



## TEXAS CASA FY20 NETWORK SALARY & BENEFIT SURVEY REPORT

We are pleased to present the Fiscal Year 2020 Network Salary and Benefit Survey Report, a collaborative effort between Texas CASA and the network of 72 local CASA programs.

The purpose of this report is to present a snapshot of compensation and benefits practices within the CASA programs in Texas. A primary and critical goal of nonprofit organizations is to attract, recruit and retain well-qualified professional and support staff—competitive compensation, attractive benefit packages and equitable policies support this goal. One of the challenges to developing such programs is locating accurate and comprehensive data on salaries and benefits in the nonprofit arena. This survey can assist in providing you with the information needed to evaluate your own benefit and compensation practices and determine what changes may be required in your own human resources programs.

When using the data in this report, we suggest you consider the following:

- The survey reports the compensation and benefit practices in effect between February 3 and February 28, 2020, as reported by 54 local CASA programs.
- The survey findings are representative of actual practices reported by the participants in the survey.
  - The survey, therefore, is not a scientifically selected sample from which conclusions can be drawn about all CASA programs in Texas.
  - Additionally, the results are not intended to represent an ideal of what compensation and benefits should be.
- When developing compensation or benefits programs, a nonprofit organization should consider the following in addition to the survey data provided:
  - Its compensation philosophy, in other words, the set of guiding principles that drive decision making about compensation. For example, where wages will fall in relation to the regional wage market.
  - Geographical norms, by obtaining salary and benefits information from other nonprofit organizations in your community of similar size and budget.
  - The internal value of each position.

# SURVEY SUMMARY

## Methods

- Network size: 72 programs
- Program responses received: 54
- Total response rate: 75%
- Data collection: Via third-party online survey collection site (Survey Monkey)
- Some responses are grouped in budget size categories to make it easier to do comparisons.
- This survey presents results for full-time employees only.
- To obtain a copy of the survey instrument, please contact Texas CASA's Program Operations team at [programoperations@texascasa.org](mailto:programoperations@texascasa.org)

## Response Rate by Budget Size Categories

Budgets are submitted to the Grants department at Texas CASA as part of funder requirements each fiscal year. Based on this information, Texas CASA is able to calculate the number of programs in the three main budget categories used in this survey. The following table presents the percentage of programs in each budget category as reported to Texas CASA in grants applications:

Operating Budget Size Category	Total # of Programs	Total # of Programs that Responded to this Survey
\$0 - \$300,000	15	10
\$300,001 - \$500,000	24	15
\$500,001 - \$1,000,000	19	16
\$1,000,001 - \$2,000,000	9	9
\$2,000,001 and above	5	4

## SURVEY RESULTS

### Number of Full-Time Employees in CASA Programs – by Budget Size

	All Programs	\$0 – \$300,000	\$300,001 - \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$2,000,000	\$2,000,001 and above
Average	10	4	5	9	15	39
Minimum	1	1	1	5	5	7
Median	7	3.5	5	9.5	16	42
Maximum	66	9	8	13	21	66

### Percentage of CASA Programs Reporting Having Various CASA Positions – by Budget Size

	All Programs	\$0 – \$300,000	\$300,001 - \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$2,000,000	\$2,000,001 and above
Executive Director	98%	100%	100%	100%	89%	100%
Program Director	78%	60%	60%	94%	89%	100%
Team Lead	30%	10%	7%	25%	78%	100%
Recruiter/Trainer	76%	50%	60%	94%	89%	100%
Volunteer Supervisor	94%	70%	100%	100%	100%	100%
Development Director	43%	20%	20%	44%	78%	100%
Admin. Assistant	72%	20%	73%	88%	89%	100%

### Average Tenure in Years for CASA Positions – by Budget Size

	All Programs	\$0 – \$300,000	\$300,001 - \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$2,000,000	\$2,000,001 and above
Executive Director	8	6	8	6	11	10
Program Director	7	5	6	7	10	7
Team Lead	5	--	4	9	4	4
Recruiter/Trainer	4	3	2	4	5	6
Volunteer Supervisor	4	6	5	4	4	3
Development Director	3	2	1	3	4	2
Admin. Assistant	3	1	3	2	4	1

