



## Care Management Coalition of Western New York Social Services Non Profits Salary Survey - Fall 2011

Further information available at - attached cover letter | [www.cmcwny.org/Survey2011.html](http://www.cmcwny.org/Survey2011.html) | [survey@cmcwny.org](mailto:survey@cmcwny.org) | 716-335-7502

**All identifiable information will remain strictly confidential**

Agency

Contact Email

**GENERAL**

**Full Time - Definition**

Standard work week hours (i.e. 35, 37.5, 40)

Pay period (i.e. weekly, biweekly, semi-monthly)

Minimum hours considered Full Time for benefits

**Differential** Shift and/or weekend differential given?

**Performance** Automatic pay increase within 1st year?

**Turnover** Annual %

**BENEFITS**

**Begin** When do benefits begin? (i.e. at hire, 1st of month, 3 months)

**PTO** Total PTO (vacation, sick time, floating holidays, etc.)   
*(If figure is other than annual, please note)*

**Medical** Employee contribution (gen'l avg. per paycheck, or % of income, etc.)

**Single**

**Single + Spouse**

**Family**

**Vision** Employee contribution (gen'l avg. per paycheck, or % of income, etc.)

**Dental** Employee contribution - (avg. per paycheck, or % of income, etc.)

**Wellness** Additional Wellness Program or health incentives?

**Day Care** Provide or contribute toward day care?

**Education** Provide or contribute toward accredited education?

**Pension** If so - when is full vestment?   
Contribution (i.e. % of employee income, etc.)

**403b/401k** If so - do you match, and up to what %?

**WAGE / SALARY**

	New Hire (highest)	Highest Attainable	Education Required
Child Care Worker	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Child Care Supervisor	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Child Care Department Director	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Foster Care Worker	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Foster Care Supervisor	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Foster Care Department Director	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Residential Worker	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Residential Worker Supervisor / Site Manager	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Residential Department Director	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Social Worker	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Social Worker Supervisor	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Social Worker Department Director	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>

**WAGE / SALARY**

**New Hire (highest)**

**Highest Attainable**

**Education Required**

Day Care Worker	<input type="text"/>	<input type="text"/>	<input type="text"/>
Day Care Worker Supervisor	<input type="text"/>	<input type="text"/>	<input type="text"/>
Day Care Department Director	<input type="text"/>	<input type="text"/>	<input type="text"/>

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RN	<input type="text"/>	<input type="text"/>	<input type="text"/>
Certified Teacher	<input type="text"/>	<input type="text"/>	<input type="text"/>
Teacher's Aide	<input type="text"/>	<input type="text"/>	<input type="text"/>
Telephone and/or Non-Intake Counseling	<input type="text"/>	<input type="text"/>	<input type="text"/>

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Youth Activities	<input type="text"/>	<input type="text"/>	<input type="text"/>
Youth Activities Supervisor	<input type="text"/>	<input type="text"/>	<input type="text"/>
Youth Activities Director	<input type="text"/>	<input type="text"/>	<input type="text"/>
Parent/Caregiver Support	<input type="text"/>	<input type="text"/>	<input type="text"/>
Tutor / Mentor / Life Skills Coach	<input type="text"/>	<input type="text"/>	<input type="text"/>

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Diet Technician / Kitchen Supervisor	<input type="text"/>	<input type="text"/>	<input type="text"/>
Kitchen	<input type="text"/>	<input type="text"/>	<input type="text"/>
Housekeeping	<input type="text"/>	<input type="text"/>	<input type="text"/>
Maintenance	<input type="text"/>	<input type="text"/>	<input type="text"/>

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Director	<input type="text"/>	<input type="text"/>	<input type="text"/>
Director's Assistant	<input type="text"/>	<input type="text"/>	<input type="text"/>
CFO	<input type="text"/>	<input type="text"/>	<input type="text"/>
Accountant (CPA)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Bookkeeping	<input type="text"/>	<input type="text"/>	<input type="text"/>
Purchasing	<input type="text"/>	<input type="text"/>	<input type="text"/>
Fundraising / Development Director	<input type="text"/>	<input type="text"/>	<input type="text"/>
Fundraising Assistant	<input type="text"/>	<input type="text"/>	<input type="text"/>
IT Director	<input type="text"/>	<input type="text"/>	<input type="text"/>
IT Staffer	<input type="text"/>	<input type="text"/>	<input type="text"/>
Human Resources Director	<input type="text"/>	<input type="text"/>	<input type="text"/>
Human Resources Assistant	<input type="text"/>	<input type="text"/>	<input type="text"/>
Clerical	<input type="text"/>	<input type="text"/>	<input type="text"/>

**VOLUNTEERS**

Are volunteers now working in previously paid positions? If so, which?

**NOTES / EXPLANATIONS** (compilation reference only)

MAIL: Survey  
Care Management Coalition  
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Buffalo, New York 14209

FAX: 716-882-2763

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