

Wage Analysis of CJCC Funded Victims Services Positions: SFY17 Competitive Applications

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For the wage analysis of CJCC funded victim services positions, we looked at a sample of 69 agencies that submitted one or more competitive application/s for VOCA or VAWA funding, which included annual salaries for 301 positions.¹ The agencies were selected by taking into consideration the varying costs of living around the state. We binned the agencies into five different cost of living categories to select a representative sample from each of the categories to be used in our analysis (Table 1). We then categorized the jobs into six broad categories of similar positions (See Table 2). There were 13 different administrative and legal positions that did not fit into the broad categories and did not have a large enough sample size to allow a valid wage assessment. These positions were removed, which resulted in a total of 288 positions included in the analysis.

Deliverables include:

- **A table with average, minimum, and maximum wages by position type and cost of living.**

This table will provide you quick reference for determining the average, minimum, and maximum salaries paid for each job category and for determining if wages vary according to cost of living throughout the state.

- **Box and whisker charts of state average, minimum, and maximum wages by position.**

Box and Whisker charts provide you with a visual for assessing the statewide average wage for the different position categories.

How to read a box and whisker chart:

- The blue X is the average wage.
- The blue box represents 50% of the observed wages.
- The blue line in the blue box is the median wage.
- The Lines at either end of the chart represent the minimum and maximum wages.
- The red line with an x is the benchmark for a living wage for an individual living Georgia.²

- **Map of the different cost of living regions (forthcoming, server with software was down)**

The map is a useful tool for visually identifying any areas where wages could be higher or lower.

- **Percentage of CJCC Funded Positions with Benefits (Health Insurance or Retirement)**

Wages are one component of the total compensation package, so we looked at whether agencies are requesting to pay for health insurance and retirement benefits with grant funds.

Limitations with this Analysis

- The data quality and variance in how agencies reported wages and benefits caused issues in determining if a position was full-time or part-time and the actual cost of insurance or retirement packages. Some of these issues could be addressed through updating the grant budget worksheet.
- The sample size limited our ability to include a more in-depth analysis of positions within areas that have different costs of living. We found that there were not enough observations with some positions and in some

¹ We suspect that some annual salaries may not reflect full-time positions due to data quality issues in the applications.

² We used Dr. Amy K. Glasmeier's living wage model from MIT: <http://livingwage.mit.edu>

areas to conduct a reliable estimate of wages. We recommend if this analysis is done again to expand the sample size to over 100 agencies.

Table 1: Number of Agencies and Positions in the Sample

Cost of Living Categories	Agency Sample	Total Application Positions
Lowest Average	14	56
Below State Average	14	41
State Average	20	95
Above State Average	5	31
Highest Average/Above National	16	78
Totals	69	301

Table 2: Application Position Categories

Position Categories	Total Application Positions
Advocate	111
Case Manager / Specialist	32
Counselors, Social Workers, Therapists	26
Executive / Clinical Leadership	22
Mid Management	27
Program Coordinator	70
Total	288

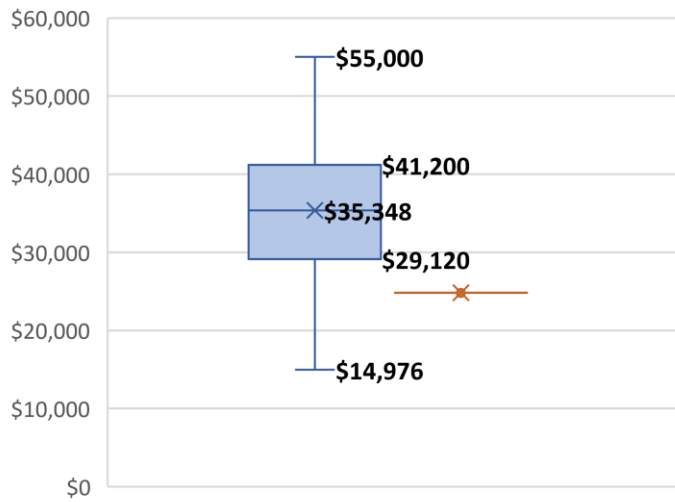
Table 3: Percent of Positions with Benefits

