Investigator	1	\$20,000	\$ 20,000.00
Shelter Manager/Supervisor/Director	1	\$26,000 - \$30,000	\$ 38,000.00

BENEFITS

Programs reported on the types of benefits that are offered to employees. One program reported that no benefits are offered.

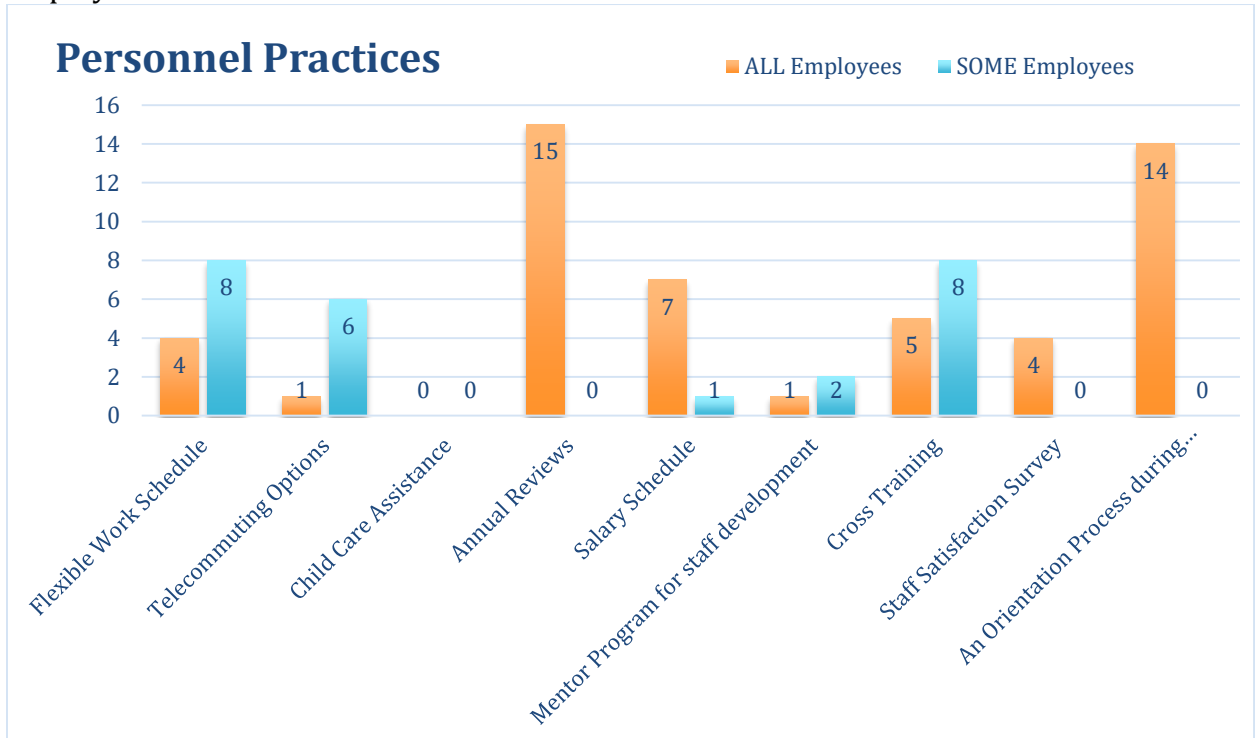


Additional Benefits Offered



PERSONNEL PRACTICES IN PLACE

The programs reported types of personnel practices they currently have for their employees.