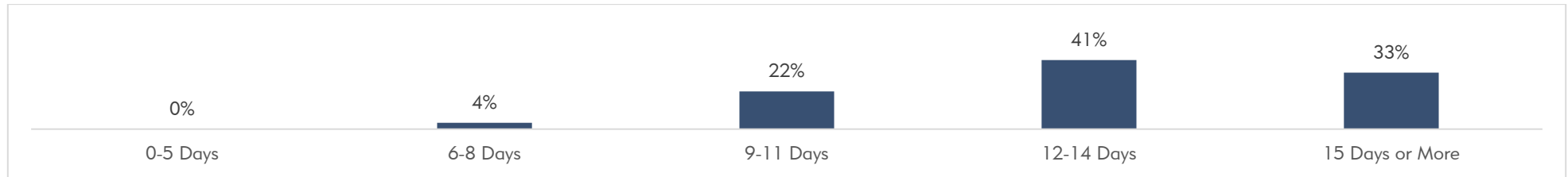
**Salaries for CASA Positions (Reported Average, Minimum, Median, Maximum) – by Budget Size**

		All Programs	\$0 – \$300,000	\$300,001 - \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$2,000,000	\$2,000,001 and above
Executive Director	Average	\$70,477	\$52,844	\$60,419	\$69,269	\$85,114	\$127,830
	Minimum	\$42,000	\$42,000	\$42,750	\$50,000	\$50,000	\$75,000
	Median	\$65,000	\$51,995	\$60,000	\$69,000	\$87,500	\$138,167
	Maximum	\$159,984	\$65,000	\$78,020	\$85,000	\$126,000	\$159,984
Program Director	Average	\$53,413	\$40,828	\$45,784	\$49,511	\$65,714	\$79,485
	Minimum	\$32,000	\$32,000	\$39,360	\$39,500	\$50,000	\$38,347
	Median	\$49,409	\$39,500	\$48,000	\$49,378	\$64,975	\$83,797
	Maximum	\$112,000	\$50,465	\$51,000	\$62,618	\$90,003	\$112,000
Team Lead	Average	\$45,299	\$38,000	\$34,000	\$42,553	\$46,632	\$49,675
	Minimum	\$28,000	\$38,000	\$34,000	\$40,000	\$40,000	\$28,000
	Median	\$45,000	\$38,000	\$34,000	\$43,260	\$46,000	\$55,500
	Maximum	\$59,699	\$38,000	\$34,000	\$44,400	\$54,351	\$59,699
Recruiter/Trainer	Average	\$39,195	\$34,400	\$33,285	\$39,494	\$44,106	\$47,538
	Minimum	\$20,000	\$28,000	\$24,194	\$20,000	\$35,000	\$35,952
	Median	\$38,500	\$36,000	\$35,500	\$40,000	\$40,600	\$48,600
	Maximum	\$63,111	\$38,000	\$41,131	\$53,000	\$63,111	\$57,000
Volunteer Supervisor	Average	\$37,740	\$36,632	\$34,904	\$37,901	\$39,375	\$45,988
	Minimum	\$22,100	\$25,000	\$22,100	\$28,000	\$35,000	\$35,952
	Median	\$37,000	\$38,000	\$35,500	\$37,805	\$39,000	\$48,000
	Maximum	\$52,000	\$43,923	\$43,000	\$44,475	\$50,718	\$52,000
Development Director	Average	\$51,345	\$38,992	\$36,213	\$35,988	\$60,914	\$79,000
	Minimum	\$20,000	\$38,000	\$35,040	\$20,000	\$35,000	\$30,000
	Median	\$40,000	\$38,992	\$36,600	\$35,568	\$58,000	\$90,500
	Maximum	\$105,000	\$39,984	\$37,000	\$56,500	\$99,500	\$105,000
Admin. Assistant	Average	\$32,487	\$31,550	\$28,020	\$33,909	\$34,993	\$35,250
	Minimum	\$18,200	\$30,100	\$18,200	\$18,720	\$23,000	\$26,000
	Median	\$33,000	\$31,550	\$30,000	\$35,500	\$34,972	\$37,500
	Maximum	\$45,000	\$33,000	\$38,242	\$41,000	\$45,000	\$40,000

