



2007 Salary Study

August 9, 2007

Children's Services Council of St. Lucie County

2007 Salary Survey

Introduction

In the Resource Management quadrant of Children's Services Council of St. Lucie County's Strategic Plan (utilizing the balanced scorecard approach), CSCSLC identified the following as a priority – "Educate Providers to propose adequate budgets for program impact and continue flexible funding strategies." In development of the Operational Plan for year one of the Strategic Plan, staff set forth to survey its current funded programs in regards to salary and benefit levels.

Study Description/Goal

The 2007 CSCSLC Salary Survey was administered online to agencies currently receiving CSC funding for programs serving youth and families in St. Lucie County. The survey focused solely on salary and benefit information. The data presented in this report is separated into two parts. The first focuses on salary and education information and the second focuses on employee benefits. The findings provide a baseline for Providers to evaluate their current salary and benefit level as well as a tool for CSC to use for future funding considerations.

The data analyzed in this study were drawn from responses from thirty-three (100%) of the agencies who receive programmatic funding through the Children's Services Council of St. Lucie County. The agencies participating in the survey represent 56 programs funded through the CSCSLC for the 2006-2007 fiscal year.

The survey focused on two staffing categories within each program: Program Manager/Director and Direct Service Staff. Program Manager/Director was defined as employees who manage a specific program, site or project; coordinate program services. Direct Service Staff was defined as employees who provide front-line services to clients served in programs to improve functioning and quality of life of the population served. CSCSLC purposefully chose these levels of staff because of the consistency across all types of programs CSCSLC funds.

The goals of the salary study were to identify the education required for positions, determine salary range and median salary of like positions, and identify benefits offered in addition to salary, therefore providing a baseline of compensation information to help inform decisions made by Providers and the Children's Services Council.

Methodology:

- Degrees: Respondents were asked to identify the minimum education level (degree) required for the two employee categories: Program Managers and Direct Service Staff.
- Salaries: Respondents were asked to identify the *average* salary range per education level required for each category.
- Benefits: Respondents were asked which benefits were offered through their employer and included health, life, dental and vision insurances, pension, and paid leave.

Statistics

Most tables include the number (n) of agencies that responded to each question in the survey. In addition some items were calculated as a median (*m*) or midpoint and referenced accordingly.

Health Insurance:

Findings:

- Employee must work a minimum of 32 hours per week to qualify for health insurance coverage.
- Employer pays \$406.50 for Single coverage.
- Employer pays for \$607.00 for Family coverage.
- Employer pays 60% of health insurance premium for Single coverage
- Employer pays 40% of health insurance premium for Family coverage

Turnover:

Respondents were asked the number of employees terminated for the calendar year 2006:

- Program Manager/Director: The average program had a turnover rate of 1.16 positions for 2006.
- Direct Service: The average program had a turnover rate of 9 positions for 2006.

Appendix

Salary Survey (Word version)

Figure 1: PROGRAM DIRECTOR - Degree Required

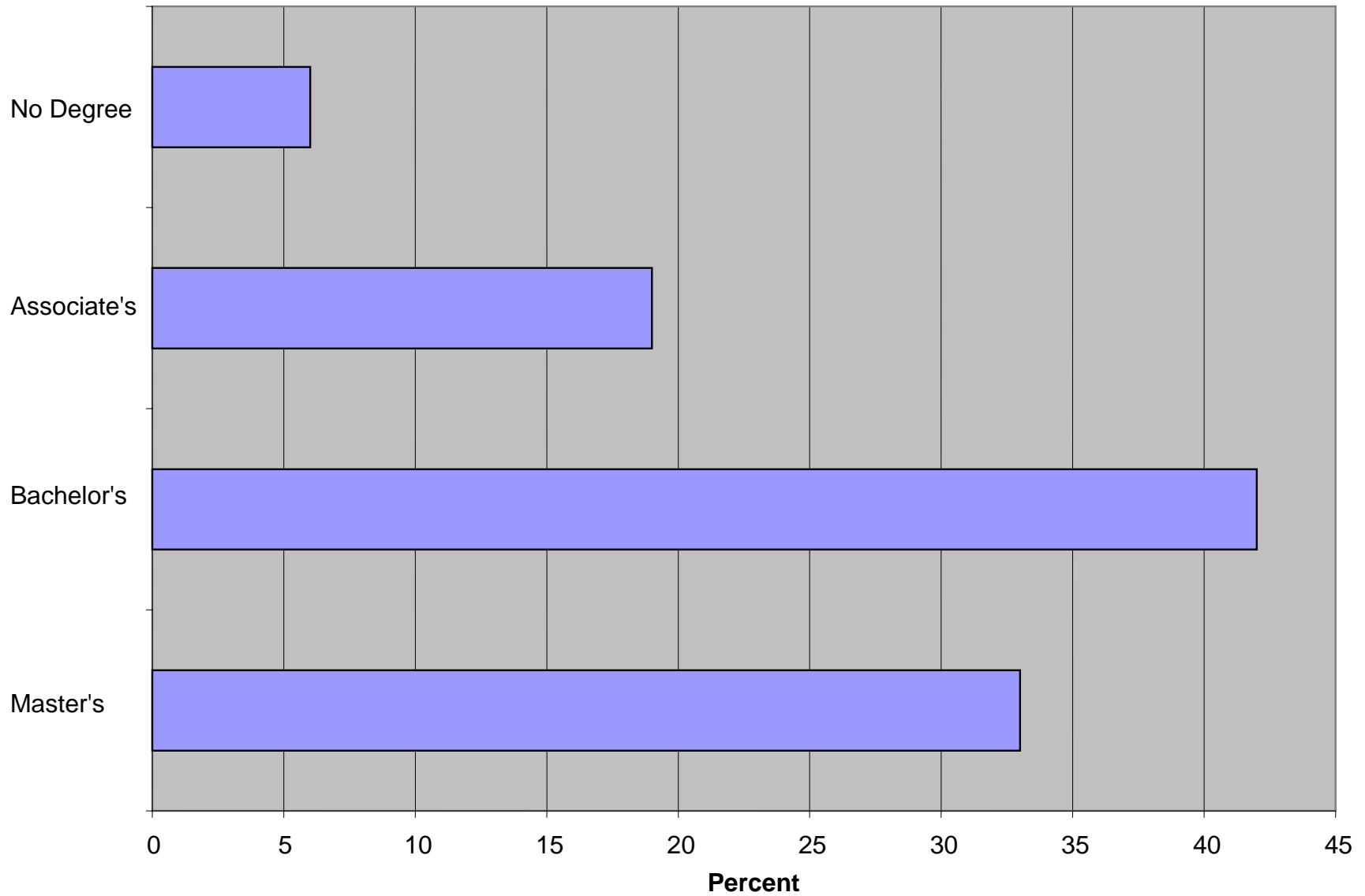


Figure 1 represents the degree required for Program Director. 42% require a Bachelor's Degree, while 33% require a Master's degree. 18% require an Associate's degree and 6% do not require a degree for the position.
n=43

