

National Salary Survey

Conducted by Midwest Regional Children's Advocacy Center
May 2010



Introduction

In early 2010, the Midwest Regional CAC conducted a salary survey of 410 CACs nationwide, as a follow up to the 2008 National Salary Survey. This salary survey looked not only at the salary ranges, but also breaks it down according to CAC structure, population size, and children seen at the center. We also want to point out that many respondents indicated that, as many of you already know, perform multiple job descriptions. Thus is the life of the CAC staff to wear multiple hats to make due with what we have.

We would like to take the time to thank all of you who participated in this survey, as without your input, this endeavor could not have been accomplished. Thanks also to the other regionals (Western, Southern and Northeast) and NCA for their assistance in getting the word out about the survey.

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Highlights the *mean* for each position title according to Full-Time and Part-Time

Demographics of Respondents

410 CACs participated in the survey nationwide.

Regional break down:

Midwest:	108 (26%)
Northeast:	48 (12%)
Western:	68 (17%)
Southern:	178 (44%)

Number of Paid Staff:

1-5:	251 (63%)
6-10:	78 (22%)
11-15:	28 (7%)
16-20:	14 (4%)
20-25:	11 (3%)
26-30:	4 (1%)
Over 30:	9 (2%)

Number of Children Seen:

0-100:	30 (8%)
100-200:	82 (21%)
200-300:	81 (21%)
300-400:	57 (15%)
400-500:	32 (8%)
500-600:	21 (5%)
600-700:	9 (2%)
700-800:	12 (3%)
800-900:	9 (2%)
900-1000:	11 (2%)
Over 1000:	39 (10%)

CAC Model:

Free standing 501c3:	243(69%)
Hospital Based:	42 (11%)
Co-located:	18 (5.1%)
Government:	49 (13.9%)

Population of Community Served (thousands):

0-20:	19 (6%)
20-50:	45 (14%)
50-100:	61 (19%)
100-150:	45 (14%)
150-200:	25 (7%)
200-250:	24 (7%)
250-300:	12 (4%)
300-350:	16 (5%)
350-400:	7 (2%)
400-500:	9 (3%)
500-600:	8 (3%)
600-700:	8 (3%)
700-800:	15 (5%)
1 million:	21 (7%)
Over 1 million:	7 (2%)

Budget Range:

0-100,000	35 (9%)
100,000-200,000	86 (23%)
200,000-300,000	83 (22%)
300,000-400,000	42 (11%)
400,000-500,000	29 (8%)
500,000-600,000	19 (5%)
600,000-700,000	9 (2%)
700,000-800,000	6 (2%)
800,000-900,000	8 (2%)
900,000- 1million	13 (4%)
Over 1 million	37 (9%)

Executive Director Salary

	0-20,000	20,000-40,000	40,000-60,000	60,000-80,000	80,000-100,000	100,000-150,000	Over 150,000
National Average							
Full Time	5 (1.9%)	33 (12.3%)	120 (44.6%)	68 (25.3%)	24 (8.9%)	18 (6.7%)	1 (0.4%)
Part Time	10 (29.4%)	17 (50%)	5 (14.7%)	0 (0%)	2 (5.9%)	0 (0%)	0 (0%)
Midwest Region							
Full Time	2 (2.8%)	11 (15.3%)	31 (43.1%)	17 (23.6%)	9 (12.5%)	2 (2.8%)	0 (0%)
Part Time	4 (33.3%)	6 (50%)	2 (16.7%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Northeast Region							
Full Time	0 (0%)	0 (0%)	12 (46.2%)	9 (34.6%)	2 (7.7%)	2 (7.7%)	1 (3.8%)
Part Time	0 (0%)	1 (50%)	0 (0%)	0 (0%)	1 (50%)	0 (0%)	0 (0%)
Southern Region							
Full Time	2 (1.5%)	20 (14.8%)	63 (46.7%)	28 (20.7%)	9 (6.7%)	13 (9.6%)	0 (0%)
Part Time	4 (40%)	5 (50%)	1 (10%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Western Region							
Full Time	0 (0%)	0 (0%)	120 (44.6%)	68 (25.3%)	24 (8.9%)	18 (6.7%)	1 (0.4%)
Part Time	10 (29.4%)	17 (50%)	5 (14.7%)	0 (0%)	2 (5.9%)	0 (0%)	0 (0%)

