

Victim Services Support Program (VSS)  
Iowa Attorney General's Crime Victim Assistance Division (CVAD)  
Iowa Department of Justice

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## **Advocate Salary & Benefit Comparison Report**

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## INTRODUCTION

The Salary and Benefits Comparison Reports was created as a tool to assist non-profit, victim service programs in increasing staff salary and benefits to be more reflective of their job responsibilities. Please use this document as a tool in determining salaries with your Board of Directors (BOD) and community, as well as in your agency's strategic planning process.

*"Iowa proudly pioneered the modernization of services and with the increase of counties and increased mobilization and professionalism, our qualifications and salaries should be reflective of this. Many advocate positions require evenings, weekend, and on-call coverage, therefore, it is imperative to have salaries and benefits that support staff time and experience, and at the same time decrease staff turnover and burn out". - Anonymous quote from a Victim Services Director*

This information is compiled by the VSS program to assist domestic abuse comprehensive (DAC), sexual abuse comprehensive (SAC), and shelter-based victim service (SH) programs establish a more appropriate and professional compensation plan for employees. Improvement is recommended in this aspect of the victim service field.

## DEFINING A LIVING WAGE

A living wage is defined by Merriam-Webster Dictionary as "a wage sufficient to provide the necessities and comforts essential to an acceptable standard of living".<sup>1</sup> While the BusinessDictionary.com defines a living wage as "a wage that allows a family to meet its basic needs, and provides it with some ability to deal with emergencies, without resorting to welfare or other public assistance."<sup>2</sup>

Dr. Amy K. Glasmeier and the Massachusetts Institute of Technology created an online tool for determining a living wage for a given state, county or city: <http://livingwage.mit.edu/>. This online tool provides the living, poverty, and minimum wages are in the particular area that is searched, along with typical expenses and required annual income before taxes. According to this tool, the living wage in Iowa for one adult is \$8.18 per hour. Based on a 40 hour week and bi-weekly pay cycle, that hourly wage totals an annual salary of \$17,014. The living wage drastically changes for 1 adult, 2 children households. The living wage for this particular family is \$24.31 per hour. Based on a 40 hour week and bi-weekly pay cycle, that hourly wage totals an annual salary of \$50,565. According to the online tool and website, factors included in determining the average living wage in Iowa include monthly expenses such as food, child care, medical expenses, housing and transportation.<sup>3</sup> The range within the state of Iowa varies based on whether the individual lives in a region that is more rural versus suburban.

We encourage you to visit the <http://livingwage.mit.edu/> website for more specific information about the living wage in your county or city when considering salary and benefits for employees. There are several tools available online for calculating wages by region.

## ADVOCATE WAGE SUMMARY

According to an analysis conducted in December 2014 by the U.S. Bureau of Labor Statistics in conjunction with Payscale.com, the national victim advocate annual median salary was \$32,212. Within this analysis, it was determined that geography and experience level were the two main factors that affect salary. Payscale.com also included statistics on a national level of how much the median salary was for advocates at different levels in the field. Please refer to Table 1, below:

**Table 1: National Annual Median Advocate Salary Based on Experience in Field**

Experience	Median Salary
Beginner	\$30,000
5-10 Years	\$36,000
10-20 Years	\$37,000
20+ Years	No Higher than \$49,168

In our analysis of the hourly wages and/or salaries of full-time victim service advocates in Iowa, we found that the average hourly wage for an advocate is \$13.90, which calculates to an annual salary of \$28,924. **This means that on average, advocates are paid less than the minimum cost of living in Iowa of \$18.70 per hour or annualized salary of \$38,903 for a single parent, single child household.** Broken down, the average hourly wage for a Domestic Violence Advocate is \$15.72, or \$32,701 annualized. The average hourly wage for a Sexual Assault Advocate is \$15.66, or \$32,577 annualized. The average hourly wage of a Domestic Violence Shelter Advocate is \$11.91, or \$24,791 annualized. Finally, the average hourly wage of a Crisis Hotline Advocate is \$12.33, or \$25,655 annually. Please see “Appendix A” for a more detailed breakdown of job title, lowest annual salary, highest annual salary, average annualized salary and hourly rates.

