



November 11, 2010

To: Commission on Nonprofit Health and Human Services – Cost Comparisons Work Group

From: Terry Edelstein, President/CEO

Re: CCPA Salary Survey 2010 – excerpts – benchmarked positions

The following information is abstracted from the **CCPA Salary Survey 2010**. While this information is proprietary and recipients have been advised that prior permission is necessary to share the data, I am providing this information to your Work Group and the broader Commission on Nonprofit Health and Human Services membership in the hope that it will be useful for your deliberations.

Starting Wages for the Following Positions:

Position	Average Wage Per Hour	Median Wage Per Hour	Low Wage Per Hour	High Wage Per Hour
Employment Specialist	\$15.27	\$15.00	\$11.12	\$25.00
Job coach	\$12.09	\$12.00	\$9.00	\$14.68
Substance Abuse Counselor	\$17.27	\$16.66	\$12.50	\$25.00
Case Manager	\$16.12	\$15.53	\$11.00	\$20.51
Direct Care Staff (24 hour site)	\$12.76	\$12.95	\$10.50	\$15.25
Direct Care Staff (non 24 hour site)	\$13.29	\$12.66	\$10.77	\$23.35
Direct Care Sleeping Staff (3 rd shift)	\$10.78	\$11.37	\$8.25	\$15.25
Direct Care 3 rd Shift (awake)	\$12.62	\$12.64	\$10.50	\$15.58
Per Diem Direct Care	\$13.87	\$12.00	\$10.50	\$35.00
Psychosocial Rehabilitation Counselor	\$13.89	\$14.00	\$11.12	\$15.85

CCPA

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2010 CCPA Summary Salary Report: Actual Wages and Salaries

10-Sep-10

Clinical: Direct Service

Position	All Agencies	DDS	DMHAS	DCE	Budget < \$5.99 million and < \$10.1m	Budget > \$6.0m and < \$10.1m	Budget > \$10.1 million
		Funded	Funded	Funded			
<i>Social Worker: (Licensed)</i>							
Actual Average:	\$28.16	\$28.22	\$27.52	\$28.03	\$28.40	\$29.46	\$26.13
Weighted:	\$27.74	\$29.20	\$26.56	\$27.81	\$27.17	\$29.41	\$26.65
Low Actual Wage:	\$20.91	\$22.63	\$20.91	\$20.91	\$24.00	\$20.91	\$22.63
High Actual Wage:	\$44.69	\$30.62	\$31.65	\$44.69	\$39.05	\$44.69	\$29.86
# of Agencies:	22	5	10	16	5	10	7

<i>RN: Staff</i>							
Actual Average:	\$31.37	\$31.46	\$32.40	\$31.63	-	\$31.18	\$31.80
Weighted:	\$31.47	\$31.80	\$32.13	\$31.80	-	\$30.28	\$31.99
Low Actual Wage:	\$25.72	\$27.08	\$26.50	\$25.72	-	\$25.72	\$27.88
High Actual Wage:	\$37.77	\$37.36	\$37.77	\$37.36	-	\$37.77	\$34.32
# of Agencies:	25	16	10	14	4	10	11

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