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Program Director Salary

	0-20,000	20,000-40,000	40,000-60,000	60,000-80,000	Over 80,000
National Average					
Full Time	1 (0.7%)	39 (26.4%)	78 (52.7%)	27 (18.2%)	3 (2%)
Part Time	14 (48.3%)	17 (50%)	5 (14.7%)	0 (0%)	0 (0%)
Midwest Region					
Full Time	0 (0%)	11 (29.7%)	21 (56.8%)	5 (13.5%)	0 (0%)
Part Time	3 (37.5%)	5 (62.5%)	0 (0%)	0 (0%)	0 (0%)
Northeast Region					
Full Time	0 (0%)	0 (0%)	8 (66.7%)	4 (33.3%)	0 (0%)
Part Time	2 (50%)	0 (0%)	1 (25%)	1 (25%)	0 (0%)
Southern Region					
Full Time	1 (1.3%)	22 (29.3%)	40 (53.3%)	11 (14.7%)	1 (1.3%)
Part Time	6 (66.7%)	2 (22.2%)	1 (11%)	0 (0%)	0 (0%)
Western Region					
Full Time	0 (0%)	6 (26.1%)	10 (43.5%)	6 (26.1%)	1 (4.3%)
Part Time	2 (8.6%)	3 (42.9%)	0 (0%)	2 (28.6%)	0 (0%)

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Forensic Interviewer Salary

	0-20,000	20,000-40,000	40,000-60,000	60,000-80,000	Over 80,000
National Average					
Full Time	1 (5.6%)	3 (16.7%)	9 (50%)	5 (27.8%)	0 (0%)
Part Time	8 (47.1%)	6 (35.3%)	3 (17.6%)	0 (0%)	0 (0%)
Midwest Average					
Full Time	3 (6%)	26 (52%)	21 (42%)	0 (0%)	0 (0%)
Part Time	10 (55.6%)	6 (33.3%)	1 (5.6%)	1 (5.6%)	0 (0%)
North East Average					
Full Time	0 (0%)	11 (57.9%)	5 (26.3%)	3 (15.8%)	0 (0%)
Part Time	3 (50%)	3 (50%)	0 (0%)	0 (0%)	0 (0%)
Southern Average					
Full Time	0 (0%)	73 (77.7%)	20 (21.3%)	1 (1.1%)	0 (0%)
Part Time	9 (52.9%)	8 (47.1%)	0 (0%)	0 (0%)	0 (0%)
Western Average					
Full Time	1 (5.6%)	3 (16.7%)	9 (50%)	5 (27.8%)	0 (0%)
Part Time	8 (47.1%)	6 (35.3%)	3 (17.6%)	0 (0%)	0 (0%)

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Therapist Salary

	0-20,000	20,000-40,000	40,000-60,000	60,000-80,000	Over 80,000
National Average					
Full Time	0 (0%)	48 (47.1%)	47 (46.1%)	7 (6.9%)	0 (0%)
Part Time	15 (44.1%)	18 (52.9%)	1 (2.9%)	0 (0%)	0 (0%)
Midwest Average					
Full Time	0 (0%)	8 (40%)	10 (50%)	2 (10%)	0 (0%)
Part Time	4 (57.1%)	3 (42.9%)	0 (0%)	0 (0%)	0 (0%)
North East Average					
Full Time	0 (0%)	2 (40%)	2 (40%)	1 (20%)	0 (0%)
Part Time	1 (25%)	3 (75%)	0 (0%)	0 (0%)	0 (0%)
Southern Average					
Full Time	0 (0%)	35 (53%)	29 (43.9%)	2 (3%)	0 (0%)
Part Time	7 (38.9%)	10 (55.6%)	1 (5.6%)	0 (0%)	0 (0%)
Western Average					
Full Time	0 (0%)	2 (33.3%)	3 (50%)	1 (16.7%)	0 (0%)
Part Time	3 (50%)	2 (35.3%)	1 (16.7%)	0 (0%)	0 (0%)