Through review of income eligibility requirements from the Iowa Department of Human Services, it was found that a household with two people meets criteria for food assistance with a monthly income limit set at \$1,579, annualized salary of \$20,527. The income eligibility requirements for a family of three has a limit of \$1,984, annualized salary of \$25,792. This means in a single parent, two child household, the Crisis Hotline Advocate and the Domestic Violence Shelter Advocate would potentially qualify to receive food assistance benefits.

VSS Staff conducted surveys via Survey Monkey and targeted Advocates and Directors in all 6 Regions within the state of Iowa. Approximately 187 Advocates and 20 Directors participated in the anonymous survey. Results from the survey indicated that 75% of Advocates reported they qualify for Medicaid (Title XIX), while 45% reported they qualify for Food Assistance. Despite qualifying for said assistance, 80.75% choose not to receive these benefits. To avoid receiving government benefits and to support their families, 42.47% of Iowa Advocates hold a second job.

### COMPARING SFY2005 to SFY2015

During this ten-year span Advocates salary only increased 1% annually. Snapshot comparison of average Advocate salary:

- ▲ \$26,295 in SFY2005
- ▲ \$28,924 in SFY2015
- ▲ Based on the COLA increases an average Advocate salary should be at least \$32,613 when rounding to the nearest whole dollar after applying COLA increases to the average Advocate salary from SFY2005.

Comparing the annual salary of advocates from SFY2005 to SFY2015 (\$26,295: \$28,924), there has been only an overall 10% increase in total annual salary in the last 10 years. When reviewing this 10 year snapshot, on average advocates only received a 1% increase every year for the last 10 years. When applying the COLA increases over the last 10 years to the average Advocate salary in SFY2005, the Advocate salary should be at \$32,612.65 or \$32,613 (rounded to nearest whole dollar) for SFY2015.<sup>5</sup> There is an 11% difference when comparing the actual SFY2015 average Advocate annual salary (\$28,924) to the projected annual salary when applying COLA increases (\$32,613).

□  
*“Our agency strongly believes in investing well in staff. We believe that a greater investment in our employees’ salaries and benefits, leads to increased work production. In turn, this assists in providing quality services to clients. The role of Iowa Victim Advocates is one of professionalism and sophistication.” - An anonymous quote from a Victim Services Director.*

See Table 2 below for a breakdown of the percentage of Advocates making more than \$35,000 and less than \$25,000 annually.

In the above referenced survey geared at Directors of Victim Service Programs in Iowa, directors were asked if their program offered annual cost of living increases. The survey concluded that 55% of programs offer an increase however, 45% did not. Of the programs that offered the increase they reported they did not guarantee the increase, but did their best to grant it. In addition to the increase, 89% of directors report that they review employee benefits and/or salaries annually.

**Table 2: Percentage of Advocates by Annual Salary**

Annual Salary	Percentage of Advocates
\$35,000+	7%
Under \$35,000	87%
Under \$30,000	54%
Under \$25,000	13%

Also, based on this study, approximately 100% of advocates make less than \$20.00 per hour, or less than \$41,600 annualized.

## ADVOCATE BENEFITS SUMMARY

According to the She Matters Report:2015 and the Kaiser Foundation, nationally, one in four female workers earns less than \$8.70 per hour (\$16,704 annually) in jobs that provide less than basic benefits such as healthcare, sick pay, disability pay, or PTO. In fact, 1:3 female workers have no PTO at all.

According to Survey Monkey results, Advocates reported that 90.59% of their agencies offer Health Insurance, 70% offer Dental, 68.24% offer Retirement/401K, and 12.35% offer Stipends. Of these benefits, only 50.59% of agencies pay Health Insurance in full, 32.94% pay Dental Insurance in full, 15.29% pay Retirement/401K in full, and 17.65% pay Stipends in full. The percentages appeared to be higher when asked what benefits agencies pay in part. 78.86% reported their agencies pay for Health Insurance in part, 53.66% pay Dental Insurance in part, and 63.41% pay Retirement/401K in part. Although benefits are offered to employees either paid in full or in part, 37.78% of Advocates report opting out of said benefits. 48.84% reported they opt out due to not being able to afford the benefits on their current salary, 27.85% opt out due to being included on partner/spouse’s benefits as their plan is cheaper, and 31.65% opt out as they elected to be on their partner/spouse’s benefits plan due to better

coverage. 52.49% of Advocates do not feel that the benefits offered by their agency provide security for themselves and their families.