Position Categories	% With Benefits
Executive / Clinical Leadership	63.64%
Mid Management	51.85%
Program Coordinator	50.00%
Advocate	46.85%
Case Manager / Specialist	43.75%
Counselors, Social Workers, Therapists	30.77%
Total Average	47.57%

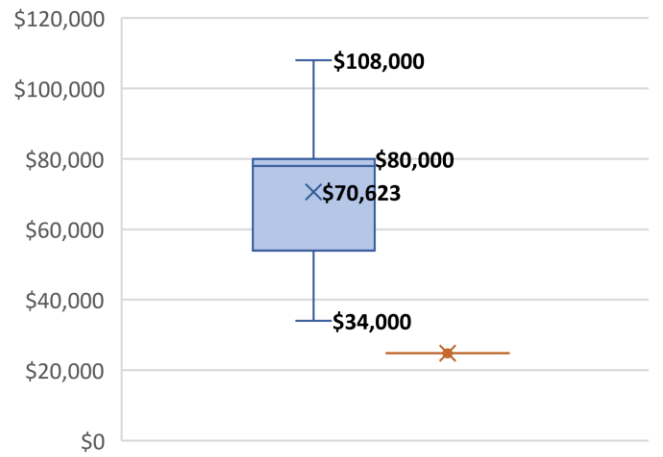
Table 4: Average, Minimum, and Maximum Wages by Position Type and Cost of Living

Position Categories	Cost of Living Categories	Count of Position Categories	Average of Salary	Min of Salary	Max of Salary
Advocate	Lowest Average	22	\$36,780	\$19,200	\$52,000
	Below State Average	16	\$27,871	\$14,976	\$48,485
	State Average	42	\$35,673	\$15,600	\$55,000
	Above State Average	11	\$31,366	\$17,722	\$41,000
	Highest Average/Above National	20	\$41,259	\$27,040	\$55,000
	Totals	111	\$35,348	\$14,976	\$55,000
Case Manager / Specialist	Lowest Average	2	\$37,756	\$22,110	\$53,401
	Below State Average	3	\$28,593	\$24,960	\$35,090
	State Average	4	\$39,770	\$24,960	\$65,000
	Above State Average	4	\$39,250	\$20,800	\$60,000
	Highest Average/Above National	19	\$35,333	\$10,000	\$45,000
	Totals	32	\$35,897	\$10,000	\$65,000
Counselors, Social Workers, Therapists	Lowest Average	4	\$48,702	\$35,000	\$62,400
	Below State Average	1	\$65,000	\$65,000	\$65,000
	State Average	10	\$50,091	\$32,000	\$85,758
	Above State Average	11	\$57,113	\$41,184	\$70,600
	Totals	26	\$53,422	\$32,000	\$85,758
Executive and Clinical Leadership	Lowest Average	5	\$71,014	\$54,000	\$90,623
	Below State Average	3	\$63,167	\$34,000	\$108,000
	State Average	5	\$66,750	\$43,250	\$91,000
	Above State Average	5	\$73,000	\$45,000	\$80,000
	Highest Average/Above National	4	\$69,500	\$40,000	\$95,000
	Totals	22	\$69,151	\$34,000	\$108,000
Mid and Lower Level Management	Lowest Average	7	\$40,072	\$33,500	\$51,500
	Below State Average	3	\$31,561	\$29,120	\$36,067
	State Average	10	\$44,860	\$24,960	\$63,232
	Above State Average	4	\$51,359	\$22,880	\$80,000
	Highest Average/Above National	3	\$78,254	\$33,280	\$103,000
	Totals	27	\$46,814	\$22,880	\$103,000
Program Coordinator	Lowest Average	15	\$38,532	\$13,440	\$52,000
	Below State Average	15	\$30,612	\$16,000	\$54,000
	State Average	20	\$40,149	\$19,461	\$55,743
	Above State Average	5	\$50,400	\$30,000	\$62,000
	Highest Average/Above National	15	\$42,263	\$18,720	\$65,000
	Totals	70	\$38,944	\$13,440	\$65,000
Grand Total		288	\$41,572	\$10,000	\$108,000