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Victim Advocate Salary

	0-15,000	15,000 - 30,000	30,000 - 45,000	45,000 - 60,000	Over 60,000
National Average					
Full Time	1 (0.5%)	78 (38.4%)	112 (55.2%)	11 (5.4%)	1 (0.5%)
Part Time	16 (32%)	28 (56%)	5 (10%)	1 (2%)	0 (0%)
Midwest Average					
Full Time	1 (1.7%)	22 (36.7%)	34 (56.7%)	3 (5%)	0 (0%)
Part Time	1 (12.5%)	5 (62.5%)	1 (12.5%)	1 (12.5%)	0 (0%)
North East Average					
Full Time	0 (0%)	1 (8.3%)	9 (75%)	2 (16.7%)	0 (0%)
Part Time	1 (16.7%)	5 (83.3%)	0 (0%)	0 (0%)	0 (0%)
Southern Average					
Full Time	0 (0%)	0 (0%)	54 (50.9%)	2 (1.9%)	0 (0%)
Part Time	10 (47.6%)	10 (47.6%)	1 (48.5%)	0 (0%)	0 (0%)
Western Average					
Full Time	0 (0%)	4 (16.7%)	15 (62.5%)	4 (16.7%)	1 (4.2%)
Part Time	4 (33.3%)	5 (41.7%)	3 (25%)	0 (0%)	0 (0%)

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Administrative Assistant Salary

	0-10,000	10,000 - 20,000	20,000 - 30,000	30,000 - 40,000	Over 40,000
National Average					
Full Time	2 (1.3%)	15 (9.7%)	76 (49%)	52 (33.5%)	10 (6.5%)
Part Time	12 (20%)	36 (60%)	8 (13.3%)	3 (5%)	1 (1.7%)
Midwest Average					
Full Time	0 (0%)	5 (14.3%)	20 (57.1%)	10 (28.6%)	0 (0%)
Part Time	1 (7.7%)	9 (69.2%)	1 (7.7%)	1 (7.7%)	1 (7.7%)
North East Average					
Full Time	0 (0%)	0 (0%)	6 (46.2%)	5 (38.5%)	2 (15.4%)
Part Time	0 (0%)	7 (63.6%)	4 (36.4%)	0 (0%)	0 (0%)
Southern Average					
Full Time	2 (2.6%)	10 (13.2%)	42 (55.3%)	18 (23.7%)	4 (5.3%)
Part Time	10 (34.5%)	16 (55.2%)	2 (6.9%)	1 (3.4%)	0 (0%)
Western Average					
Full Time	0 (0%)	0 (0%)	7 (24.1%)	18 (62.1%)	4 (13.8%)
Part Time	1 (16.7%)	4 (66.7%)	0 (0%)	1 (16.7%)	0 (0%)

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Medical Coordinator Salary

	0-20,000	20,000 - 40,000	40,000 - 60,000	60,000 - 80,000	80,000- 100,000	100,000- 120,000	Over 120,000
National Average							
Full Time	4 (14.3%)	9 (32.1%)	2 (7.1%)	5 (17.9%)	3 (10.7%)	4 (14.3%)	1 (3.6%)
Part Time	10 (50%)	7 (35%)	1 (5%)	2 (10%)	0 (0%)	0 (0%)	0 (0%)
Midwest Average							
Full Time	1 (14.3%)	2 (28.6%)	1 (14.3%)	2 (28.6%)	0 (0%)	0 (0%)	1 (14.3%)
Part Time	3 (60%)	1 (20%)	1 (20%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
North East Average							
Full Time	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Part Time	1 (50%)	1 (50%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Southern Average							
Full Time	3 (20%)	7 (46.7%)	1 (6.7%)	0 (0%)	1 (6.7%)	3 (20%)	0 (0%)
Part Time	4 (50%)	2 (25%)	0 (0%)	2 (25%)	0 (0%)	0 (0%)	0 (0%)
Western Average							
Full Time	0 (0%)	0 (0%)	0 (0%)	3 (50%)	2 (33.3%)	1 (16.7%)	0 (0%)
Part Time	2 (33.3%)	3 (50%)	0 (0%)	1 (16.7%)	0 (0%)	0 (0%)	0 (0%)