Figure 2: PROGRAM DIRECTOR - Master's Degree

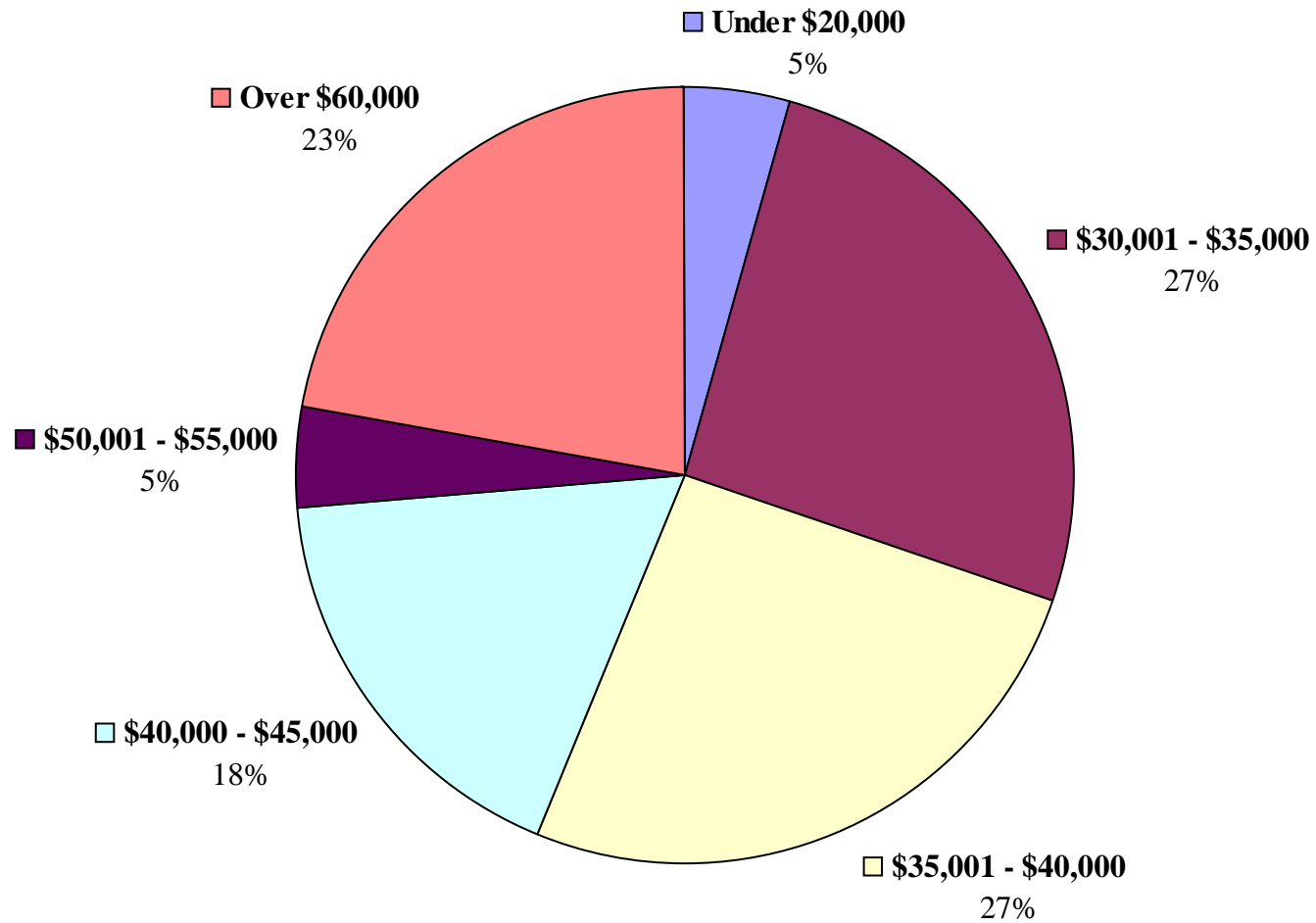


Figure 2 shows the salary ranges for Program Director positions which require a Master's degree. 27% percent of employees fell into the salary range of \$30,001 - \$35,000 and likewise, 27% fell into the range of \$35,001-\$40,000. 23% of Program Directors make over \$60,000 while 18% make between \$40,000 and \$45,000. 5% make under \$20,000.

n=22

Figure 3: PROGRAM DIRECTOR - Bachelor's Degree

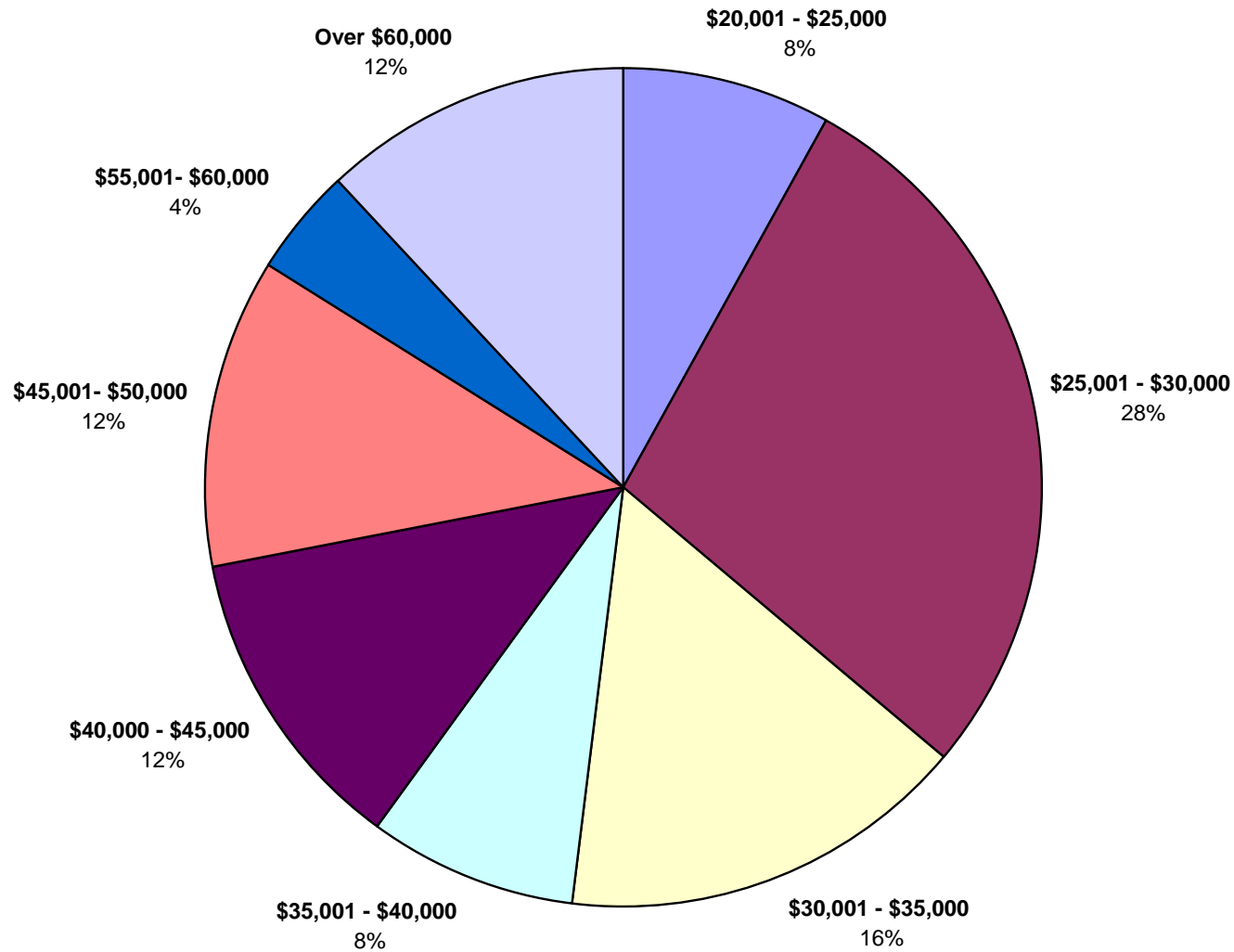


Figure 3 shows the salary ranges for Program Director positions which require a Bachelor's degree. 28% of employees fell into the salary range of \$25,000 - \$30,000 while 16% of employees made \$30,000 to \$35,000. 12% of Program Directors reports incomes of \$40,000 - \$45,000, \$45,000 - \$50,000, and Over \$60,000. Eight percent reported incomes of \$35,000 - \$40,000 and \$20,000 - \$25,000.