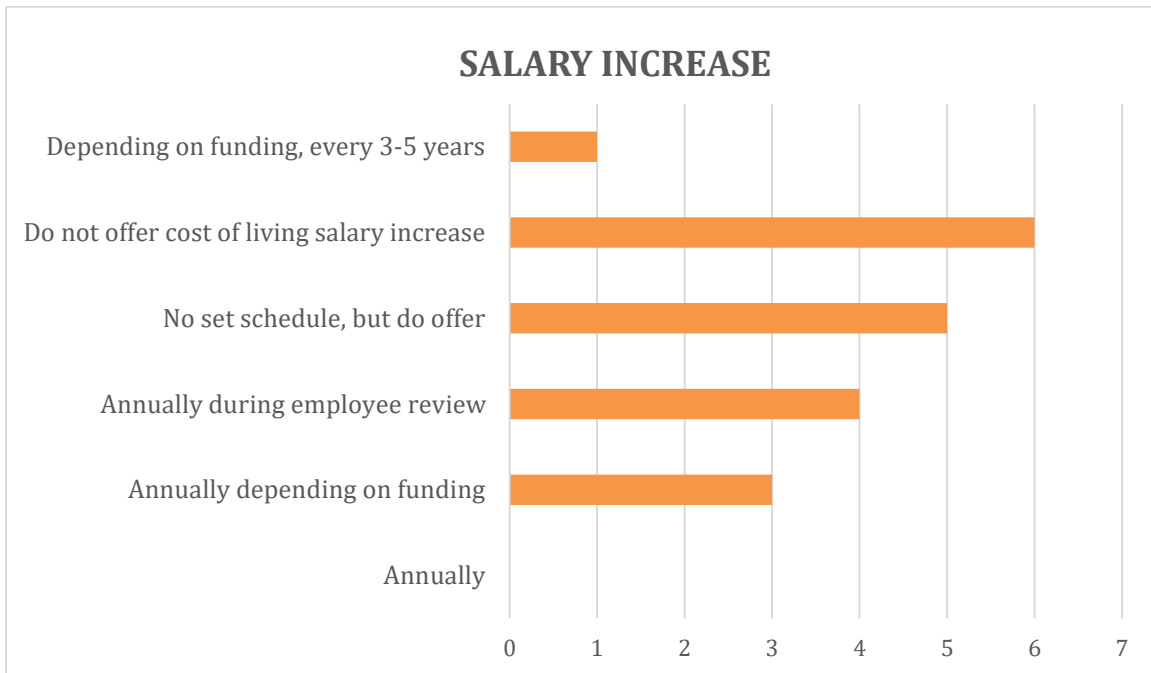


	ALL Employees	SOME Employees
Flexible Work Schedule	4	8
Telecommuting Options	1	6
Child Care Assistance	0	0
Annual Reviews	15	0
Salary Schedule	7	1
Mentor Program for staff development	1	2
Cross Training	5	8
Staff Satisfaction Survey	4	0
An Orientation Process during introductory period	14	0

STAFF RECOGNITION

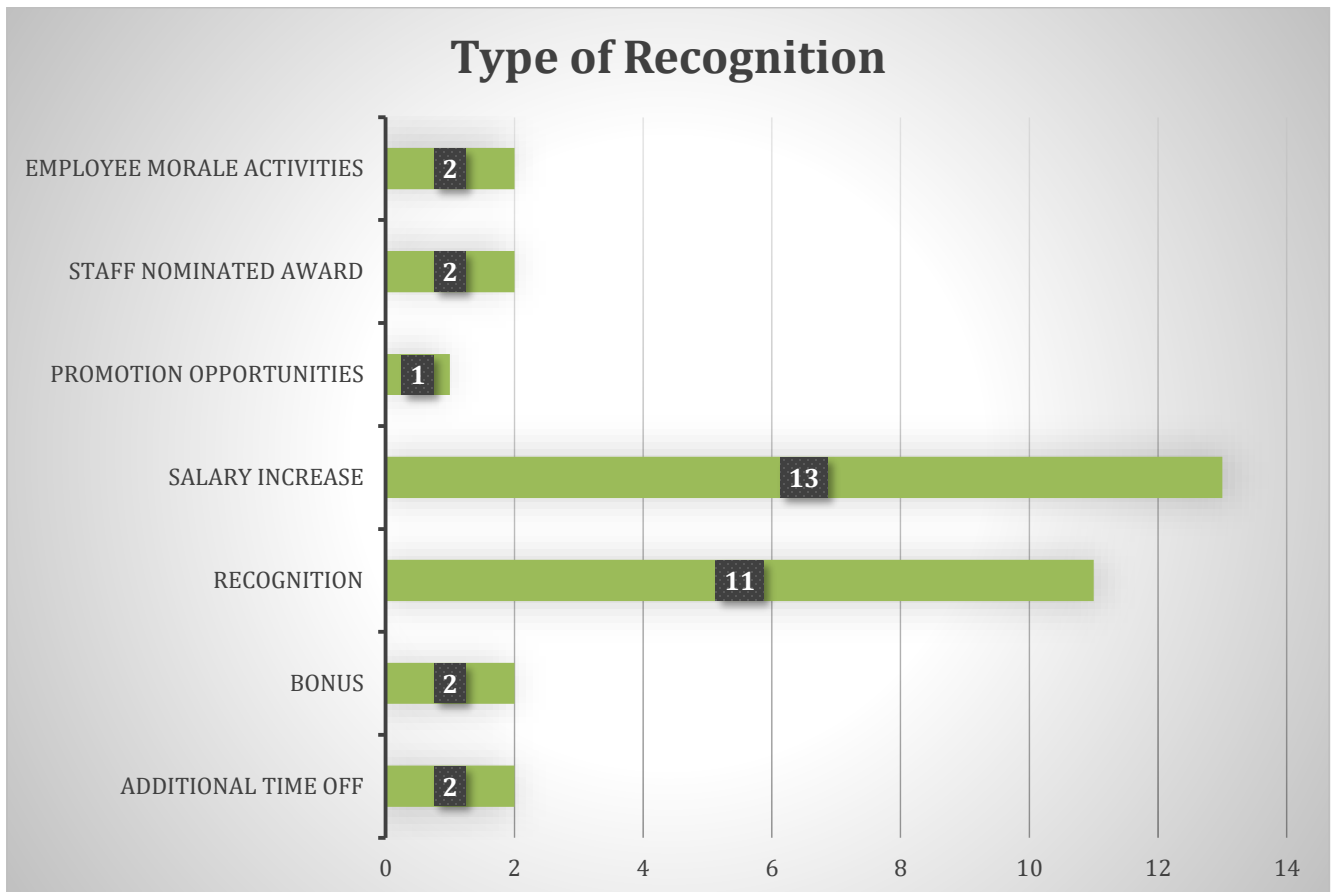
Salary Increase

The majority of the programs reported that they do not offer a cost of living increase nor do they have a set schedule for when a salary increase would occur.



Recognition

17 programs reported how they recognized and reward staff for a job well done. The majority of the programs reported they give a salary increase or some kind of recognition.



Examples of Recognition

- Staff nominate each other by creating a thank you note. Notes are collected and read by HR at each monthly staff meeting.
- Weekly check-in emails are sent to all staff where staff can give “kudos” to one another.

Examples of Employee Morale Activities

- Annual bowling day for staff during work day
- Monthly potluck

CONCLUSION

In the completion of this survey, NCEDSV found that most of the programs have some kind of personnel practices in place that assist in the setting of salaries, pay increase, and benefits.

Additionally, several of the programs wanted supplementary information on how to expand their benefit options due to funding limitations for raises. NCEDSV will be contacting those programs with information.

