



# Domestic Violence Programs 2022 Salary & Benefits Report





# Overview of Salary and Benefit Survey

In 2021, the New Jersey Coalition to End Domestic Violence (NJCEDV) administered and distributed a Salary and Benefits Survey to member programs across New Jersey. The purpose of this Survey was to gain an understanding of compensation and benefits offered to staff of programs statewide.

This information will provide a better understanding of resources needed to assist programs in building organizational capacity and sustainability. This report hopes to provide programs with a tool to assess agency-level salaries and examine fiscal and staffing trends.

Throughout this report, there will be shared comments from participants. Some comments have been altered to protect the participant’s confidentiality.

### ***Participation***

228 individuals from domestic violence programs across New Jersey participated in the survey. The survey was anonymous, so participants' names, employer, and location will not be identified.

### ***Limitations***

Survey questions were optional, not required. For this reason, the number of responses per question will vary. Some participants did not complete the entire survey.

The data collected through the survey represents a snapshot in time and is impacted by the current economic climate.



## Salary and Benefits Survey

### *Participants' Job Title or Position:*

Housing Navigator/Coordinator	4
Residential Advocate	4
Counselor	32
Advocate (No Supervisory Role)	61
Advocate (Supervisory Role)	20
Case Manager	18
Manager	24
Program Coordinator	5
Attorney	2
DVL (Domestic Violence Liaison)	3
Executive Director	12
Administrative Role	16
Director	22
Child Advocate	2
Therapist	1
Prevention Specialist	1
Financial Navigator	1
<b>Total</b>	<b>228</b>

*"I wear a lot more hats that aren't within my role and I am not compensated for the additional work."*

*"I'd like to be compensated for doing three different jobs at once like Case Management on top of my original role as Child Advocate."*

# Annual Pay by Position/Title

## Role and Salary

	Less than \$20,000	\$21,000-\$32,000	\$32,000-\$42,000	\$42,000-\$53,000	\$53,000-\$64,000	\$64,000-\$75,000	\$76,000-\$85,000	\$86,000-\$99,000	More than \$100,000
Administrative Role		3	2	1	6	3	1		
Advocate (no supervisory role)	8	8	21	15	8	1			
Advocate (supervisory role)	1		5	8	4	1		1	
Attorney		1					1		
Case Manager	1	1	10	5	1				
Counselor	3	1	3	13	10	1		1	
Director					2	9	5	4	2
Executive Director						2		4	6
Manager		1	3	11	7	1	1		
Housing Navigator/Coordinator			2	2					
Program Coordinator	1	1	1	1	1				
DVL					3				
Child Advocate		1		1					
Residential Advocate	4								
Prevention Specialist				1					
Therapist				1					
Financial Navigator				1					

