

SALARY AND COMPENSATION SURVEY NEEDS ASSESSMENT

OVERVIEW/INSTRUCTIONS

The survey has three general sections to gather wage and other qualifications for common positions within domestic violence programs; general information about fringe benefits currently offered to employees; and a few questions for context about the agency's size and location.

Agency: This section asks for a few pieces of data about the agency so there is context about the wages and benefits agencies are able to offer staff.

General Benefits: This section gathers information about pay differentials offered and collates details about the fringe benefits currently offered to employees. If your board has approved benefits packages but they do not go into effect until July 2022, please use those new benefits in your responses.

Wages and Qualifications for Each Position: Please note there are approximately five (5) questions for each of the 23 (approximate) specific positions. If your agency doesn't have a position specific to those responsibilities, skip that section. No position includes required questions. We used commonly used titles that we believe capture the majority of the general areas of activities within an agency. We hope you are able to find the best fit for your agency's positions.

Other Data Analysis

Additional information about the labor market will be shared as it becomes available in June 2022.

More Details Before You Start the Survey

- **Please share this survey/email with the person who has the easiest access to salary/wage and fringe benefit information. They will also need information about how job vacancies are advertised, agency budget, and the domestic violence program budget.**
- **Consider reviewing the questions before you start.**
- **Please only submit one response per agency.**
- **If a position at your agency is only part-time, please calculate the wages as if it were a full-time equivalent to allow for consistency in data comparisons.**
- **If you are having difficulty submitting your response, you can email a copy of a response completed in PDF form to mentel@icadv.org, but only if absolutely necessary.**

Please submit your response by Monday, June 20, 2022.

Additional information about general labor market comparisons will be shared as it becomes available in June 2022.

ABOUT YOUR AGENCY

What is the name of your agency? (We are asking this so staff can follow up should we have clarifying questions about your responses. This will not be released in a summary report without your permission.)

Your name

Which of these best describes your current position at your agency?

- President/CEO/Executive Director
- Finance Director/Fiscal Officer
- Operations/Administrative Director
- Human Resources Director
- Program Director
- Other

Which best describes the scope of your agency's programming - in addition to domestic violence victim services?

- DV only: No Additional Programs - We are a stand alone domestic violence victim service agency.
- Sexual Assault Program
- PAIP (Partner Abuse Intervention Program)
- Elder Abuse Program
- Homeless Program
- Substance Abuse Program
- Human Trafficking Program
- Other Programs Also Offered In My Agency

What is the FY22 (current fiscal year) budget for YOUR ENTIRE AGENCY?

Do we have your permission to share your agency's specific information should another member agency ask for it?

- Yes
- No
- I would prefer you tell me who is asking for it and I will follow up with them on my own.

Email address for the person completing this survey - in case we have follow-up questions.

Select your agency's region

- Southern Region
- Central Region
- North Rural Areas
- North - Collar Counties
- Cook County - Suburbs
- Cook County - Chicago

My agency receives funding from the following common sources for DOMESTIC VIOLENCE SERVICES (check all that apply):

- IL Dept of Human Services - Domestic Violence Prevention and Intervention Program
- IL Dept of Human Services - Other Program
- ICADV - VOCA
- ICADV - VAWA
- ICADV - Coronavirus Emergency Housing Fund
- IL Criminal Justice Information Authority - VOCA
- IL Criminal Justice Information Authority - VAWA
- IL Criminal Justice Information Authority - Other
- US Dept of Housing and Urban Development (HUD)
- IL Dept of Child and Family Services
- Other STATE funding
- Other FEDERAL Funding
- United Way
- Resale/Thrift Shop Revenue
- Fundraising and Contributions
- Private Foundation Grants
- 708 mental health board
- Other

What is the FY22 (current fiscal year) budget for YOUR DOMESTIC VIOLENCE PROGRAM ONLY? If you are a single purpose, dv victim services agency, your response will be the same as the previous question.