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Medical Examiner Salary

	0- 20,000	20,000- 40,000	40,000- 60,000	60,000- 80,000	80,000- 100,000	100,000- 120,000	120,000- 140,000	Over 140,000
National Average								
Full Time								
MD	1 (10%)	0 (0%)	1 (10%)	0 (0%)	0 (0%)	2 (20%)	4 (40%)	2 (20%)
PA	0 (0%)	0 (0%)	0 (0%)	2 (66.7%)	0 (0%)	1 (33.3%)	0 (0%)	0 (0%)
SANE	0 (0%)	0 (0%)	3 (60%)	2 (40%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
NP	1 (7.1%)	0 (0%)	0 (0%)	5 (35.7%)	7 (50%)	1 (7.1%)	0 (0%)	0 (0%)
Part Time								
MD	13 (44.8%)	5 (17.2%)	2 (6.9%)	3 (10.3%)	1 (3.4%)	4 (13.8%)	1 (3.4%)	0 (0%)
PA	2 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
SANE	6 (54.5%)	3 (27.3%)	2 (18.2%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
NP	5 (25%)	4 (20%)	6 (30%)	5 (25%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Midwest Average								
Full Time								
MD	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (50%)	1 (50%)
PA	0 (0%)	0 (0%)	1 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
SANE	0 (0%)	0 (0%)	1 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
NP	0 (0%)	0 (0%)	1 (25%)	3 (75%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Part Time								
MD	5 (62.5%)	0 (0%)	0 (0%)	1 (12.5%)	0 (0%)	1 (12.5%)	1 (12.5%)	0 (0%)
PA	1 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
SANE	1 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
NP	3 (33%)	3 (33%)	3 (33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

Medical Examiner Salary (cont)

Northeast Average								
Full Time								
MD	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
PA	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
SANE	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
NP	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Part Time								
MD	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (100%)	0 (0%)
PA	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
SANE	1 (50%)	0 (0%)	1 (50%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
NP	0 (0%)	1 (50%)	0 (0%)	1 (50%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Southern Average								
Full Time								
MD	1 (20%)	0 (0%)	1 (20%)	0 (0%)	0 (0%)	2 (40%)	1 (20%)	0 (0%)
PA	0 (0%)	0 (0%)	0 (0%)	1 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
SANE	0 (0%)	0 (0%)	3 (75%)	1 (25%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
NP	1 (11%)	0 (0%)	0 (0%)	4 (44.4%)	3 (33.3%)	1 (11%)	0 (0%)	0 (0%)
Part Time								
MD	3 (27.3%)	3 (27.3%)	1 (9.1%)	2 (18.2%)	1 (9.1%)	1 (9.1%)	0 (0%)	0 (0%)
PA	1 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
SANE	1 (50%)	1 (50%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
NP	3 (37.5%)	1 (12.5%)	3 (37.5%)	1 (12.5%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

Medical Examiner Salary (cont)

Western Average								
Full Time								
MD	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (100%)	0 (0%)
PA	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (100%)	0 (0%)	0 (0%)
SANE	0 (0%)	0 (0%)	0 (0%)	1 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
NP	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (50%)	1 (50%)	0 (0%)	0 (0%)
Part Time								
MD	4 (50%)	2 (25%)	1 (12.5%)	0 (0%)	1 (12.5%)	0 (0%)	0 (0%)	0 (0%)
PA	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
SANE	1 (50%)	0 (0%)	1 (50%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
NP	2 (22%)	1 (11%)	3 (33%)	3 (33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

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Training Coordinator Salary

	0-20,000	20,000-40,000	40,000-60,000	60,000-80,000	Over 80,000
National Average					
Full Time	0 (0%)	16 (66.7%)	8 (33.3%)	0 (0%)	0 (0%)
Part Time	2 (40%)	3 (60%)	0 (0%)	0 (0%)	0 (0%)
Midwest Average					
Full Time	0 (0%)	4 (57.1%)	3 (42.9%)	0 (0%)	0 (0%)
Part Time	1 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
North East Average					
Full Time	0 (0%)	0 (0%)	1 (100%)	0 (0%)	0 (0%)
Part Time	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Southern Average					
Full Time	0 (0%)	10 (76.9%)	3 (23.1%)	0 (0%)	0 (0%)
Part Time	1 (50%)	1 (50%)	0 (0%)	0 (0%)	0 (0%)
Western Average					
Full Time	0 (0%)	2 (66.7%)	1 (33.3%)	0 (0%)	0 (0%)
Part Time	0 (0%)	2 (100%)	0 (0%)	0 (0%)	0 (0%)