The aforementioned advocate and director survey also requested information regarding benefits and stipends offered to Advocates. The results of the survey concluded 60% of Victim Service Programs in the state of Iowa do not offer any type of stipends to Advocates. Of the programs that did offer stipends, the most common types were cell phone stipends.

Programs that do offer stipends to on-call advocates and Sexual Assault Nurse Examiners (SANE) were asked what their stipend was. One program reported that on-call Advocates and SANE's receive a stipend of \$2 per hour for on-call minus any time they respond to a sexual assault. Another program reported that SANE stipends differ per state and location because many SANE stipends are paid by local hospitals. The stipend in her region is dependent on whether the SANE is a member of the hospital union and what the SANE's classification level is. Typically, the stipend ranges from \$2.40-\$3.40 per hour.

In regards to other benefits such as, health insurance, dental insurance, short/long term disability, etc., Directors were asked in the survey what the deductible was for these various types of insurance. In review of the answers, it appears most plans offered have high deductibles and out of pocket expenses. Deductibles ranged from as little as \$500 all the way up to \$5,000 depending on the plan chosen. Out of pocket expenses also ranged from \$2,500 all the way up to \$11,200. One director quoted *"We are not able to provide health insurance due to the high cost and our lack of funding. What we do offer is a \$200 a month Flex Plan that can be used for unreimbursed medical expenses. The staff can also choose to just have this amount added to their salary, but then it will be subjected to tax."*

When asked if there are any new benefits that are anticipated to be offered within the next 12 months, 50% of programs indicated they are anticipating offering new benefits, while 50% indicated that they are not. Of the programs that are anticipating new benefits, wellness programs, long & short term disability, health insurance, increased cell phone stipend, and employee bonuses in recognition of longevity with the program are some of the benefits that are being considered for implementation.

## IMPACT OF LOW SALARIES

75.81% of advocates reported they struggle with their living expenses. Advocates were asked to provide a brief explanation as to what they believe attributes to this. A majority of explanations addressed low salaries and outstanding student loans as the main struggles. The following quotes are directly from an Advocate who filled out the Survey Monkey Advocate Survey: *"The cost of living has gotten higher and salaries are low for people in my field. I have a college education and people working in plants are making more per hour than me."* Another powerful Advocate quote: *"After paying my bills, I am left with \$50.00 for food and gas. I have to work another minimum paying job just to be able to eat. With all the driving required for my job, I have to purchase a different vehicle, which I cannot afford. This leads to workers being burnt out and high turnover. If advocates were paid a decent wage, it would not be mandatory to work a second job to survive."*

Also in the survey, directors were specifically asked if their program provided a vehicle for staff to utilize to provide services. 55% of programs reported that they did not offer this, leaving Advocates to utilize their own vehicles, adding mileage and wear and tear on their personal vehicles.

To get a clearer picture of Advocate concerns with salaries, an astounding 66.12% of Advocates indicated that they are not satisfied with their current salary. In fact, 62.84% indicated that they do not feel they receive fair pay for the job that they do. 69.40% do not feel that they are paid at an appropriate level for their qualifications. Below are powerful quotes from different Advocates who were willing to share their thoughts on their salaries.

*“This is not enough to be able to support myself alone, how would I ever be able to support a family.”*

*“This work is extremely stressful and we are expected to work all hours of the day/night/weekend/holidays and are not compensated appropriately for the work we do with and for others. Hours we are required to be on call are not part of our regular schedule so I might work 50 hours (on average) per week in the office and then have another 12 hours for a week night of on call, or 48-60 hours for weekend on call. Our agency has a policy that we may only request one weekend off per month and the other weekends we need to be ready to be on call. This is not acceptable to me. This policy is in place so it is easier to make the on call schedule where I feel that it should be the other way around. It is challenging to plan a personal life around an on call schedule when you're only guaranteed one free weekend. If all of that is expected of us, we need to be making a higher salary to make up for the imposition on our personal lives”.*

Along with these powerful quotes, 27.81% rated their level of pay as a “little less than my duties demand”. 19.79% rated their level of pay as “poor”. *“Our entire profession is seen as expendable by most of our society. We need to spend more time and use creative means for demonstrating why we are worth more. Everyone is replaceable, but let's recognize how much training and experience is wasted when good people leave because they experience burnout from heavy workloads, vicarious trauma, feeling unappreciated and more. I am continually amazed at how much we understand the issues of power based violence, and yet we allow it to flourish within our own profession.”*

## ADVOCATES AND EDUCATION

In Iowa, 27.4% of women over the age of 25 hold a BA or higher (a statistic from 2013). The Survey Monkey Advocate Survey results also indicated that 52% of Advocates held a Bachelor’s Degree, while 18% held a Master’s Degree. 15% of Advocates were currently enrolled in higher education to obtain an Associate’s, Bachelor, or Master’s degree. However, 85% were not currently enrolled in college. See the table below for a snapshot of Iowa Advocate education.