# Annual Pay by Gender

## Gender and Salary

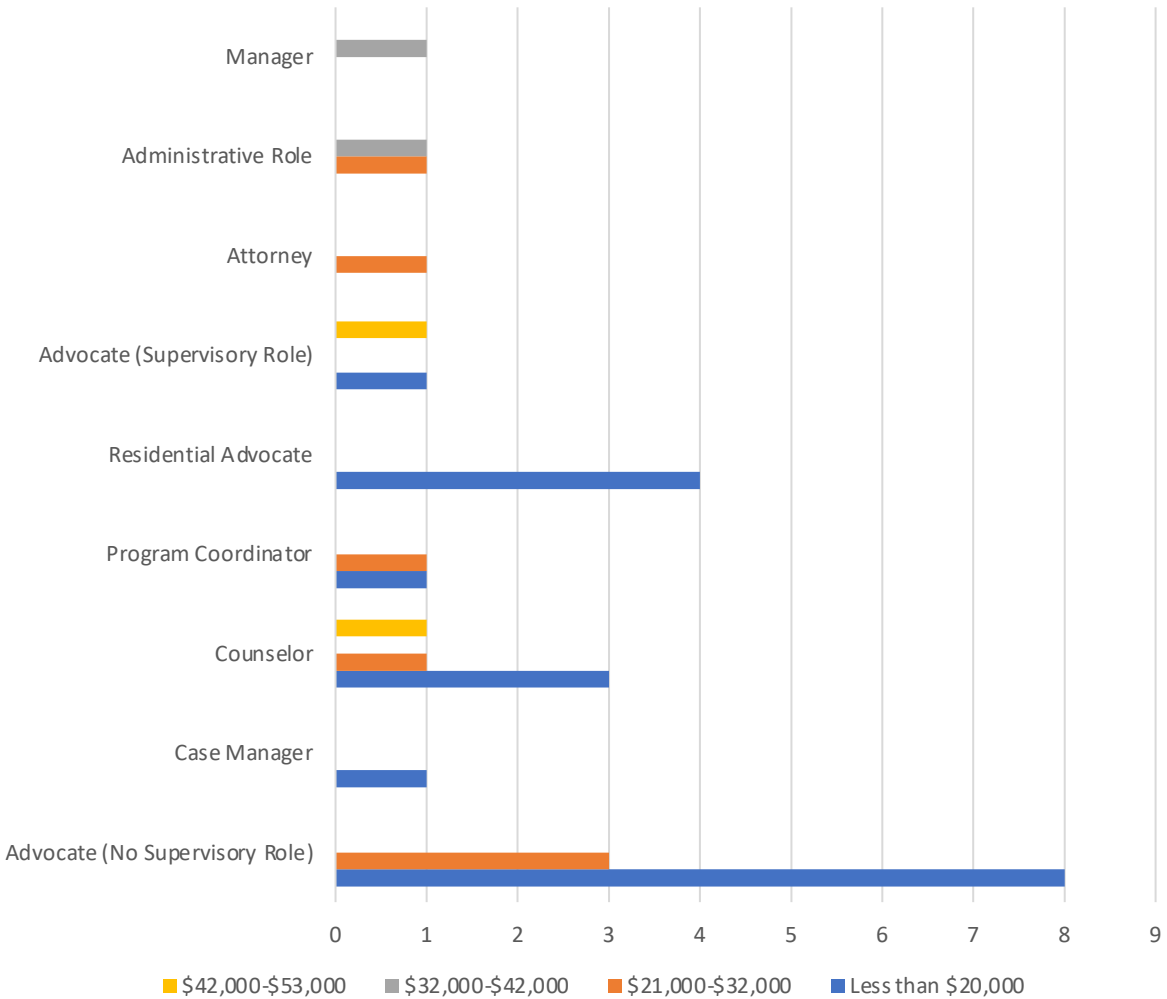
	Less than \$20,000	\$21,000-\$32,000	\$32,000-\$42,000	\$42,000-\$53,000	\$53,000-\$64,000	\$64,000-\$75,000	\$76,000-\$85,000	\$86,000-\$99,000	More than \$100,000
Female	18	15	47	58	36	17	7	8	8
Male		1		1	4			2	
Genderqueer/ Gender-nonconforming		1				1			
Prefer not to state				1	1		1		
Transgender					1				

*"I love my job, but there is a discrepancy among salaries for same positions."*

*"I believe I am paid very well for a non-profit org, with good benefits and a safe and supportive environment. Even though there is virtually no room for upward career movement without leaving the org, I'm willing to stay for the security and supportive environment."*

# Annual Pay of Part-Time Employees

29 participants reported working part time (less than 30 hours per week)