n=25

Figure 4: PROGRAM DIRECTOR – Associate’s Degree

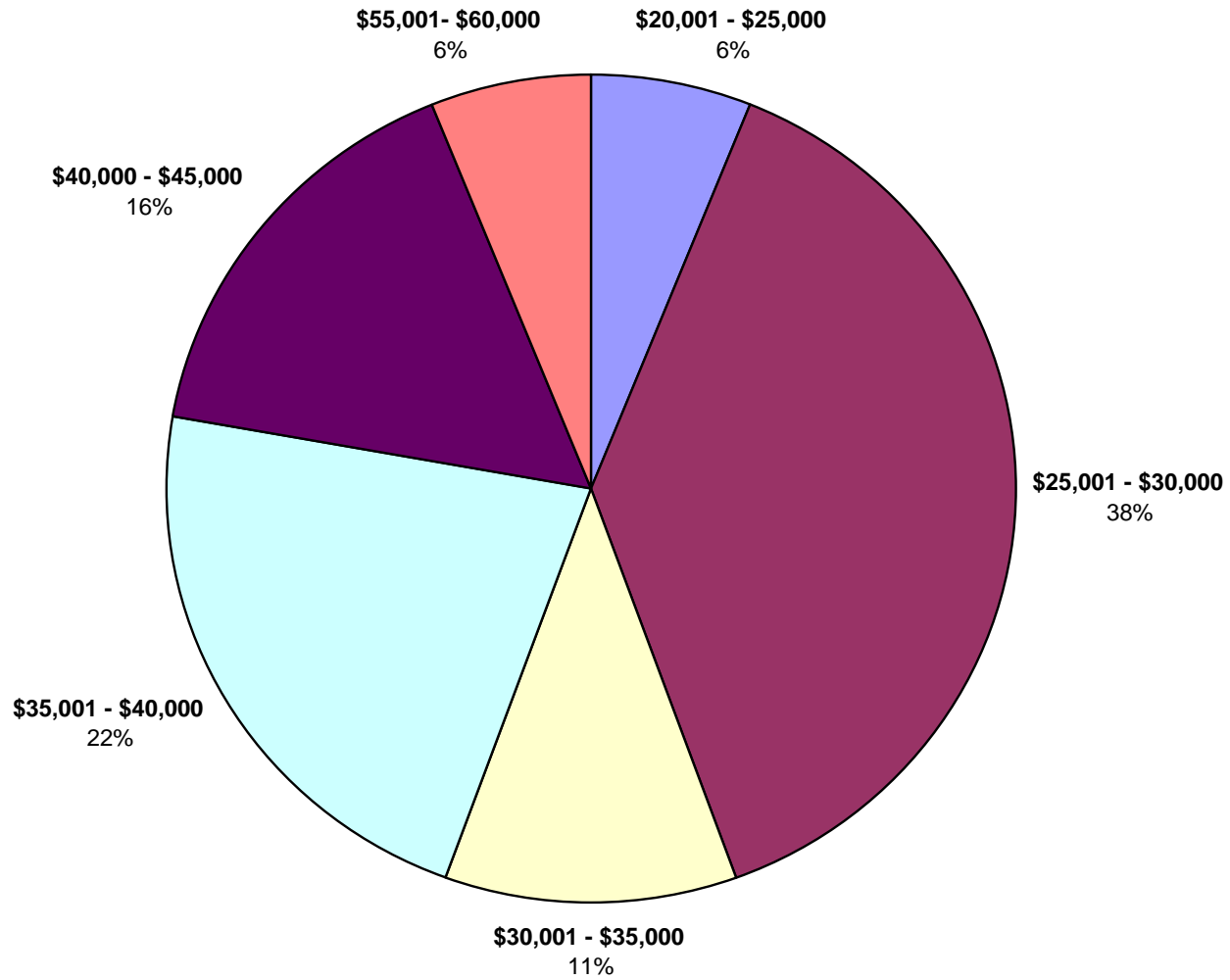


Figure 4 shows the salary ranges for Program Director positions which require an Associate’s Degree. 38% reported incomes of \$25,000 - \$30,000, 22% reported incomes of \$35,000 - \$40,000, and 16% reported incomes of \$40,000 - \$45,000.