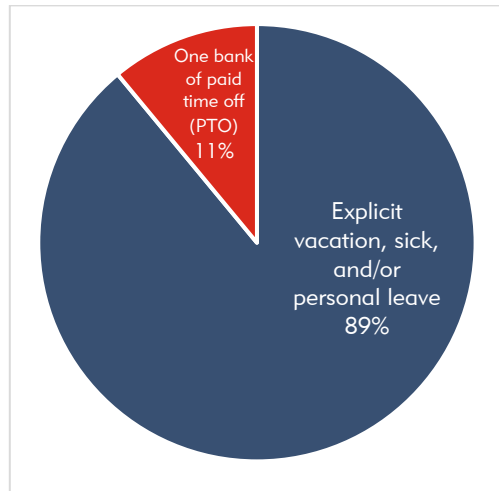
### Education Requirements – by CASA Position

	No Education Requirements	High School Diploma	Associate’s Degree	Bachelor’s Degree	Master’s Degree
Executive Director	2%	2%	4%	66%	26%
Program Director	7%	9%	2%	77%	5%
Team Lead	6%	6%	12%	76%	0%
Recruiter/Trainer	14%	16%	6%	63%	2%
Volunteer Supervisor	17%	21%	7%	55%	0%
Development Director	5%	14%	5%	73%	5%
Admin. Assistant	17%	48%	24%	12%	0%