- \$0 - \$300,000
- \$300,001 - \$500,000
- \$500,001 - \$750,000
- \$750,001 - \$1,000,000
- \$1,000,001 - \$1,250,000
- \$1,250,001 - \$1,500,000
- \$1,500,001 - \$2,000,000
- \$2,000,001 - \$2,500,000
- \$2,500,501 - \$3,000,000
- \$3,000,001 - \$3,500,000
- \$3,500,001 - \$4,000,000
- \$4,000,000 - \$5,000,000
- \$5,000,000 +
- I do not know my FY22 budget for the entire agency

Currently, are you planning to give employees salary/wage increases with the anticipated influx of increased funds from the IL Department of Human Services?

- Absolutely!
- Most likely - once we know our award amount
- Not likely
- No
- I don't know - we are still discussing it

What does your agency consider a "full time" work week? Choose the closest option.

- Fewer than 25 hours per week
- 25 hours per week
- 30 hours per week
- 32.5 hours per week
- 35 hours per week
- 37.5 hours per week
- 40 hours per week
- More than 40

What amount do you typically pay PER OPEN POSITION for advertising the vacancy?

- \$0 - we don't spend anything; we only use free promotion
- \$1-\$100
- \$101 - \$500
- \$501- \$1000
- \$1001 - \$2000
- \$2001 -\$3000
- \$3001+
- I don't know how much is a typical amount

Once the Illinois Department of Human Services releases more information about its plans for allocating the increased FY23 domestic violence funds, ICADV will be hosting small group discussions in Mid-June to allow Program Council agencies an opportunity to share ideas and brainstorm together how they plan to propose successful implementation of these increased and expanded grant programs. Is there anything you would like us to consider in the planning and coordination of these that will make them more useful for you?

Some agencies offer pay differentials and/or incentives for some positions due to the responsibilities of the position; some offer those differentials based on the unique qualifications of the person holding the position or the commitment to the agency the person has demonstrated. Please indicate below any information you have about pay differentials and/or incentives your agency offers based on current board approved policies.

	Currently Offered For All Positions	Currently Offered For Administrative Positions Only	Currently Offered For Direct Service Positions Only	Currently Offered for Limited Positions Only	Not Offered At All - Not Considering It	Not Offered Currently - Considering It To Increase Equity Within and Expand Diversity In Talent Pool	Any information you want to share about this?
COVID Specific Hazzard	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Second/Third Shift Shelter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Hotline Stipend/On Call Differential	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Race/Ethnicity Equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
LGBTQAI+ Equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Ability Equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Hiring Bonus/Commitment Incentives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Longevity Bonus/Incentives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Merit Based Raises	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Cost of Living Increases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>

- \$0 - \$300,000
- \$300,001 - \$500,000
- \$500,001 - \$750,000
- \$750,001 - \$1,000,000
- \$1,000,001 - \$1,250,000
- \$1,250,001 - \$1,500,000
- \$1,500,001 - \$2,000,000
- \$2,000,001 - \$2,500,000
- \$2,500,501 - \$3,000,000
- \$3,000,001 - \$3,500,000
- \$3,500,001 - \$4,000,000
- \$4,000,000 - \$5,000,000
- \$5,000,000 +
- I do not know my agency's domestic violence program budget

Currently, are you planning to expand/increase employee benefits packages with the anticipated influx of increased funds from the IL Department of Human Services?

- Absolutely!
- Most likely - once we know are award amount
- Not likely
- No
- I don't know - we are still discussing it

What means are typically used by your agency to advertise open positions when you have turnover? What are your recruitment strategies?

- Agency's own social media networks and website
- Online job sites (eg Indeed, Glassdoor, NPO.net, Ziprecruiter, etc)
- Human resource firm develops strategies for us
- Local media (eg newspapers, radio, etc)
- Peer newsletter postings (eg ICADV' weekly mailings etc)
- Recruiting firm targets desired candidates
- Promote open positions any time we are in the community doing presentations etc
- Other

GENERAL FRINGE BENEFITS INFORMATION

Dependent: Prescription
Coverage

Dependent: Other

If you indicated "other" benefits to employees' dependents, please describe.

If you can upload the section of your policies that outlines your current board approved fringe benefits, please do so here. (Number of files allowed - 5)

Select files...