# Annual Pay of Full-Time Employees

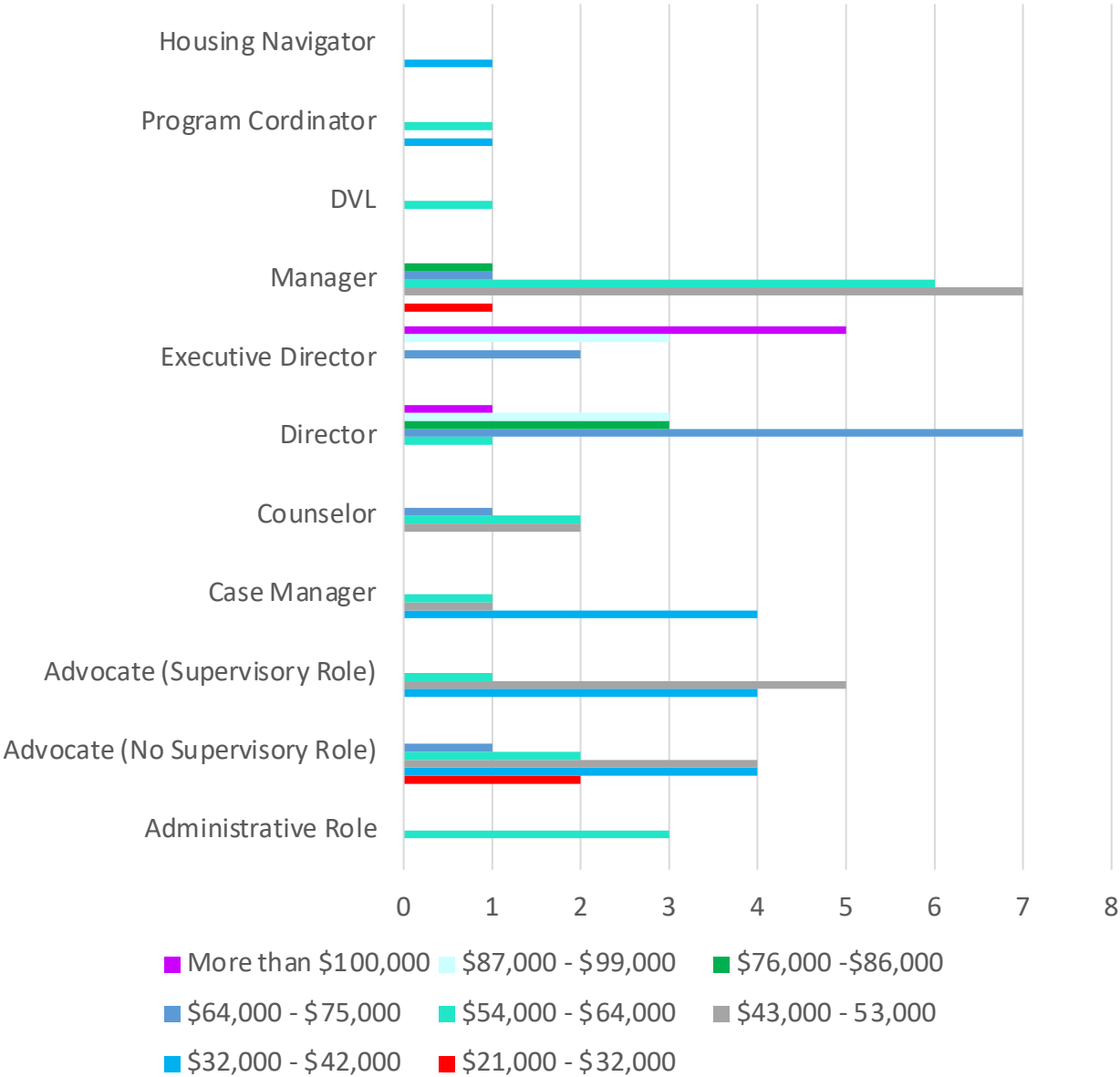
**117 participants responded that they work 31-40 hours per week.**

	\$21,000- \$32,000	\$32,000- \$42,000	\$42,000- \$53,000	\$53,000- \$64,000	\$64,000- \$75,000	\$76,000- \$85,000	\$86,000- \$99,000	More than \$100,000
Counselor		3	10	8			1	
Advocate (No Supervisory Role)	3	17	10	6				
Advocate (Supervisory Role)		1	3	3	1		1	
Case Manager	1	6	4					
Program Coordinator		1	1					
Attorney						1		
Manager		2	4	1				
Housing Navigator/Coordinator			3					
Executive Director							1	1
Child Advocate	1		1					
Therapist			1					
Administrative Role	2	1	1	3	3	1		
Financial Navigator				1				
Director				2	2	2	1	1
Prevention Specialist			1					

*“There should be greater compensation for roles that include on-call responsibilities.”*

# Annual Pay of Full-Time Employees

82 Participants responded that they work more than 40 hours per week.



*"Getting a salary that matched my education and workload. Some weeks I work more than 40 hours but since there's no overtime pay, I must adjust my hours for the next week. This causes me more undue stress as work is never done and piles up more."*

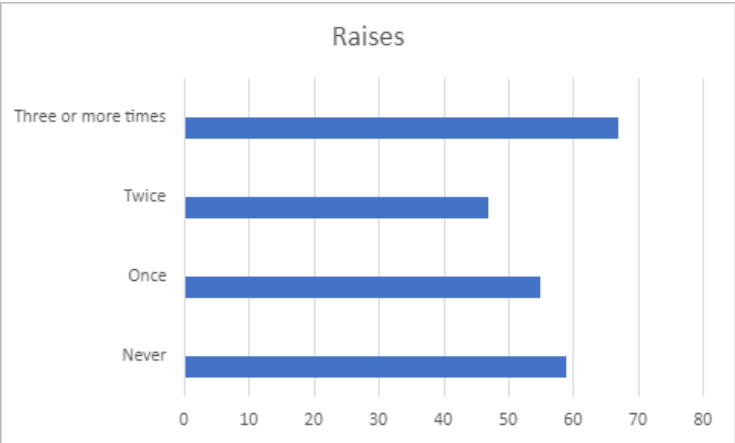


# Opportunities for Advancement

79% of participants reported that they are salaried employees, compared to 21% who are paid on an hourly basis.