n=18

Figure 5: PROGRAM DIRECTOR – No Degree

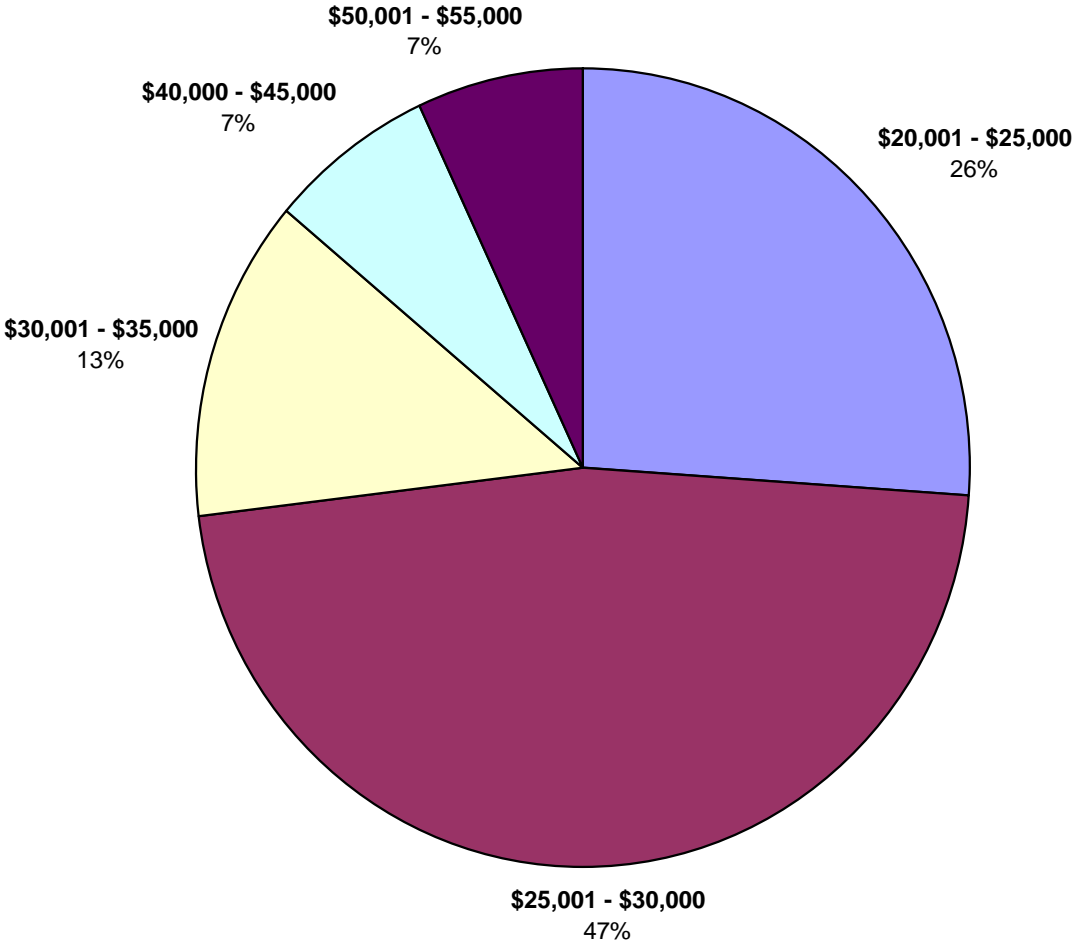


Figure 5 shows the salary ranges for Program Director positions which do not require a college degree. Nearly half, 47% reported incomes of \$25,000 - \$30,000, while 26% reported incomes of \$20,000 - \$25,000. n=15

Figure 6: DIRECT SERVICE STAFF - Degree Required

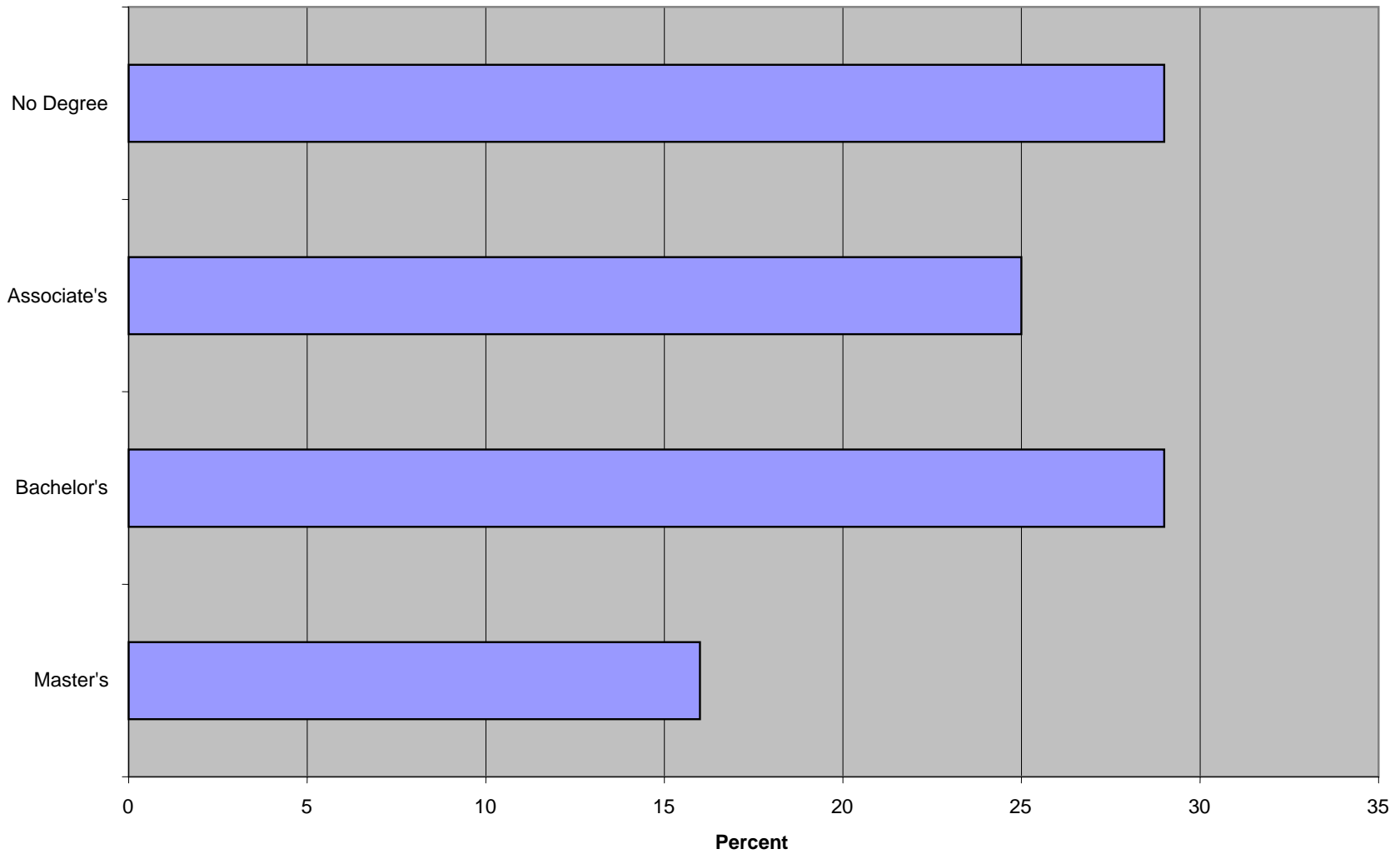


Figure 6 shows the degrees required for Direct Service Staff. 16% require a Master's degree, 28% require a Bachelor's degree, 25% require an Associate's degree and 28% do not require a degree.