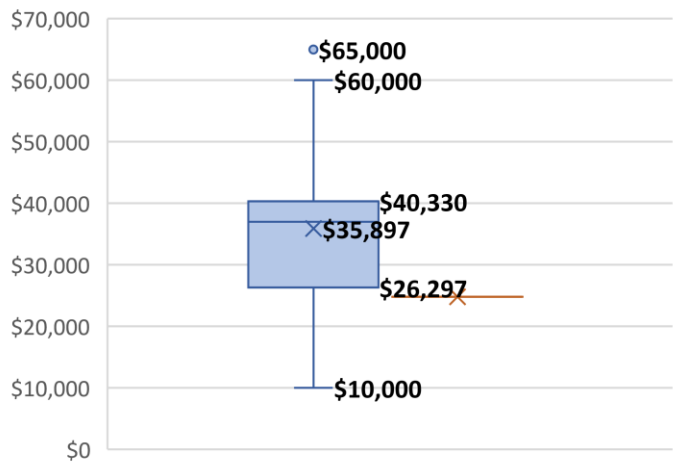
Advocate Annual Salaries



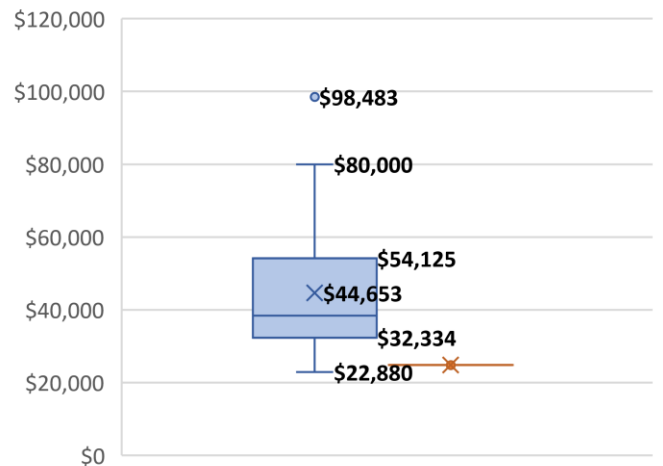
Executive and Clinical Leadership Annual Salaries



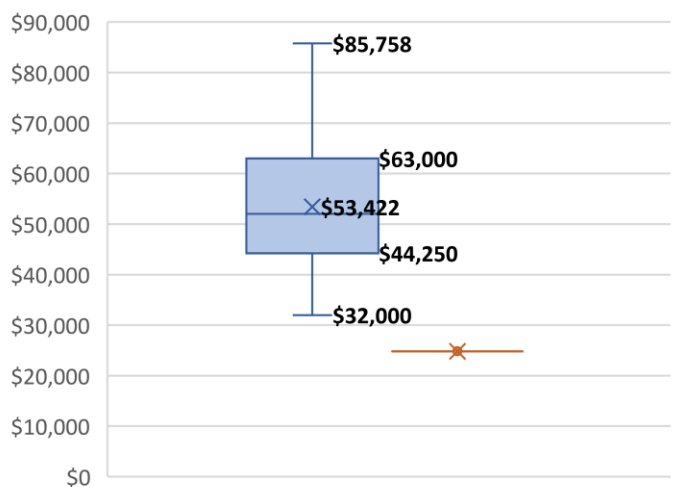
Case Manager and Specialist Annual Salaries



Mid and Lower Level Management Annual Salary



Counselor, Social Worker and Therapist Annual Salaries



Program Coordinator Annual Salaries