48% of participants stated that they have held other positions within the agency and 44% stated that there are opportunities for promotion.

Participants were asked how often they received raises during their time at their agency and the graph below represents their answers.



36% of participants reported that they have worked for their organization for over 5 years and 64% have worked for their organization less than 5 years.

*"A raise would be beneficial and also tuition reimbursement."*

## Demographics

### Gender:

94% of participants identify as women, 4% as male, less than 1% as transgender, 1% as gender queer/gender non-conforming and 1% did not disclose.

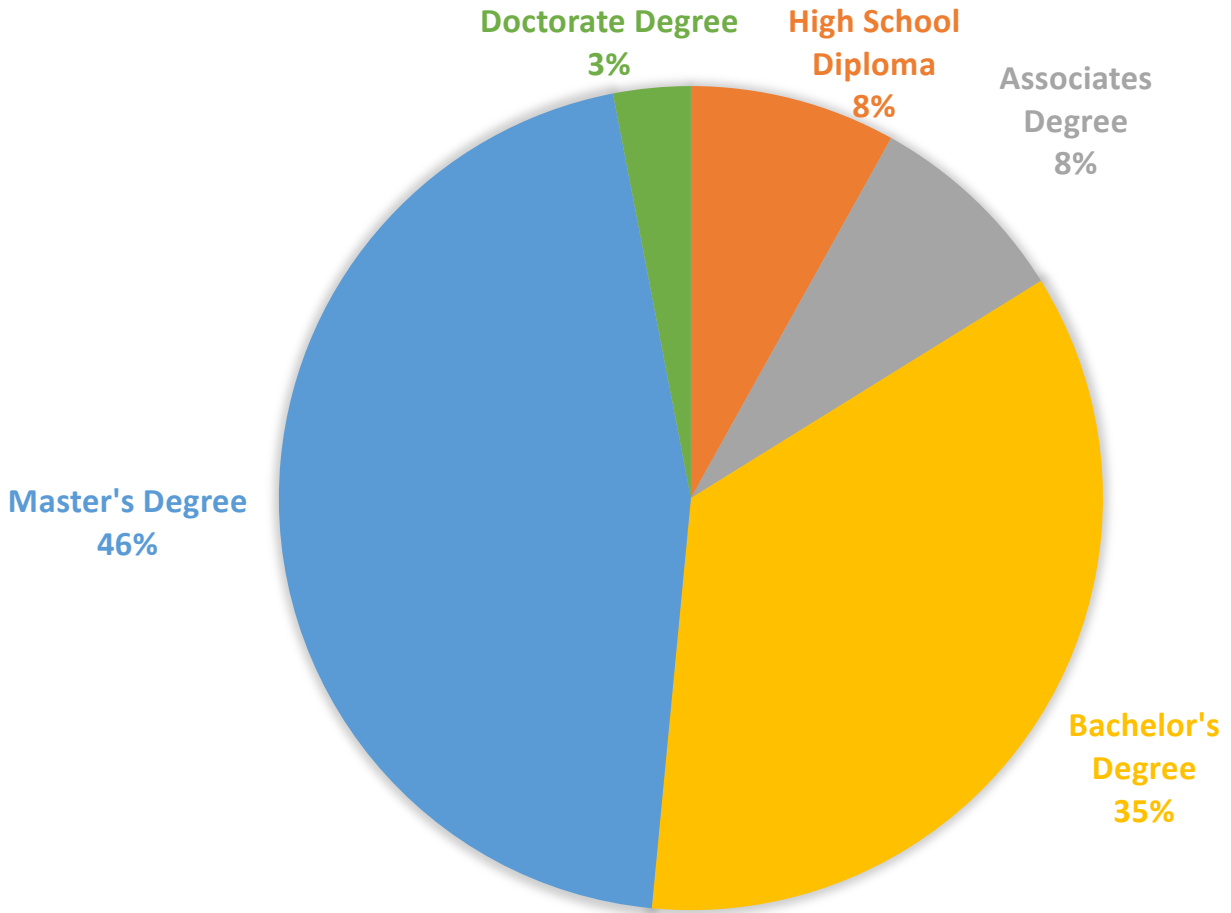
### Age of Survey Participants:

21- 25 years old - 8%  
26 - 30 years old - 23%  
31- 35 years old - 14%  
35 - 45 years old - 18%  
46 - 55 years old - 20%  
56 - 65 years old - 13%  
Over 65 years old - 4%

*"Every employee who is not management is over worked and underpaid."*

*"To attract & retain staff, we would benefit from increased salaries & benefits, financial assistance for overall education & maintaining CEUs."*

# Level of Education



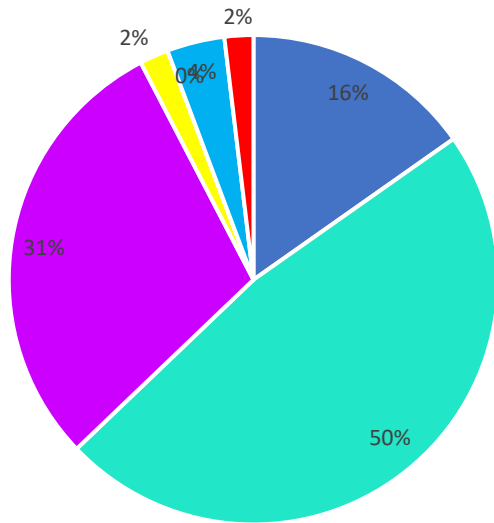
*“For my education level, I am not receiving a matching salary.”*

# Demographics

## Race & Ethnicity of Survey Participants:

- Black & African American -16%
- White (non-Latinx) Caucasian – 50%
- Latinx/Hispanic (white & Black) - 31%
- East & South Asian – 2%
- Middle Eastern – 4%
- Native American – 0%
- Other Race/Ethnicity 2%

*“A mentorship program for POC staff would help with advancement within the organization.”*



- Black/African American
- White (non-Latinx) caucasian
- Latinx/Hispanic (white/Black)
- East and South Asian
- Native American
- Middle Eastern
- Other Race/Ethnicity

5% of participants shared that they have a physical or mental disability.

## Languages of Participants

65% of participants reported being fluent in English only;  
32% reported being fluent in English and one other language;  
2% reported being fluent in English plus two other languages.

*"I feel that it is not fair that I work very hard with the Latinx population, and the agency makes me feel that my work is not valuable compared to white staff or employees with licenses within the agency.*

*I've suffered discrimination and humiliation over the years. I keep going to work because I love what I do and my clients. I think this is my mission in life."*

### Participants' Languages:

English Only - 65%  
Spanish - 31%  
ASL - 1%  
Arabic - 2%  
Portuguese - 2%  
Urdu - <1%  
Hindi - <1%

Polish - <1%  
French - 1%  
Bengali - <1%  
Turkish - <1%  
Italian - <1%  
Haitian Creole <1%

# Family Responsibilities

## Family Responsibilities of Survey Participants:

59% reported that they are parents

21% have 1 child

19% have 2 children

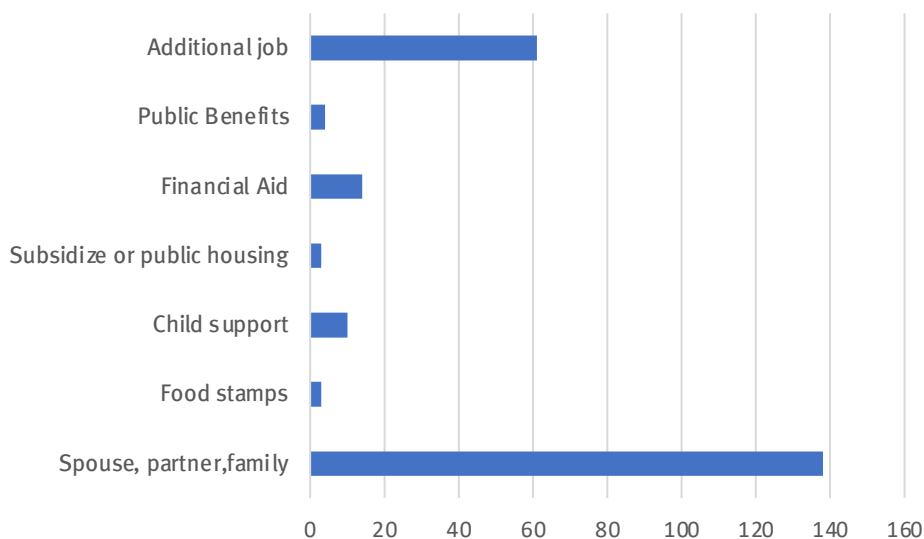
7% have 3 children

4% have 4 or more children.