### Organizational Holidays – across All Programs

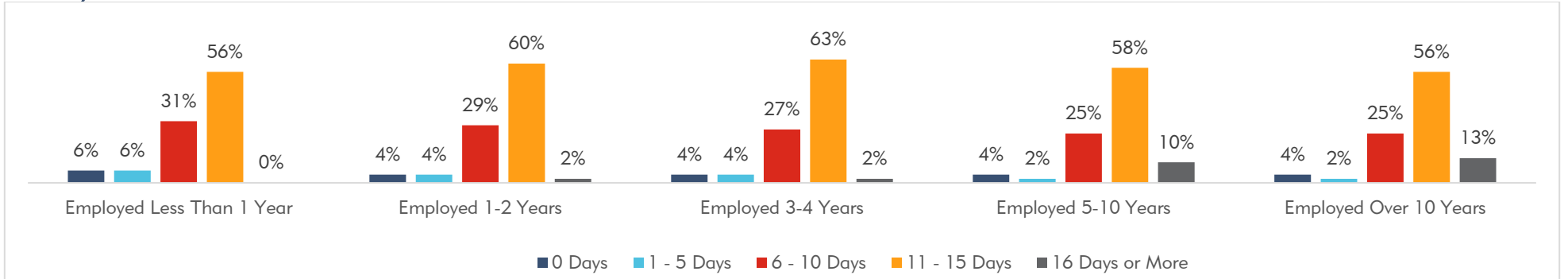


### Structure of Leave Time across All Programs

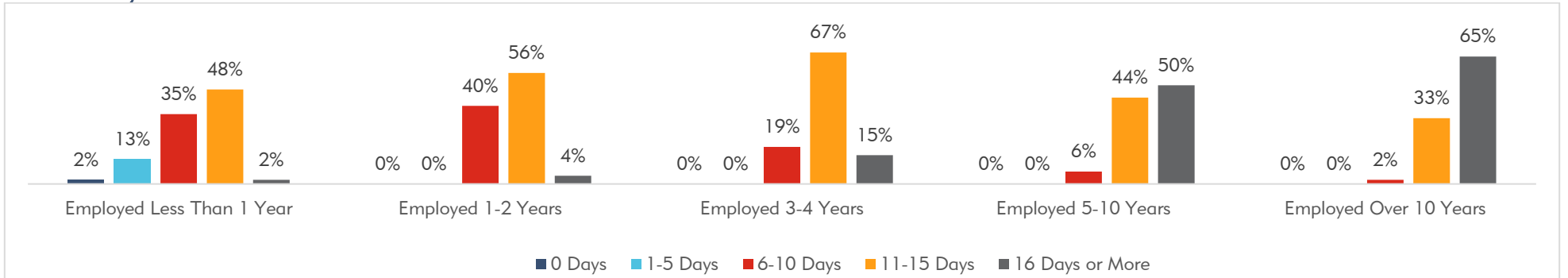


## Overview of Explicit Vacation, Sick and Personal Leave – by Tenure

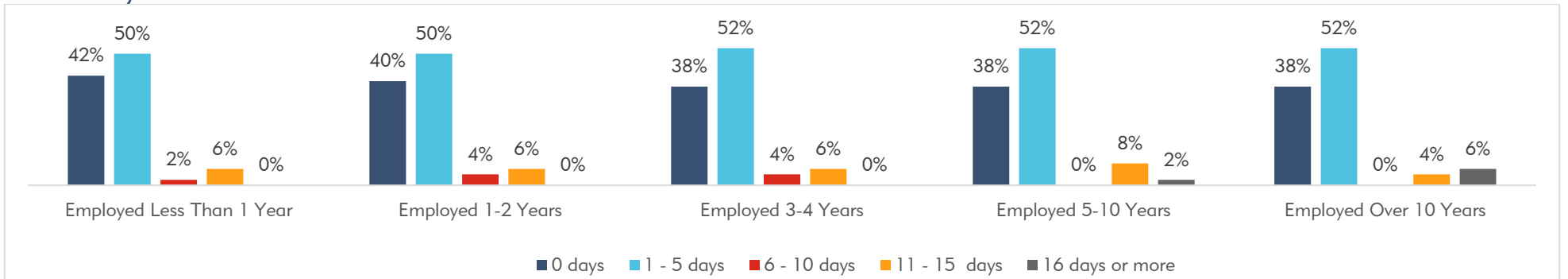
### Sick Days



### Vacation Days



### Personal Days



## Vacation Leave for Full-Time Staff -- by Budget Size

### \$0 - \$300,000

	0 Days	1-5 Days	6-10 Days	11-15 Days	16 Days or More
Employed Less Than 1 Year	0	1	3	5	0
Employed 1-2 Years	0	0	3	5	1
Employed 3-4 Years	0	0	1	7	1
Employed 5-10 Years	0	0	0	3	6
Employed Over 10 Years	0	0	0	2	7

### \$1,000,001 - \$2,000,000

	0 Days	1-5 Days	6-10 Days	11-15 Days	16 Days or More
Employed Less Than 1 Year	0	2	3	3	1
Employed 1-2 Years	0	0	5	3	1
Employed 3-4 Years	0	0	3	4	2
Employed 5-10 Years	0	0	0	5	4
Employed Over 10 Years	0	0	0	2	7

### \$300,001 - \$500,000

	0 Days	1-5 Days	6-10 Days	11-15 Days	16 Days or More
Employed Less Than 1 Year	0	0	5	8	0
Employed 1-2 Years	0	0	2	11	0
Employed 3-4 Years	0	0	0	12	1
Employed 5-10 Years	0	0	0	8	5
Employed Over 10 Years	0	0	0	7	6

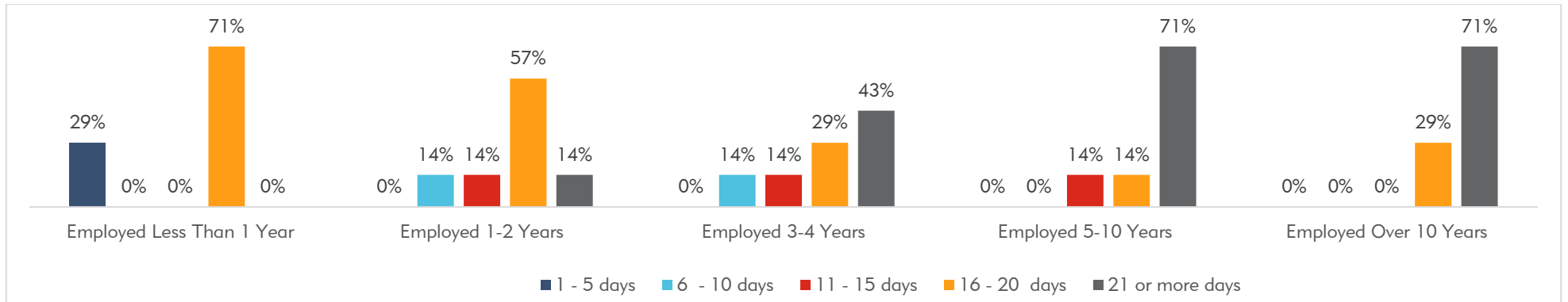
### \$2,000,001 and above

	0 Days	1-5 Days	6-10 Days	11-15 Days	16 Days or More
Employed Less Than 1 Year	0	1	2	1	0
Employed 1-2 Years	0	0	3	1	0
Employed 3-4 Years	0	0	0	4	0
Employed 5-10 Years	0	0	0	2	2
Employed Over 10 Years	0	0	0	2	2