n=55

Figure 7: DIRECT SERVICE STAFF - Master's Degree

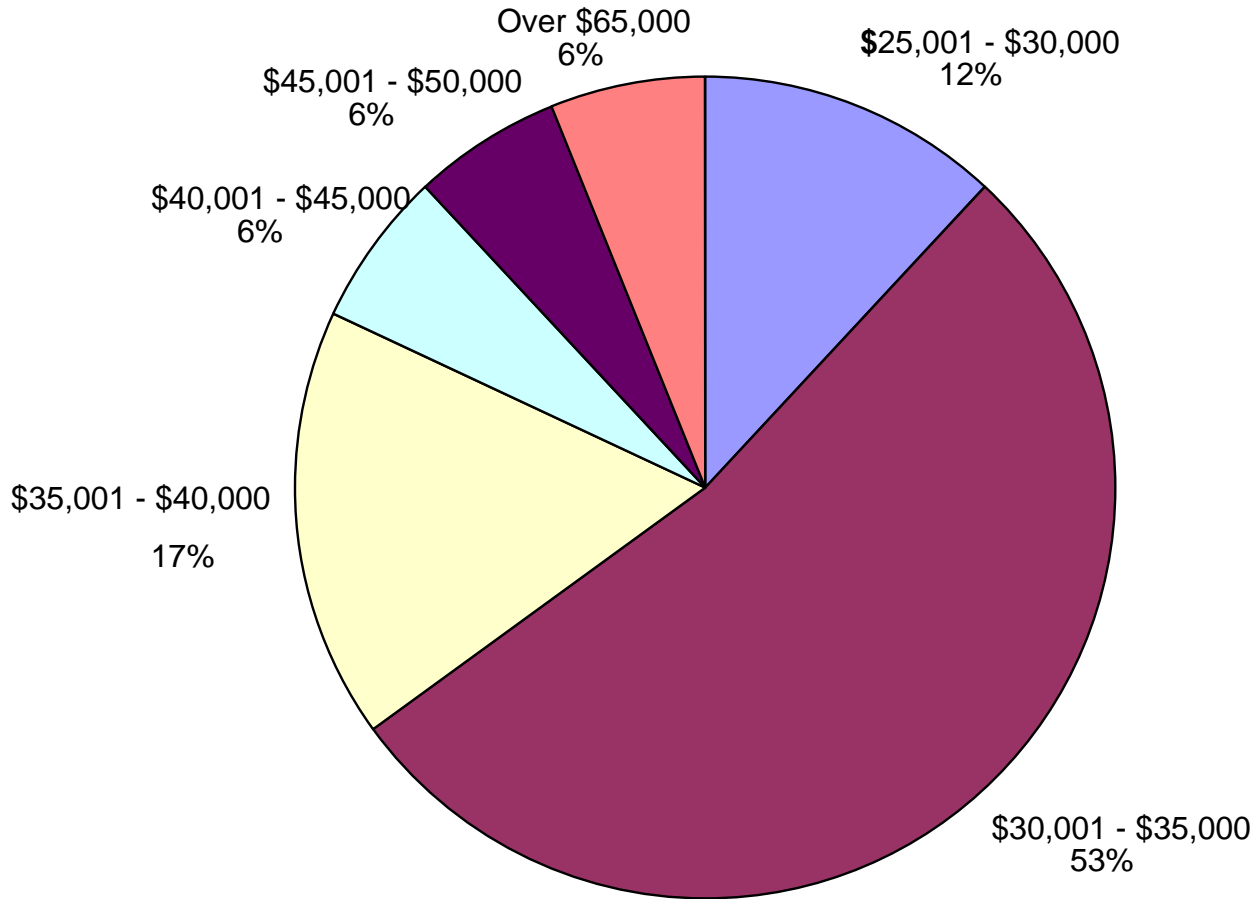


Figure 7 shows the salary range for Direct Service positions which require a Master's Degree. 53% reported a salary range of \$30,001 - \$35,000; 17% reported a salary range of \$35,001 - \$40,000; 12% reported a salary range of \$25,001 - \$30,000 and 6% each reported salary ranges of \$40,001 - \$45,000, \$45,001 - \$50,000 and, over \$65,000.

n=17

Figure 8: DIRECT SERVICE STAFF - Bachelor's Degree

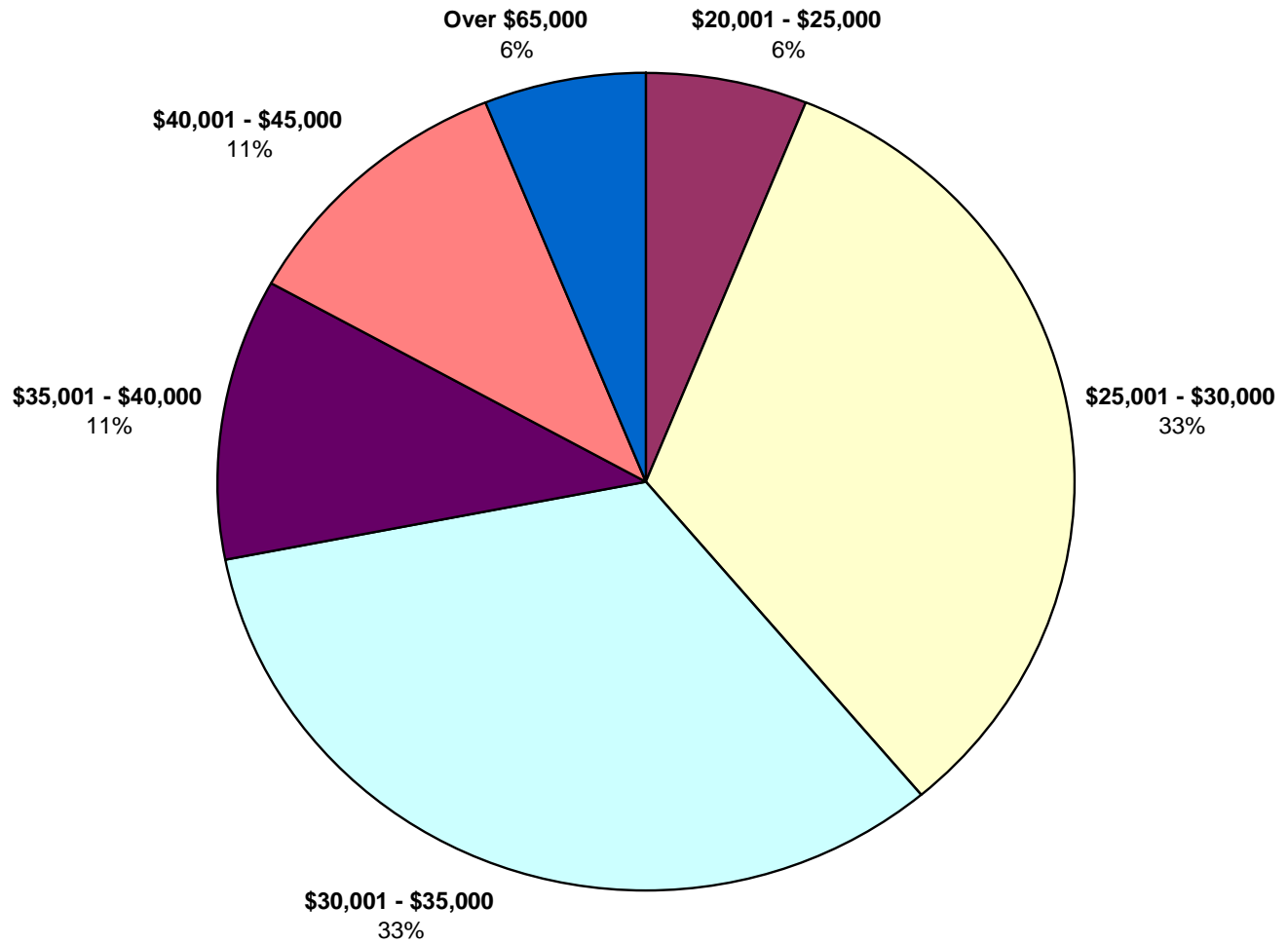


Figure 8 shows the salary range for Direct Service positions which require a Bachelor's Degree. 33% equally reported a salary range of \$25,001 - \$30,000 and \$30,001 - \$40,000. 11% reported salary ranges of \$35,001 - \$40,000 and \$40,001 - \$45,000. 6% reported salaries over \$60,000 while 6% reported a salary range of \$20,001 - \$25,000.