## Additional Financial Support:

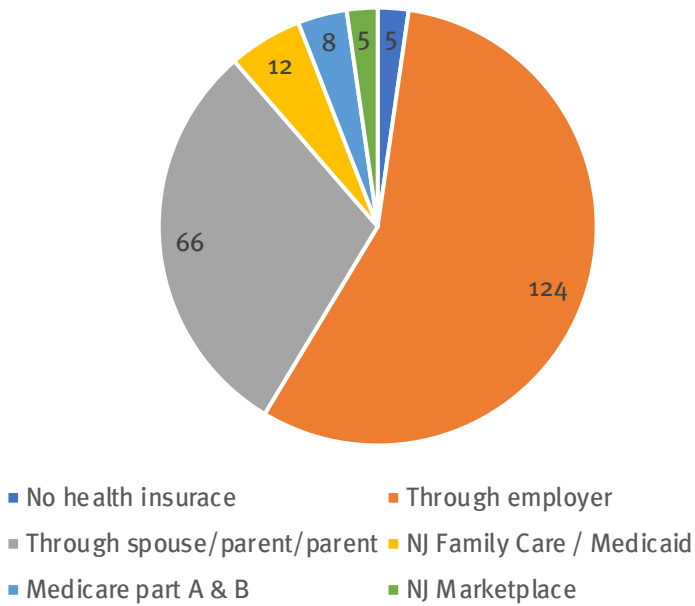
Participants were asked if they rely on any additional forms of support, such as: spouse/partner, family, food stamps, child support, subsidized or public housing, financial aid, and/or other public benefits.

Participants were also asked if they rely on a second job.



27% reported that they rely on a second job.

# Health Insurance Benefits



Of those who receive health insurance through their domestic violence program employer:

79% reported that their health insurance covers just them (the employee).

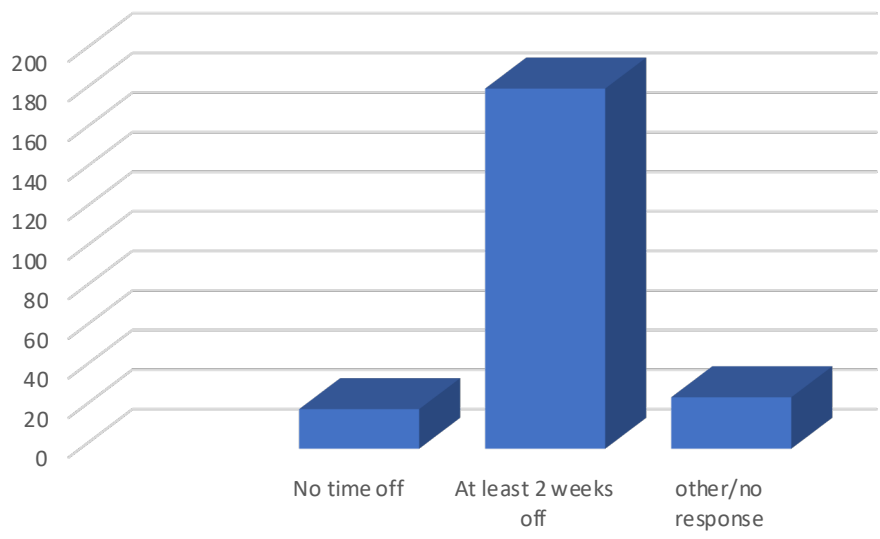
18% responded that it covers them and their child(ren);

10% responded that it covers them and their partner/spouse;

12% responded that it covers them, their partner/spouse, and their child(ren).