**Snapshot of Iowa Advocate Education**

Degree	Percentage of Advocates
High School Diploma/G.E.D.	3.76%
Some college, did not graduate	8.60%
Graduated Technical School	2.15%
Associate’s Degree (AA/AS)	15.05%
Bachelor’s Degree (BA/BS)	52.15%
Master’s Degree (MA/MS)	18.28%
Doctorate Degree	0.54%

## MEN VS. WOMEN SALARIES

Because a majority of Advocates are women, men versus women's salaries were explored within this research. According to the U.S. Census Bureau and the findings of a 2009 survey called the American Community Survey, also known as ACS, the national median annual earnings for women are 78.2% of men's. It has been shown that women's earnings are consistently lower than men's salaries in the United States, except for Puerto Rico. In 1993, the Iowa Workforce Development conducted a wage gap survey and found that females were paid 68 cents for every dollar paid to males. In 1999, 2008, and 2010, that same survey was conducted and found that in 1999, females were paid 73 cents, in 2008, females were paid 78 cents, and in 2010, that number decreased and females were paid only 76 cents for every dollar paid to males. On average, females that are paid hourly earn 24.1% less than males. Salaried females earn 19.2% less. In Iowa, women equal 50.4% of Iowa's population. Each year nationally, women lose more than 4.6 billion dollars due to the gender wage gap. Per woman, that equals approximately 83 weeks of groceries, 9 months of mortgage payments, or over 2,000 gallons of gasoline.

## IOWA WOMEN STATS

According to the State Data Center of Iowa and the Office on the Status of Women in March 2015, the metro (Des Moines) median annual salary is \$41,735. Outside of the metro, the median salary is \$33,555. Interestingly, 21.7% of Iowa households are single parent households. 79.4% of women in Iowa are actively in the labor force.

## INCOME AND POVERTY

In Iowa, 47,696 households are headed by women and are living in poverty. Of Iowa's poor, women make up approximately 87% of that population. The poverty rate of women in 2013 was 13.8% and the percent of female households with children was 40.7%. An additional 36,900 female headed households do not earn enough to support basic living expenses. The median income for female households in 2013 was \$29,293 compared to \$76,549 for married families. In 2012, 46.5 million Americans were living below the poverty line, which is the largest number since 1959. This revolting statistic suggests 17.8 million (38.3%) women and 16 million (34%) children live in poverty nationwide. Poverty rates among minorities are even more alarming. Please see the breakdown below:

- African Americans – 38.7% (Nationally 25.1%)
- Hispanic – 25% (Nationally 24.8%)
- Asian – 20.1% (Nationally 11.5%)
- Native American – 39.7% (Nationally 34.4%)

According to the Status of Women in the States 2015 Report, in Iowa, the average annual salary of women working in the community and social services field is around \$40,000. A total of 294,840 women are employed in the Social Services, Health, and Education fields. Nationally, women's median annual earnings for full time, year round work in 2013 were nearly identical to earnings in 2002. Specifically looking at women of color, Asian/Pacific Islander women, nationally, had the highest median annual salary at \$46,000, followed by African American women at \$40,000. Native American and Hispanic women were in the lowest tier, with medians as low as \$31,000 for Native American women, and \$28,000 for Hispanic women. 13% of the nation's female population consists of female immigrants.