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Volunteer Coordinator Salary

	0-50,000	15,000-30,000	30,000-45,000	45,000-60,000	Over 60,000
National Average					
Full Time	0 (0%)	11 (33.3%)	21 (63.6%)	1 (3%)	0 (0%)
Part Time	5 (38.5%)	6 (46.2%)	2 (15.4%)	0 (0%)	0 (0%)
Midwest Average					
Full Time	0 (0%)	1 (14.3%)	8 (85.7%)	0 (0%)	0 (0%)
Part Time	0 (0%)	2 (100%)	0 (0%)	0 (0%)	0 (0%)
North East Average					
Full Time	0 (0%)	0 (0%)	1 (100%)	0 (0%)	0 (0%)
Part Time	1 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Southern Average					
Full Time	0 (0%)	10 (52.6%)	8 (42.1%)	1 (5.3%)	0 (0%)
Part Time	4 (50%)	3 (37.5%)	1 (12.5%)	0 (0%)	0 (0%)
Western Average					
Full Time	0 (0%)	2 (66.7%)	1 (33.3%)	0 (0%)	0 (0%)
Part Time	0 (0%)	2 (100%)	0 (0%)	0 (0%)	0 (0%)

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Prevention Coordinator Salary

	0-15,000	15,000-30,000	30,000-45,000	45,000-60,000	Over 60,000
National Average					
Full Time	1 (2.5%)	16 (40%)	20 (50%)	2 (5%)	1 (2.5%)
Part Time	11 (47.8%)	10 (43.5%)	2 (8.7%)	0 (0%)	0 (0%)
Midwest Average					
Full Time	0 (0%)	2 (28.6%)	5 (71.4%)	0 (0%)	0 (0%)
Part Time	4 (44%)	5 (55.6%)	0 (0%)	0 (0%)	0 (0%)
North East Average					
Full Time	0 (0%)	0 (0%)	1 (100%)	0 (0%)	0 (0%)
Part Time	1 (33.3%)	1 (33.3%)	1 (33.3%)	0 (0%)	0 (0%)
Southern Average					
Full Time	1 (3.7%)	13 (48.1%)	10 (37%)	2 (7.4%)	1 (3.7%)
Part Time	6 (75%)	2 (35%)	0 (0%)	0 (0%)	0 (0%)
Western Average					
Full Time	0 (0%)	1 (25%)	3 (75%)	0 (0%)	0 (0%)
Part Time	0 (0%)	2 (66.7%)	1 (33.3%)	0 (0%)	0 (0%)

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State Chapter Statistics

Only 278 of the 410 respondents answered questions about their state Chapter. **50.7%** answered yes to having a paid chapter coordinator, the other **49.3%** indicated having a non-paid state chapter coordinator.

	0-20,000	20,000-40,000	40,000-60,000	60,000-80,000	Over 80,000
National Average					
Full Time	0 (0%)	23 (33.8%)	36 (52.9%)	7 (10.3%)	2 (2.9%)
Part Time	6 (2%)	36 (72%)	8 (16%)	0 (0%)	0 (0%)
Midwest Average					
Full Time	0 (0%)	2 (14.3%)	10 (71.4%)	2 (14.3%)	0 (0%)
Part Time	4 (18.2%)	16 (72.7%)	2 (9.1%)	0 (0%)	0 (0%)
North East Average					
Full Time	0 (0%)	0 (0%)	5 (83.3%)	1 (16.7%)	0 (0%)
Part Time	0 (0%)	3 (60%)	2 (40%)	0 (0%)	0 (0%)
Southern Average					
Full Time	0 (0%)	17 (45.9%)	17 (45.9%)	1 (2.7%)	2 (5.4%)
Part Time	1 (12.5%)	4 (50%)	2 (37.5%)	0 (0%)	0 (0%)
Western Average					
Full Time	0 (0%)	3 (30%)	4 (50%)	3 (30%)	0 (0%)
Part Time	1 (8.3%)	9 (75%)	2 (16.7%)	0 (0%)	0 (0%)

Benefits

Of those who responded to having a chapter coordinator, **38.2%** indicated that the chapter coordinator receives benefits, whereas the other **61.8%** indicated that the chapter coordinator does not receive benefits.