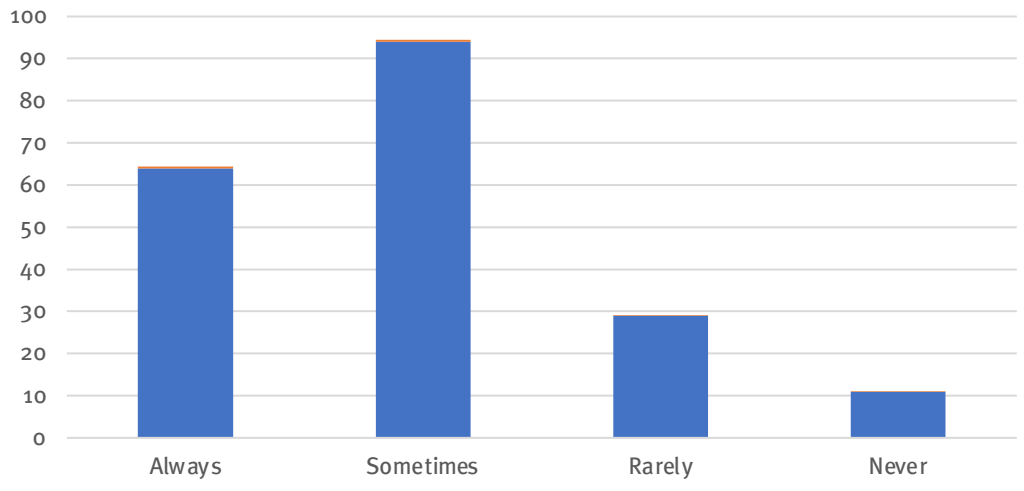
*"Although I am covered by my insurance, the coverage is not adequate. As a single person my deductible is \$3k."*

# Paid Time Off



NJCEDV also received three written responses stating that they receive to up to six weeks of paid time off, plus sick days and personal days.

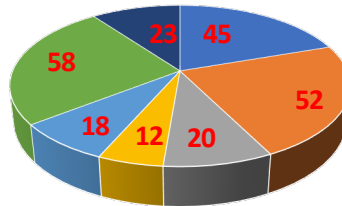
How often Paid Time Off is Utilized.





## Retirement Savings

Participants were asked if and how they are saving for retirement:



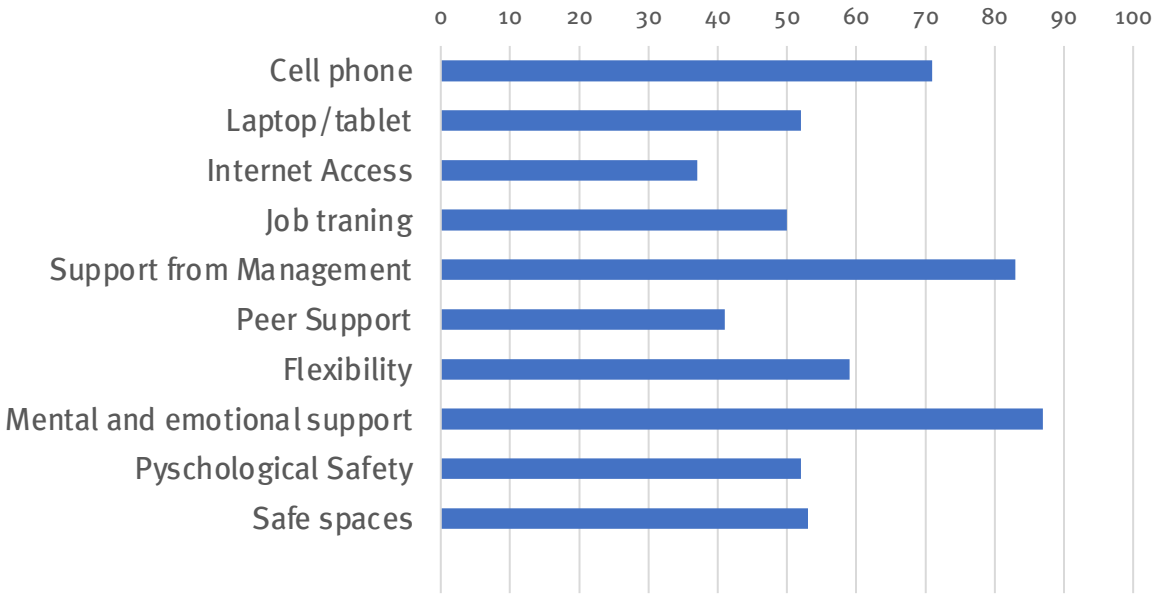
- Yes, but did not specify how
- Yes, through matching funds from my employer
- Yes, through my employer, but no matching funds
- No, but my spouse is, through their employer
- Yes, through a personal established plan
- NO
- Skipped

*"I think it is vital that raises are built into salaries bi-annually or annually at non-profits and structure regular raises as done in state agencies. NGOs are used to "copy-pasting" grants (based on my experience in NGOs) and not considering the inflation of the cost of living and the inflation in our country in general, let alone NJ specifically. In addition, the insurance offered by NGOs is often "Affordable" and have high-deductible plans or don't cover much for office visits. I pay \$400 a month out of pocket to have great health insurance and I find that to be a disservice."*

# Professional Development

88% of the participants responded that they do have opportunities for professional development in their domestic violence organization.