## CONCLUSION

In preparing this information, we learned that:

- DA/SA Volunteers worked 47,898 direct service hours, which is comparable to having 23 additional full-time Advocates across the state.
- An average of 7 Domestic Violence, 7 Sexual Assault, and 15 Shelter Advocates were employed by programs and provided 95% direct services.
- 54% of Advocates make under \$30,000 and 87% of the Advocates make under \$35,000 annually.
- 55% of programs attempt to offer annual cost of living increases to Advocates, however, the increase is never guaranteed due to funding restrictions.
- 60% of programs do not offer any source of stipend to Advocates.
- 55% of programs do not provide work vehicles to Advocates, placing the burden on Advocates to utilize their personal vehicles to provide services.
- 27.81% of Advocates rated their level of pay as a “little less than my duties demand”.
- 19.79% of Advocates rated their level of pay as “poor”.
- 48.84% of Advocates reported they opt out of health insurance benefits due to not being able to afford the benefits on their current salary.
- 75.81% of Advocates reported they struggle with their living expenses
- 66.12% of Advocates reported that they are not satisfied with their current salary.
- 62.84% of Advocates reported they do not feel they receive fair pay for the job that they do.
- 69.40% do not feel that they are paid at an appropriate level for their qualifications.

The purpose of this document was to provide a snapshot of the average annual Advocate salary in SFY2015; does it meet the definition of a living wage and how does it compare to the average annual Advocate from ten years ago. The purpose of the document was also to provide an in depth look into the position of an Advocate and what is required to be successful in the field.

While Advocates are on the front line providing safety and advocacy to victims, are they able to support themselves and their families? Do they make a living wage? In the conclusion below is an anonymous quote from a seasoned Victim Services Director in Iowa that sums up the importance of Advocates.

“Advocates play a vital role in our communities helping victims stay safe, giving them a voice and helping them prevail over the trauma of victimization. It is imperative that Advocates are given the opportunity to earn a wage that recognizes and rewards them for the dedicated service they provide.” - *Anonymous quote from a Victim Services Director*

## REQUIREMENTS /RECOMMENDATIONS

The Crime Victim Assistance Division is making the following requirements to Victim Service programs funded with the VSS Program funds:

- A full-time Advocate (or similar positions including Crisis Line Advocate, Shelter Advocate, etc.) starting salary be \$32,613.
- A full-time, existing Advocate (or similar position including Crisis Line Advocate, Shelter Advocate, etc.) base salary be based on \$32,613 with a 2.4% increase for every year of service at the agency.
- A part time Advocate (or similar position including Crisis Line Advocate, Shelter Advocate, etc.) hourly wage be \$13.90/hour.
- A full time, Director base salary be \$55,000.

In addition, the CVAD is recommending the following:

- All non-profit Victim Service Programs create a 0-3 year plan on increasing Advocate salaries (or similar positions including Crisis Line Advocate, Shelter Advocate, etc.) to meet the standard outlined above.
- Each Advocate be afforded benefits comparable to other agencies in the local area including affordable health insurance, stipends (cell phone, etc.), retirement, etc. CVAD recommends each Victim Service Agency have a 0-5 year plan on increasing benefits to staff.

(Please note that any contract stipulation takes precedent over this document and is a requirement of CVAD funding.)

## SOURCES OF DATA

Data for this report was compiled from the following from Iowa's DAC, SAC and SH Programs:

- Victim Services Applications for State Fiscal Year 2015 (SFY15),
- Budgets for SFY15,
- Victim Service Program Staff Lists,
- Domestic Violence, Sexual Assault, & Shelter Advocates in Iowa via Survey Monkey,
- Victim Service Directors in the state of Iowa via Survey Monkey,
- Resources from the State Data Center of Iowa and the Office on the Status of Women,
- Resources from the Institute for Women's Policy Research,
- Resources from the Iowa Women's Leadership Project,
- Resources from the U.S. Department of Commerce (U.S. Census Bureau),
- Resources from the U.S. Bureau of Labor Statistics,
- Payscale.com,
- Learn.org

Please note the Victim Services Applications, Budgets, and Victim Service Program Staff Lists, Advocates and Directors are based on nonprofit victim service programs only.

The data from the above sources were utilized in a comparison to the annual Advocate Salary from 2014 or SFY2015. (See Appendix B for a copy of the Advocate Salary Comparison Memorandum dated November 17, 2004).