### \$500,001 - \$1,000,000

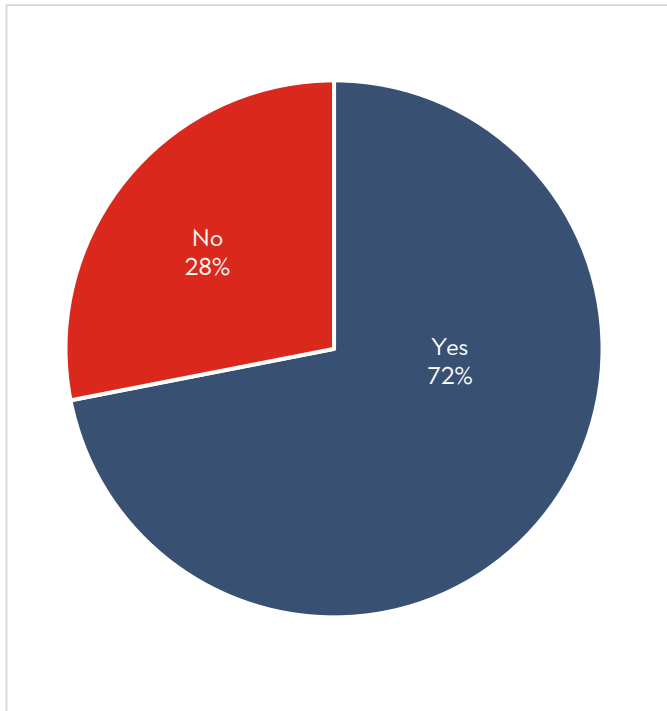
	0 Days	1-5 Days	6-10 Days	11-15 Days	16 Days or More
Employed Less Than 1 Year	1	2	4	6	0
Employed 1-2 Years	0	0	6	7	0
Employed 3-4 Years	0	0	5	5	3
Employed 5-10 Years	0	0	3	3	7
Employed Over 10 Years	0	0	1	3	9