n=18

Figure 9: DIRECT SERVICE STAFF - Associate's Degree

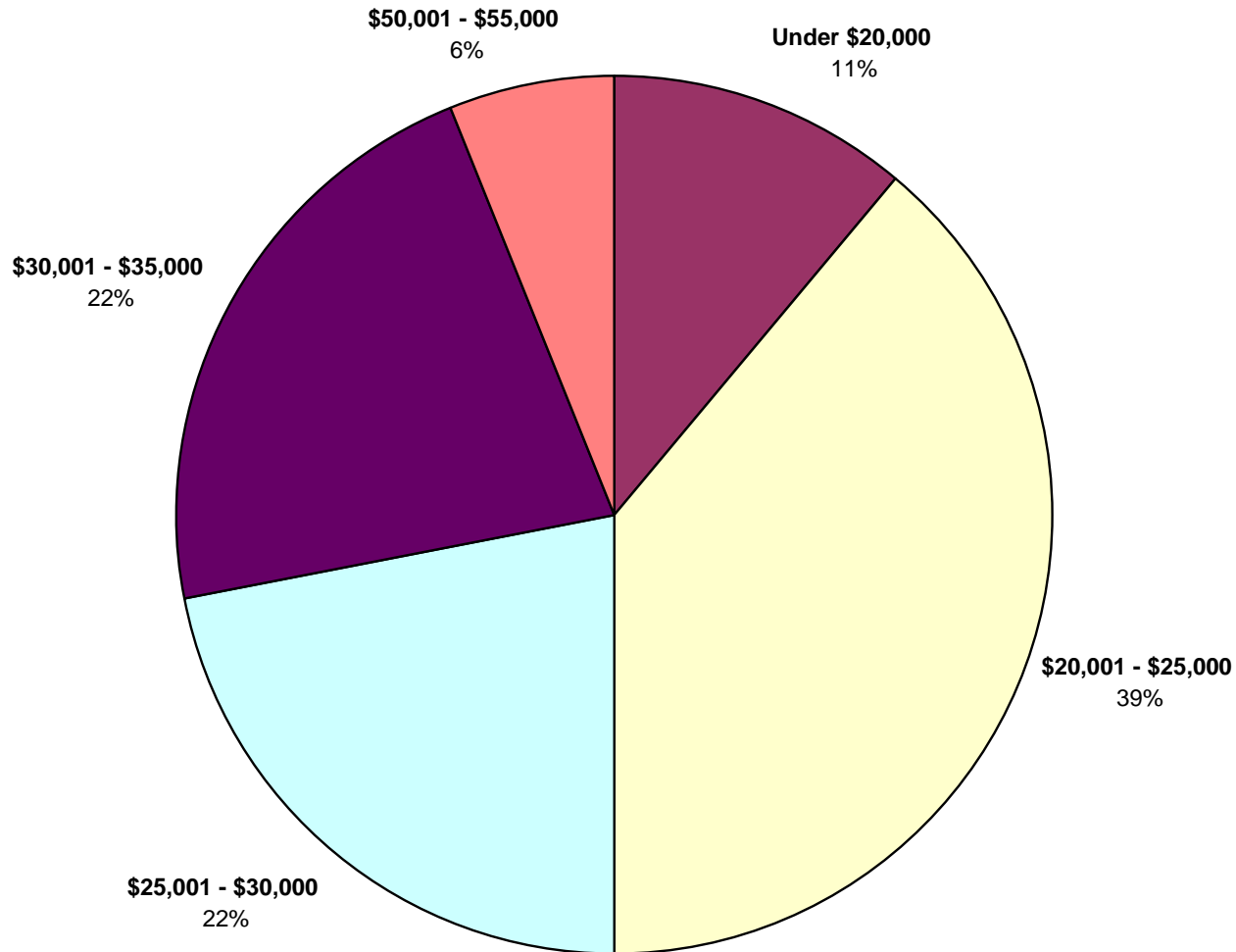


Figure 9 shows salary ranges for Direct Service positions which require an Associate's degree. 39% reported a salary range of \$20,001 - \$25,000. 22% reported salaries of \$25,001 - \$30,000 and \$30,001 - \$35,000. 11% reported salaries under \$20,000 and only 6% reported salaries over \$65,000.

n=18

Figure 10: DIRECT SERVICE STAFF - No Degree

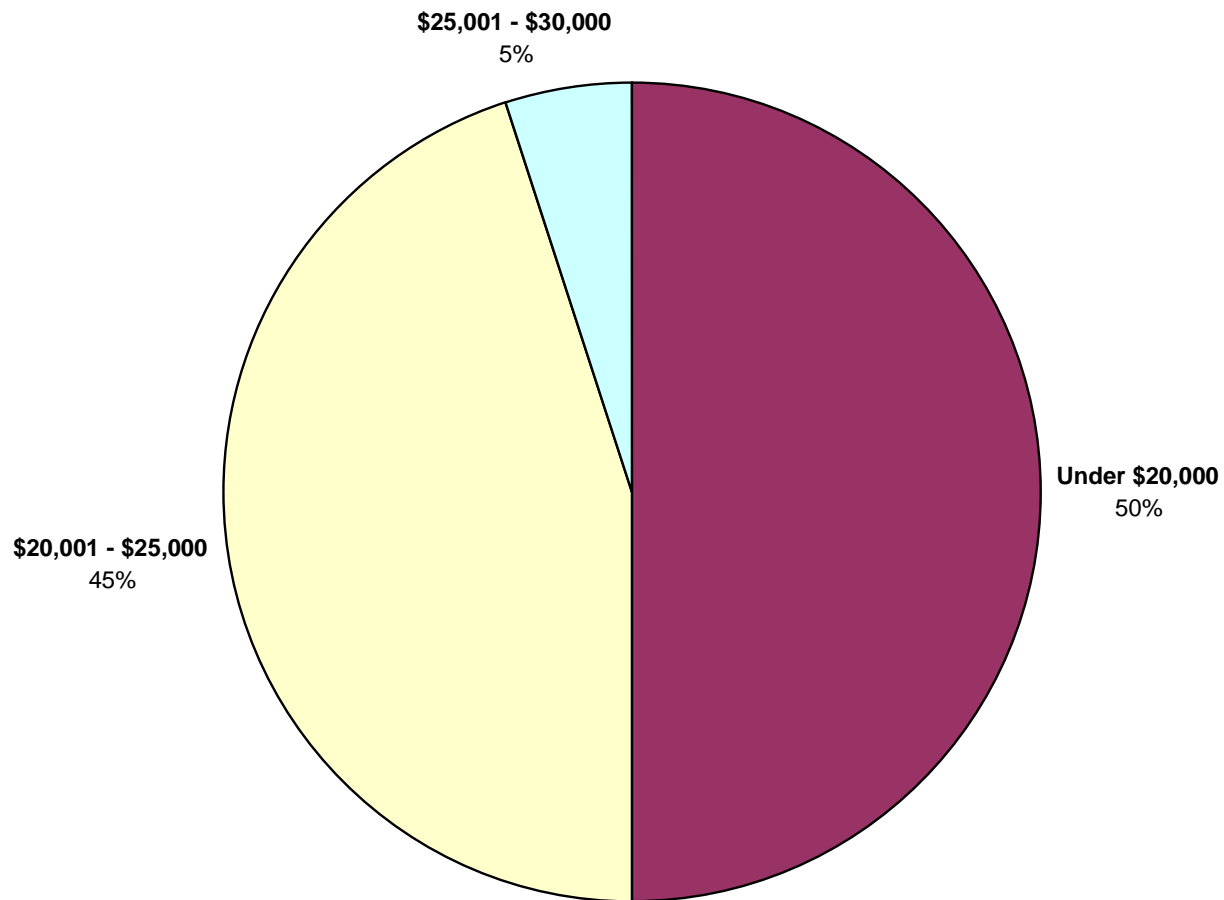


Figure 10 shows salaries for Direct Service positions which do not require a degree. 50% reported salaries under \$20,000; 45% reported a salary range of \$20,001 - \$25,000 and 5% reported salaries between \$25,001 - \$30,000.