Other information was obtained from the following sources:

- “Living Wage”, Merriam-Webster Dictionary, 9 February 2015, <http://www.merriam-webster.com/dictionary/living%20wage>.
- “Living Wage”, Business Dictionary 9 February 2015, <http://www.businessdictionary.com/definition/living-wage.html>.
- Dr. Amy K. Glasmeier, “Poverty in America: Living Wage Calculator”, 9 February 2015, <http://livingwage.mit.edu/>.
- Iowa Department of Human Services Website “Food Assistance Eligibility”, 19 January 2015, <http://dhs.iowa.gov/food-assistance>
- U.S. Department of Social Security, “Cost of Living History”, 9 February 2015, <http://www.ssa.gov/news/cola/automatic-cola.html>.
- U.S. Census Bureau, “Men’s and Women’s Earnings for States and Metropolitan Statistical Areas: 2009”, American Community Survey Briefs
- Iowa Women’s Leadership Project, “She Matters: 2015 Issues and Actions”
- Iowa Women’s Leadership Project, “She Matters: 2012 Status of Women and Girls in Iowa”
- Institute for Women’s Policy Research, “The Status of Women in the States: 2015 Employment and Earnings”.
- State Data Center of Iowa and the Office on the Status of Women: “Women in Iowa: 2015”

<sup>1</sup>“Living Wage”, Merriam-Webster Dictionary, 9 February 2015, <http://www.merriam-webster.com/dictionary/living%20wage>.

<sup>2</sup>“Living Wage”, Business Dictionary 9 February 2015, <http://www.businessdictionary.com/definition/living-wage.html>.

<sup>3</sup>Dr. Amy K. Glasmeier, “Poverty in America: Living Wage Calculator”, 9 February 2015, <http://livingwage.mit.edu/>.

<sup>4</sup>Iowa Department of Human Services Website, “Food Assistance Eligibility” 19 January 2015, <http://dhs.iowa.gov/food-assistance>

<sup>5</sup>U.S. Department of Social Security, “Cost of Living History”, 9 February 2015, <http://www.ssa.gov/news/cola/automatic-cola.html>.

## Appendix A: Overall Salary Range Comparison

Job Title	Average Direct Service Percentage	Lowest Salary	Highest Salary	Average Annualized Salary	Average Hourly Rate
<b>Administrative Staff:</b>					
Executive Director	21%	\$48,410	\$80,340	\$63,977	\$30.75
Program Director	69%	\$40,500	\$49,419	\$44,243	\$21.27
Assistant Director	40%	\$31,200	\$51,100	\$43,863	\$21.08
Financial Director	6%	\$34,765	\$49,877	\$40,226	\$19.33
<b>Average:</b>	<b>34%</b>	<b>\$38,719</b>	<b>\$57,684</b>	<b>\$48,077</b>	<b>\$23.10</b>
<b>Advocate Staff:</b>					
Child &/or Youth Advocate	96%	\$26,000	\$31,242	\$25,387	\$12.20
Crisis Hotline Advocate	100%	\$13,260	\$36,235	\$25,655	\$12.33
Domestic Violence Advocate	99%	\$24,210	\$39,021	\$32,701	\$15.72
Housing/Welfare Advocate	91%	\$23,504	\$39,999	\$21,251	\$10.21
Legal Advocate	100%	\$26,300	\$30,300	\$28,332	\$13.62
Multi-Cultural Advocate	100%	\$28,928	\$38,000	\$32,393	\$15.57
Public Educator	100%	\$22,950	\$36,100	\$30,382	\$14.60
Rural Outreach Advocate	100%	\$29,999	\$31,500	\$30,750	\$14.78
Sexual Abuse Advocate	100%	\$30,000	\$37,000	\$32,577	\$15.66
Shelter Advocate/Monitor	100%	\$22,880	\$40,150	\$24,790	\$11.91
Volunteer Coordinator	64%	\$31,000	\$38,000	\$33,949	\$16.32
<b>Average:</b>	<b>95%</b>	<b>\$25,366</b>	<b>\$36,141</b>	<b>\$28,924</b>	<b>\$13.90</b>

# **Attachment B**

# Memorandum

**To:** All Domestic Abuse and/or Sexual Abuse (DA/SA) Non-Profit Victim Service Programs

**CC:** Victim Services Grant Program

**From:** Donna J. Phillips, Assistant Grants Administrator

**Date:** November 17, 2004

**Re:** Salary Comparison for Domestic Abuse and/or Sexual Abuse Non-Profit Victim Service Programs

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This memorandum is a tool for programs in making salary recommendations to Program boards and communities. This tool will aid in your agency's strategic planning process. Data is based on information in the CVAD database from Fiscal Year (FY) 2005 Grant Applications and are calculated on a 40-hour workweek. The information does not include staff longevity, related experience, or education and is provided solely as a reference guide. The information provided is not to be considered a requirement for a program to receive CVAD funds.