Participants were asked what additional items would be beneficial for staff to be more effective in their work:



## Participant Comments\*

*"One of the aspects I value most about working at my organization is flexibility and compassion for employees. I feel that leadership genuinely cares about our well-being. I have been able to arrange my schedule, provided it works for clients and for my co-workers, so that I can be there for my children on a part-time basis. This was especially appreciated during the pandemic, and I've found I have actually worked MORE hours, because I have been able to, for example, get back to work after my kids go to bed. I feel grateful to achieve some true measure of work-life balance, and I'm a better employee and more effective therapist because of it."*

*"Social Workers/Mental health professionals should be making more money for the services that they are providing and the toll it takes on the professional."*

*"I always thought, if possible, it would be wonderful to have job trainings for bilingual opportunities."*

*"The best way for staff to be effective in workspaces is for management to be providing more mental and emotional support and psychological safety at work. Working in a pandemic has not been an easy task, and staff should be provided with more support as we continue to work. There should be greater flexibility with workdays, prioritizing certain tasks instead of making every single task a priority (not possible anyways), and setting realistic expectations for programs. Every staff member I know is experience severe burn out, and there is little to nothing being done to support."*

*"Although I do not pay for health benefits, the health plan we have is of very poor quality, and the dental plan is essentially non-existent. It would be immensely helpful to be able to afford to address the problems with my teeth and to be able to access high quality specialists for health issues."*

**\*Some comments were altered or partially redacted to protect the confidentiality of the participant.**

# Conclusion & Recommendations

## Salary Recommendation

Based on data for comparable non-profit organizations across New Jersey, the recommended annual pay structure for domestic violence organization (full-time) staff is as follows:

Direct service staff: At least \$50,000

Program managers (supervisory responsibility): At least \$63,000

Administrative (finance, HR, grants management) staff: At least \$60,000

Executive Director Salary: 10% of total organizational budget, up to \$1M

Organizations with budgets between \$1-5M: \$136,000 - \$200,000

## Additional Recommendations:

- Create a work culture centered around safety, diversity, respect, wellness, kindness, employee strengths, open communication, personal and professional growth, equity, flexibility, and teamwork.
- Address the technological gap for advocates by providing technology such as cell phones, tablets, laptops, and access to internet to assist with job efficiency and client access.
- Provide job training, educational support, peer support, mentoring opportunities, and managerial support.
- Center the wellness and safety of advocates including physical, psychological, and emotional safety, by creating safe spaces and offering counseling and wellness services.
- Provide health insurance plans with lower deductibles and lower out-of-pocket costs.

# Comparable Data

## Information about Living Wages in New Jersey:

<https://livingwage.mit.edu/states/34>

### Professionals for Nonprofits (PNP) 2021 Survey for the greater NYC area lists the following salaries for non-profits with budgets under \$5 million:

Executive Director (\$150,000 - \$170,000)

Program Director (\$80,000 - \$100,000)

Manager - (\$50,000 - \$80,000 )

Program Coordinator (\$70,000 -90,000)

### Salary.com lists following non-profit salary ranges for New Jersey, as of September 27, 2021:

Executive Director: The average salary is \$166,200; the range is between \$136,300 and \$206,200.

Program Director: The average salary is \$128,982; the range is between \$108,115 and \$159,872.

Program Manager: The average salary is \$98,500; the range is between \$92,204 and \$110,487.

Program Coordinator: The average salary is \$72,145; the range is between \$63,071 and \$83,491.

### Data Provided by Paychex

Direct service positions:

Child and Family Social Worker: In New Jersey, the 2018 salary range for this level position is \$ 50,830 to \$98,800 for full time employment.

Social and Community Service Manager: plan, direct, or coordinate the activities of a social service program or community outreach organization. In New Jersey, the 2018 salary range for this level position is \$ 66,690 to \$124,770 for full time employment.



"The time is now for us to advocate and commit to working together to create sustainable change within the domestic violence movement for advocates and survivors.

By addressing the power dynamics that have existed within the movement, we can transform the culture from surviving to thriving, and achieving equity for all."

**-Cierra Hart** (*Survivor Advocate*)

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