n=20

Figure 11: **BENEFITS**

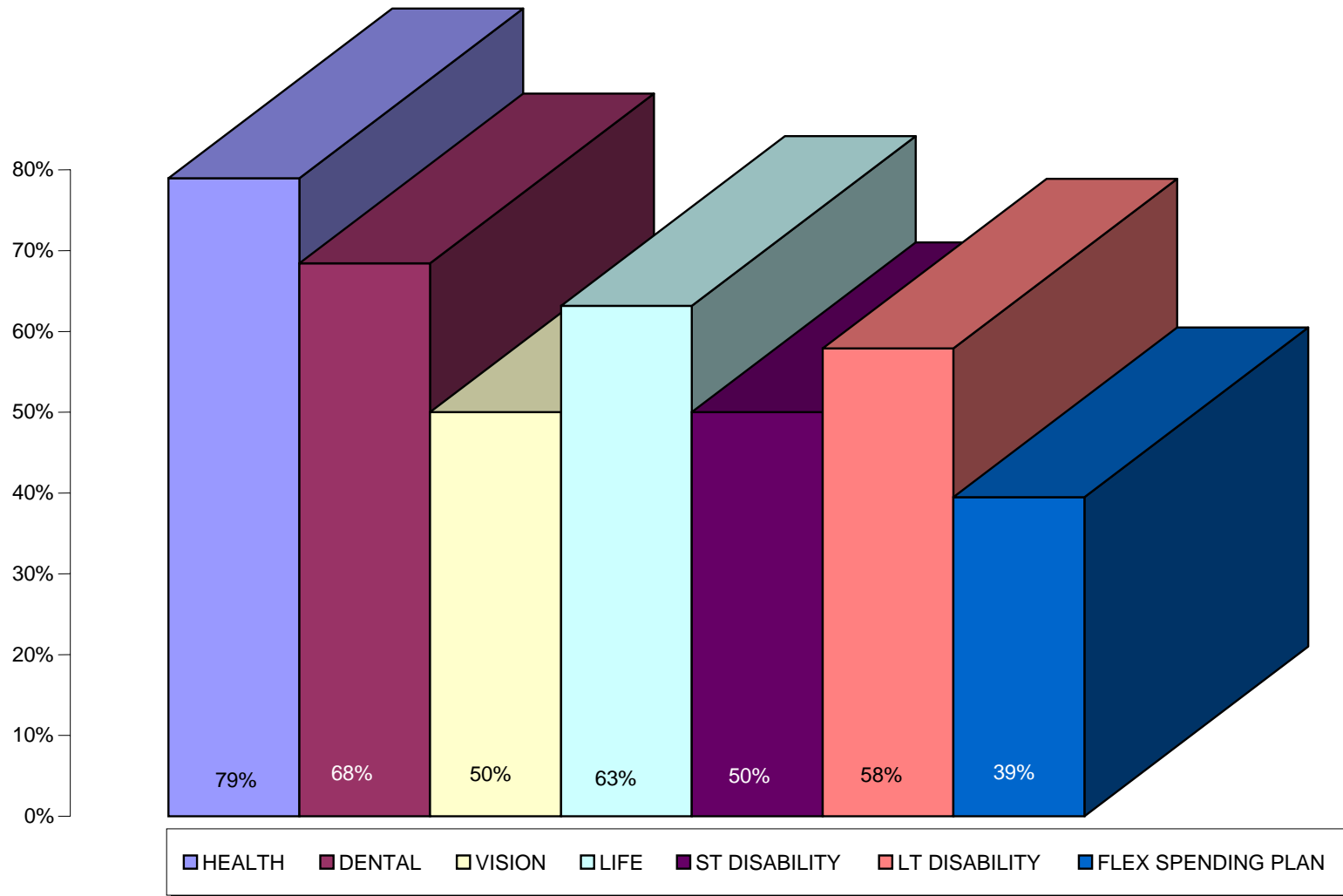


Figure 11 shows the percentage of all agencies who offer the following benefits: Health Insurance, Dental Insurance, Vision Insurance, Life Insurance, Short-term disability, Long-term disability and flex spending plan.

Figure 12: PENSION

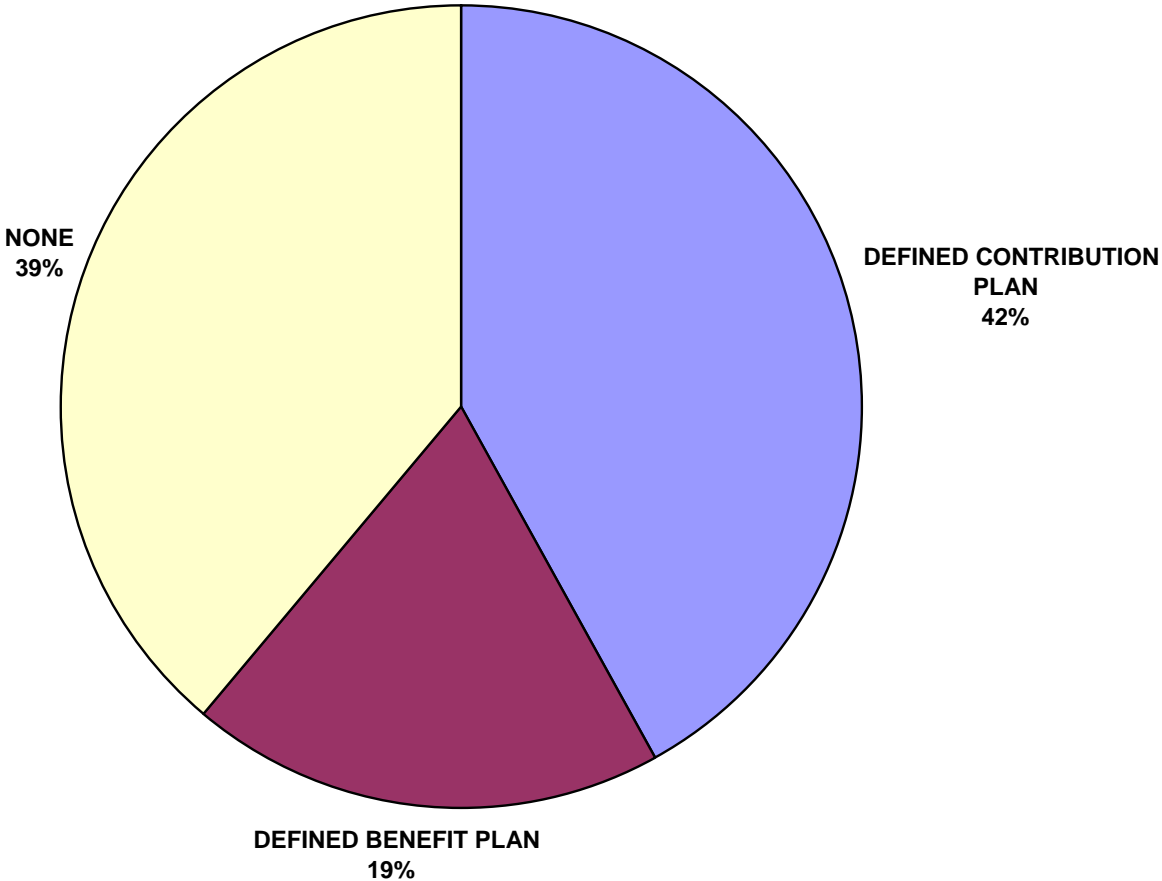


Figure 12 represents the percentage of employers who offer pension plans and the type of plan offered: 42% of employers offer a defined *contribution* plan, 19% offer a defined *benefit* plan while 39% do not offer a pension plan.