In preparing this information, we learned that:

- DA/SA Volunteers worked a total of 166,287 hours, which is comparable to having 80 extra full-time staff across the state. 24% of the volunteer time was to provide direct services to clients.
- Programs have an average of 9 advocates on staff that spends 86% of their time providing direct services to clients.
- Staff is paid an average annual salary of \$26,295.
- On average a staff member has been with the agency for 4 years and 4 months.
- Programs have an average of 2.4 administrative positions that spend an average of 39% of their time on direct victim services.
- Administrators have an average annual salary of \$34,038.
- On average administrators have been with the agency for 11 years and 4 months.

On page 3, **Table 1: Overall Salary Range Comparison** provides information on direct service percentage; lowest, highest and average salary; and salary range. The table is organized by job category as defined by DA/SA programs in their FY05 CVAD Grant Application. For comparison purposes, the table includes the "2004 Iowa Commission on the Status of Women (ICSW) Recommendation for Wage Range".

On page 4, **Table 2: Average Salary Comparison by Service Area Population** provides salary information by job title and service area population base. Table 2 organizes the DA/SA programs by service area population into three population categories: (a) 0 to 59,999; (b) 60,000 to 119,999; and (c) 120,000 and above. Appendix A provides a list of DA/SA programs by population area.

This memorandum provides programs with information about salary ranges and averages. We hope it will aid you in strengthening staff salaries. We recognize the excellence and dedication of certified victim service staff that diligently work to improve victim services and thank them for their continual efforts!

**Table 1: Overall Salary Range Comparison**

Job Title	Average Direct Service Percentage	Lowest Salary	Highest Salary	Average Salary	Salary Range	"2004 ICSW Recommendation for Wage Range
<b>Administrator:</b>						
Executive Director or Program Director	34%	28,922	55,000	38,646	28,922 - 55,000	43,492 to 64,417
Assistant Director	38%	23,644	41,600	35,525	23,644 – 41,600	-
Financial Director	15%	28,392	47,300	34,592	28,392 - 47,300	-
Shelter Director/Coordinator	70%	21,320	35,880	27,387	21,320 - 35,880	-
<b>Advocate:</b>						
Child and/or Youth Advocate	90%	17,333	36,382	25,423	17,333 – 36,382	33,550 to 41,509
Crisis Hotline Advocate	98%	14,514	33,107	27,292	14,514 - 33,107	-
Domestic Violence Advocate	89%	17,680	35,360	26,478	17,680 - 35,360	-
Housing/Welfare Advocate	89%	25,000	33,800	28,796	25,000 - 33,800	-
Legal Advocate	91%	20,342	32,458	26,021	20,342 – 32,458	29,702 to 41,995
Multi-Cultural Advocate	90%	22,880	31,200	26,747	24,840 - 31,200	-
Public Educator	69%	21,890	41,600	26,857	21,890 - 41,600	-
Rural Outreach Advocate	84%	24,480	31,200	27,040	24,480 - 31,200	-
Sexual Abuse Advocate	87%	22,000	31,200	26,199	22,000 - 31,200	-
Shelter Advocate/Monitor	98%	10,712	32,448	21,425	10,712 - 32,448	26,041 to 36,400
Volunteer Coordinator	59%	19,000	36,000	26,959	19,000 – 36,000	29,294 to 41,418 <sup>1</sup>

All figures except "2004 ICSW Recommendation for Wage Range" are based on the FY05 DA/SA grant applications to the Crime Victim Assistance Division.

Average Salary Column represents the average of all salaries by job title and is not the average of the lowest & highest figure.

All figures are rounded to the nearest whole dollar amount.

<sup>1</sup> Excerpts taken from the Iowa Commission on the Status of Women's Administrator Charlotte Nelson's letter dated February 16, 2004.