## Overview of One Bank of Paid Time Off (PTO) – by Tenure

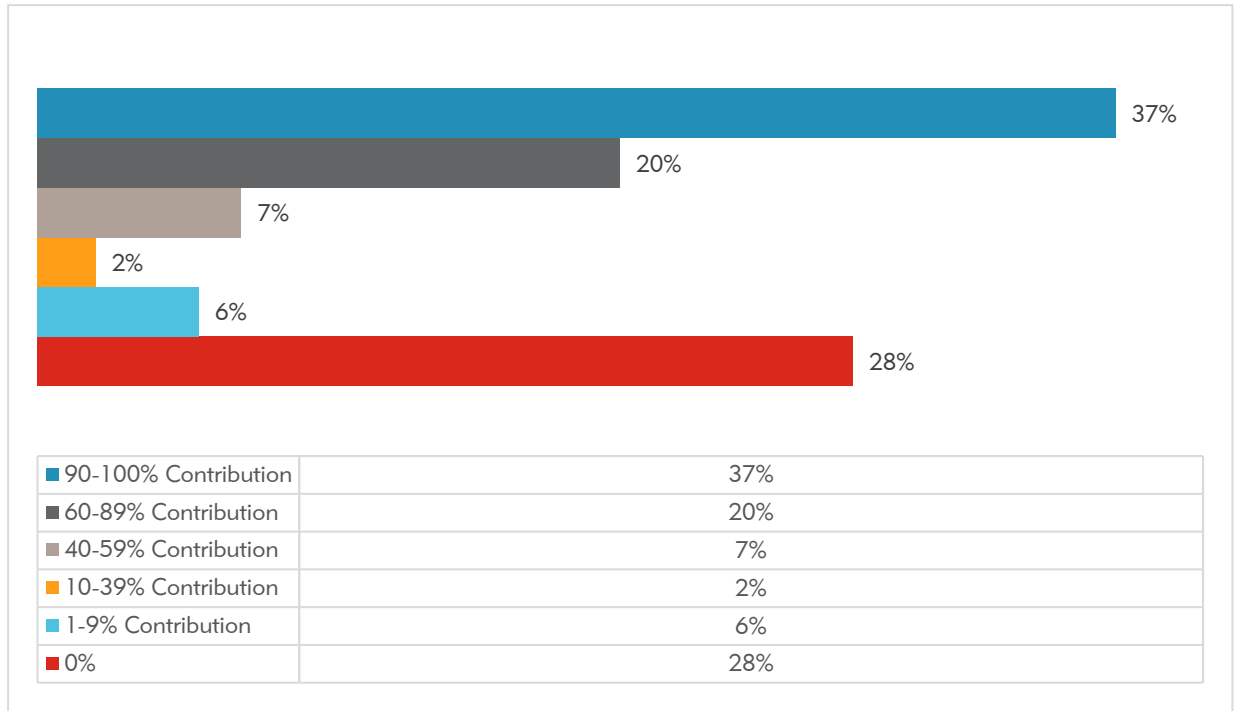




### CASA Programs Offering Health Insurance



### Percentage Contribution to Health Insurance



### Contribution to Health Insurance – by Budget Size

	\$0 – \$300,000	\$300,001 - \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$2,000,000	\$2,000,001 and above
No Contribution	50%	47%	19%	0%	0%
0-9%	10%	7%	6%	0%	0%
10-39%	0%	0%	6%	0%	0%
40-59%	0%	13%	6%	0%	25%
60-89%	20%	7%	19%	44%	25%
90-100%	20%	27%	44%	56%	50%

## CASA Programs Providing Retirement Benefits – by Budget Size

	\$0 – \$300,000	\$300,001 - \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$2,000,000	\$2,000,001 and above
Yes	20%	27%	50%	78%	75%
No	80%	73%	50%	22%	25%

## Types of Retirement Plans – by Budget Size

### \$0 - \$300,000

Employer contributes a specific percent (regardless of employee contribution)	0%
Employer matches employee contribution (up to a certain percent)	20%
Employer does not contribute	80%

### \$1,000,001 - \$2,000,000

Employer contributes a specific percent (regardless of employee contribution)	11%
Employer matches employee contribution (up to a certain percent)	56%
Employer does not contribute	33%

### \$300,001 - \$500,000

Employer contributes a specific percent (regardless of employee contribution)	7%
Employer matches employee contribution (up to a certain percent)	20%
Employer does not contribute	73%

### \$2,000,001 and above

Employer contributes a specific percent (regardless of employee contribution)	50%
Employer matches employee contribution (up to a certain percent)	25%
Employer does not contribute	25%

### \$500,001 - \$1,000,000

Employer contributes a specific percent (regardless of employee contribution)	6%
Employer matches employee contribution (up to a certain percent)	44%
Employer does not contribute	50%

## Other Employer Benefits Offered by CASA Programs – By Budget Size

	\$0 – \$300,000	\$300,001 - \$500,000	\$500,001 - \$1,000,000	\$1,000,001 - \$2,000,000	\$2,000,001 and above
Dental Insurance	0%	20%	50%	78%	75%
Vision Insurance	0%	13%	44%	67%	75%
Short-term Disability	0%	20%	25%	44%	75%
Long-term Disability	0%	13%	25%	11%	75%
Life Insurance	10%	20%	50%	67%	75%
Tuition Reimbursement	0%	0%	0%	0%	25%
Cell Phone Reimbursement	40%	40%	50%	67%	75%
Work-Issued Cell Phone	10%	40%	25%	11%	0%
Mileage Reimbursement	70%	93%	100%	100%	100%
Flexible Spending Account	10%	0%	0%	11%	50%
Other Noted Benefits	Wellness stipend (\$1,500/year); Health reimbursement	CASA car; flexible schedule; Optional 3% match on a Simple IRA; Wellness Care Plan	Employees can pay for vision and dental and AFLAC; Voluntary 403b employee contributions	Employee assistance program	\$200/employee annually for professional development or wellness; Employee assistance program