n=38

Figure 13: DEFERRED COMPENSATION

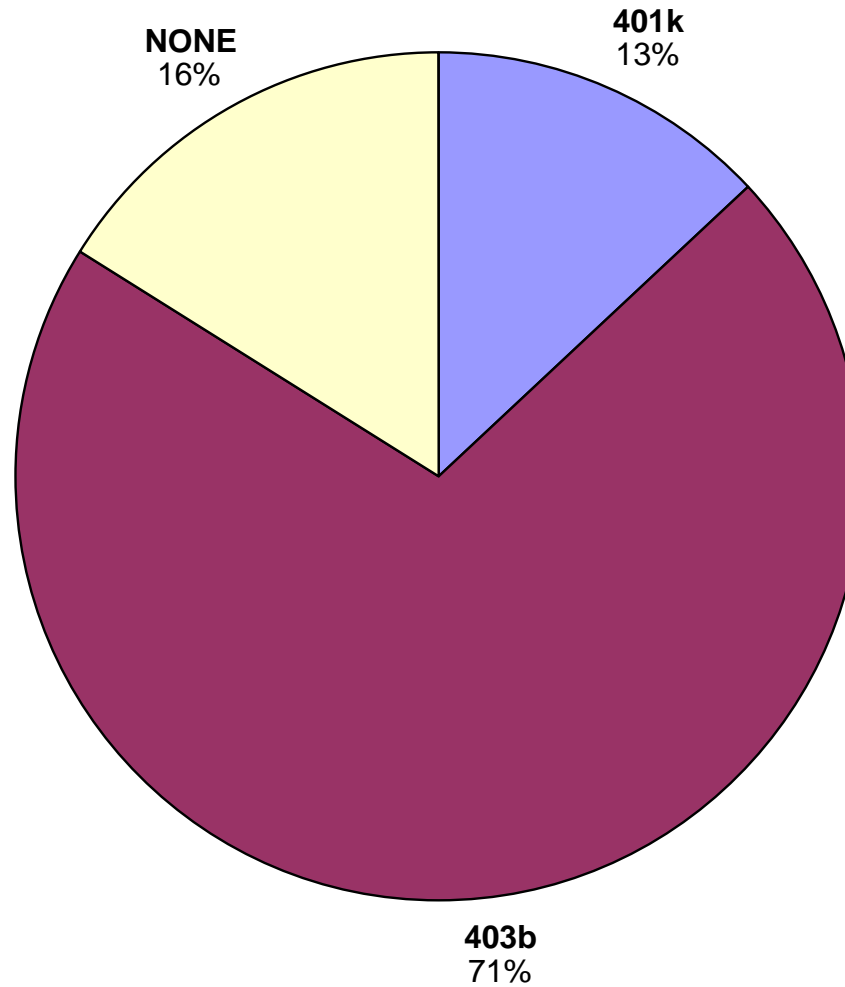


Figure 13 represents the type of deferred compensation plans offered through employers: 58% of employers offer a 403b, 11% offer a 401k, and 16% do not offer a deferred compensation plan.

n=31

Figure 14: PAID LEAVE

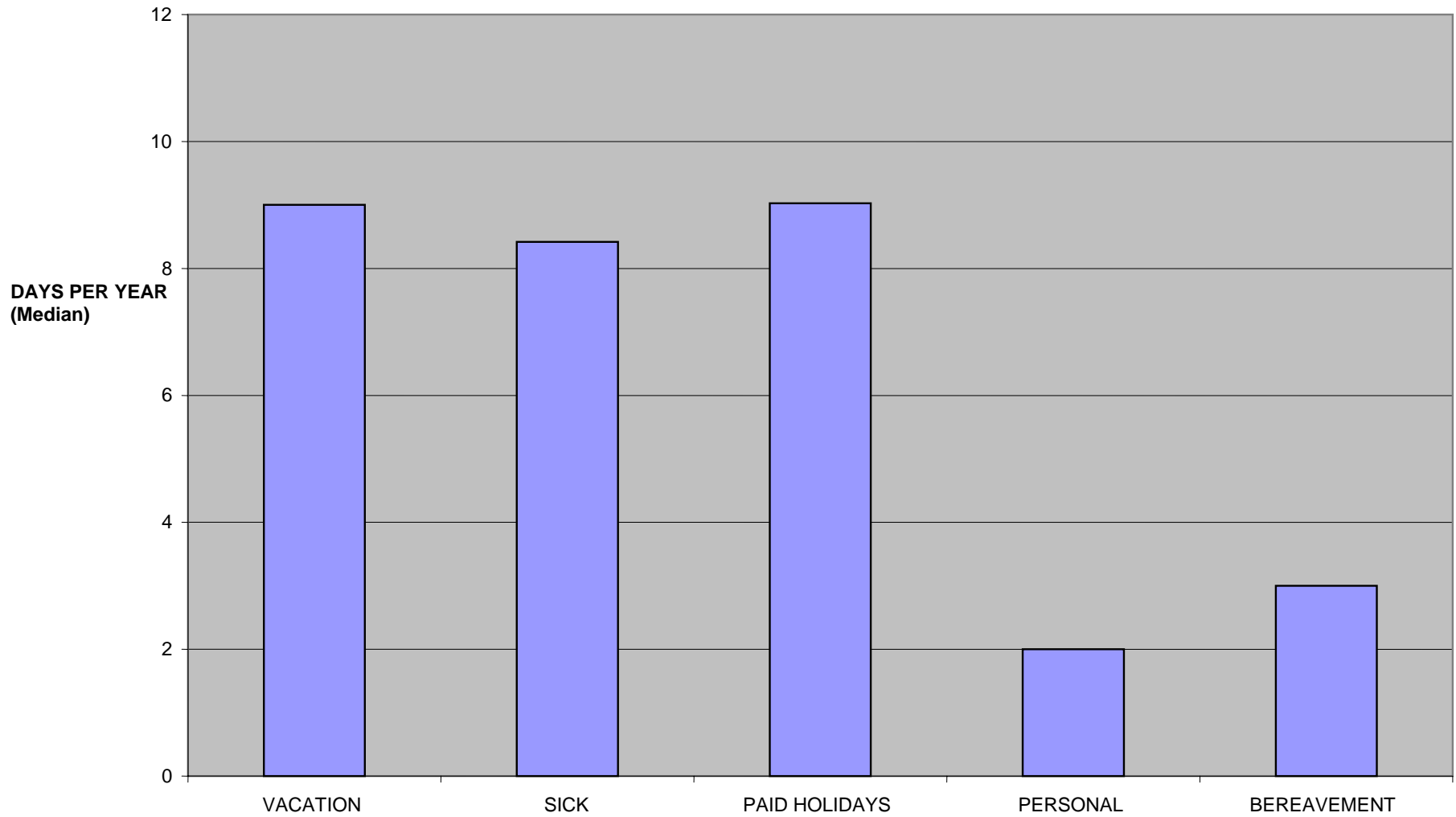


Figure 14 represents the number (median) of paid leave days per year employees receive: Vacation: 9 days; Sick: 8.3 days; Holidays: 9 days; Personal: 2 days; and Bereavement: 3 days.