**Table 2: Average Salary Comparison by Service Area Population**

Job Title	Population 0 to 59,999		Population 60,000 to 119,999		Population 120,000+	
	Average Salary	Salary Range	Average Salary	Salary Range	Average Salary	Salary Range
<b>Administrator:</b>						
Executive Director or Program Director	36,587	31,930 – 46,715	40,162	31,110 – 49,500	41,142	28,922 – 55,000
Assistant Director	26,000	26,000*	31,493	23,644 – 38,985	37,273	35,000 – 41,600
Financial Director	30,000	30,000*	35,507	29,477 – 47,300	34,472	28,392 – 40,280
Shelter Director/Coordinator	26,919	24,630 – 29,755	26,967	21,320 – 32,960	26,658	22,660 – 35,880
<b>Advocate:</b>						
Child and/or Youth Advocate	24,182	20,800 – 27,560	28,316	20,342 – 36,382	24,042	17,333 – 35,880
Crisis Hotline Advocate	14,539	14,514 – 14,560	^	^	27,615	18,970 – 33,107
Domestic Violence Advocate	24,445	17,680 – 34,195	28,299	24,133 – 34,330	27,123	21,115 – 35,360
Housing/Welfare Advocate	30,493	25,000 – 33,800	26,979	25,970 – 28,133	^	^
Legal Advocate	27,910	22,600 – 30,873	25,584	20,342 – 32,458	26,218	24,720 – 28,700
Multi-Cultural Advocate	26,873	25,500 – 27,560	26,150	22,880 – 29,201	27,326	24,840 – 31,200
Public Educator	31,723	21,890 – 41,600	25,340	22,000 – 30,026	27,224	26,000 – 28,325
Rural Outreach Advocate	26,957	24,480 – 30,000	26,629	24,850 – 29,355	28,034	24,638 – 31,200
Sexual Abuse Advocate	25,271	22,000 – 26,520	25,932	22,022 – 31,100	27,946	23,690 – 31,200
Shelter Advocate/Monitor	19,490	14,076 – 23,712	21,618	10,712 – 32,448	21,971	11,640 – 31,200
Volunteer Coordinator	26,011	19,000 – 31,824	28,517	24,720 – 36,000	25,703	22,610 – 27,810

All figures in Table 2 are rounded to the nearest whole dollar amounts and are based on the FY05 DA/SA grant applications to the Crime Victim Assistance Division.

^ Programs within this population range do not have staff classified with this specific job title.

\*All of the salaries in this population area equal the same amount. There is no starting and ending range.

# Appendix A

**Table 3: Programs Categorized by their Service Area Population**

<p><b>Population 0 to 59,999</b></p>	<p>Cedar Valley Friends of the Family (Waverly) Centers Against Abuse &amp; Sexual Assault (Spencer) Council Against Domestic Abuse &amp; Sexual Assault (Cherokee) Crisis Intervention Services (Oskaloosa) Domestic Abuse Prevention Center (Carroll) Deaf Women of Iowa Against Abuse (Des Moines) Domestic Violence Education &amp; Shelter (Shenandoah) Family Crisis Center of North IA (Algona) Family Crisis Support Network (Atlantic) Family Resources, Inc. - Sexual Assault/Domestic Abuse Program (Muscatine) Latinas Unidas por un Nuevo Amanecer (Des Moines) Rural Iowa Crisis Center (Creston) Seeds of Hope (Grundy Center) Turning Point (Knoxville)</p>
<p><b>Population 60,000 to 119,999</b></p>	<p>Assault Care Center Extending Shelter &amp; Support (Ames) Catholic Charities (Council Bluffs) Crisis Center &amp; Women’s Shelter (Ottumwa) Crisis Intervention &amp; Advocacy Center (Adel) Crisis Intervention Service (Mason City) Domestic &amp; Sexual Abuse Resource Center (Decorah) Domestic/Sexual Assault Outreach Center (Fort Dodge) Domestic Violence Alternatives/Sexual Assault Center (Marshalltown) Domestic Violence/Sexual Assault Resource Center (Clinton) Family Crisis Centers of NW Iowa (Sioux Center) Riverview Center, Inc. (Dubuque) Tri-State Coalition Against Domestic &amp; Sexual Assault (Keokuk) YWCA Shelter Program (Burlington)</p>
<p><b>Population 120,000+</b></p>	<p>CFI - Family Violence Center (Des Moines) CFI - Statewide DV Hotline Council on Sexual Assault &amp; Domestic Violence (Sioux City) Domestic Violence Intervention Program (Iowa City) Family Resources, Inc. - Violence Intervention Counseling Services (Davenport) Family Service League, Crisis Services Program (Waterloo) Rape Victim Advocacy Program (Iowa City) RVAP - Statewide SA Hotline Waypoint Services for Women, Children &amp; Families (Cedar Rapids) YWCA Domestic Violence Program (Dubuque)</p>