GO ON TO NEXT SECTION

ONCE YOU HAVE COMPLETED THE SECTION ABOUT THE AGENCY AND BENEFITS, MOVE ON TO ENTER INFORMATION ABOUT SPECIFIC POSITIONS BY CLICKING:

[SAVE AND NEXT](#)

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SALARY AND COMPENSATION SURVEY NEEDS ASSESSMENT

INSTRUCTIONS FOR EACH POSITION

Below you will find a set of questions for each of several typical positions identified in domestic violence programs. We realize that each agency is structured differently and that your agency's job titles may vary from these. Please do your best to enter information about your positions as described in the job titles below. For each position, we are asking you to provide an average salary CURRENTLY paid (and whether you are considering increasing it substantially), what education and experience requirements you currently have for the position, and what professional certifications are currently required of the person holding that type of position. In addition, we are asking you to estimate, to the best of your ability, how long it typically takes to fill this type of position in your agency. If your agency does not have a specific position identified here, leave that position's section blank.

1. See the list of positions below.
2. Identify the positions comparable to your agency's positions.
3. Click on the + plus sign next to the position title. That will expand the questions associated with that position.
4. Once you have completed that position's questions, you can click the - minus button to collapse it again or simply leave it open.
5. BE SURE TO CLICK **SUBMIT** AT THE BOTTOM OF THE PAGE WHEN YOU ARE ALL DONE.

PRESIDENT/CEO/EXECUTIVE DIRECTOR POSITION

What is the salary range for this position in your organization?

- Under \$40,000
- \$40,001 - \$50,000
- \$50,001 - \$60,000
- \$60,001 - \$70,000
- \$70,001 - \$80,000
- \$80,001 - \$90,000
- \$90,001 - \$100,000
- \$100,000 - \$110,000
- \$110,001 - \$120,000
- \$120,001 - \$130,000
- \$130,000 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the PRESIDENT/CEO/EXECUTIVE DIRECTOR OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the PRESIDENT/CEO/EXECUTIVE DIRECTOR OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

Some organizations build compensation packages that entitle certain leadership positions such as PRESIDENT/CEO/EXECUTIVE DIRECTOR access to additional fringe benefits not offered to other staff. If your agency offers this sort of benefit to this position, please describe (eg increased percent contributed to retirement account, additional paid time off, etc)

If you are able to estimate, tell us how long it **typically** takes you to fill the CEO/PRESIDENT/EXECUTIVE DIRECTOR position when there is turnover? We realize that the job market has been somewhat unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

ASSISTANT DIRECTOR/ASSOCIATE DIRECTOR/COO POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000

- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the ASSISTANT/ASSOCIATE DIRECTOR/COO POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the ASSISTANT/ASSOCIATE DIRECTOR/COO POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the ASSISTANT/ASSOCIATE DIRECTOR/COO POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Some organizations build compensation packages that entitle certain leadership positions such as ASSISTANT/ASSOCIATE DIRECTOR POSITION/COO access to additional fringe benefits not offered to other staff. If your agency offers this sort of benefit to this position, please describe (eg increased percent contributed to retirement account, additional paid time off, etc)

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

FISCAL OFFICER OR DIRECTOR/ACCOUNTANT POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the FISCAL OFFICER OR DIRECTOR/ACCOUNTANT POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the FISCAL OFFICER OR DIRECTOR/ACCOUNTANT POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you are able to estimate, tell us how long it **typically** takes you to fill the FISCAL OFFICER OR DIRECTOR/ACCOUNTANT POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months

Some organizations build compensation packages that entitle certain leadership positions such as FISCAL OFFICER OR DIRECTOR/ACCOUNTANT POSITION access to additional fringe benefits not offered to other staff. If your agency offers this sort of benefit to this position, please describe (eg increased percent contributed to retirement account, additional paid time off, etc)

- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

BOOKKEEPING/OTHER FISCAL STAFF POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the BOOKKEEPING/OTHER FISCAL STAFF POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the BOOKKEEPING/OTHER FISCAL STAFF POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you are able to estimate, tell us how long it **typically** takes you to fill the BOOKKEEPING/OTHER FISCAL STAFF POSITION when there is turnover? We realize that the job market has been somewhat unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

GRANT MANAGER POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the GRANT MANAGER POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree

- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the GRANT MANAGER POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the GRANT MANAGER POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Some organizations build compensation packages that entitle certain leadership positions such as GRANT MANAGER POSITION access to additional fringe benefits not offered to other staff. If your agency offers this sort of benefit to this position, please describe (eg increased percent contributed to retirement account, additional paid time off, etc)

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

DEVELOPMENT DIRECTOR/FUNDRAISER POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the DEVELOPMENT DIRECTOR/FUNDRAISER POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the DEVELOPMENT DIRECTOR/FUNDRAISER POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the DEVELOPMENT DIRECTOR/FUNDRAISER POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Some organizations build compensation packages that entitle certain leadership positions such as DEVELOPMENT DIRECTOR/FUNDRAISER POSITION access to additional fringe benefits not offered to other staff. If your agency offers this sort of benefit to this position, please describe (eg increased percent contributed to retirement account, additional paid time off, etc)

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

ADMINISTRATIVE ASSISTANT/OTHER GENERAL SUPPORT STAFF POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the ADMINISTRATIVE ASSISTANT/OTHER GENERAL SUPPORT STAFF POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- More than 1 year experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the ADMINISTRATIVE ASSISTANT/OTHER GENERAL SUPPORT STAFF POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the ADMINISTRATIVE ASSISTANT/OTHER GENERAL SUPPORT STAFF POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

OTHER ADMINISTRATIVE STAFF - MUST DESCRIBE

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the OTHER ADMINISTRATIVE STAFF OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the OTHER ADMINISTRATIVE STAFF OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)

- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the OTHER ADMINISTRATIVE STAFF when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Some organizations build compensation packages that entitle certain leadership positions such as OTHER ADMINISTRATIVE STAFF access to additional fringe benefits not offered to other staff. If your agency offers this sort of benefit to this position, please describe (eg increased percent contributed to retirement account, additional paid time off, etc)

If you have provided information about "OTHER ADMINISTRATIVE STAFF" please describe what this position is responsible for below so we can better put the information into context.

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

PROGRAM DIRECTOR/MANAGER POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the PROGRAM DIRECTOR/MANAGER POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the PROGRAM DIRECTOR/MANAGER POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you are able to estimate, tell us how long it **typically** takes you to fill the PROGRAM DIRECTOR/MANAGER POSITION when there is turnover? We realize that the job market has been somewhat unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Some organizations build compensation packages that entitle certain leadership positions such as PROGRAM DIRECTOR/MANAGER POSITION access to additional fringe benefits not offered to other staff. If your agency offers this sort of benefit to this position, please describe (eg increased percent contributed to retirement account, additional paid time off, etc)

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

SHELTER MANAGER POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000

- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the SHELTER MANAGER POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the SHELTER MANAGER POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the SHELTER MANAGER POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Some organizations build compensation packages that entitle certain leadership positions such as SHELTER MANAGER POSITION access to additional fringe benefits not offered to other staff. If your agency offers this sort of benefit to this position, please describe (eg increased percent contributed to retirement account, additional paid time off, etc)

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

DIRECT SERVICE SUPERVISOR POSITION (not the program director)

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the DIRECT SERVICE SUPERVISOR POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the DIRECT SERVICE SUPERVISOR POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the DIRECT SERVICE SUPERVISOR POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months

- over 6 months
 it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
 Hybrid - some remote work flexibility, some work on site required
 Remote only - flexibility for off-site remote work has been offered
 Currently reevaluating the requirements and cannot answer at this time

SHELTER STAFF/HOTLINE POSITION

What is the salary range for this position in your organization?

- Under \$20,000
 \$20,001 - \$30,000
 \$30,001 - \$35,000
 \$35,001 - \$40,000
 \$40,001 - \$45,000
 \$45,001 - \$50,000
 \$50,001 - \$55,000
 \$55,000 - \$60,000
 \$65,001 - \$70,000
 \$75,001 - \$80,000
 \$80,001 - \$85,000
 \$85,000 - \$90,000
 \$90,001 - \$95,000
 \$95,001 - \$100,000
 \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the SHELTER STAFF/HOTLINE POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
 Bachelor's Degree
 High School Diploma or Equivalent
 At least 1 year experience in comparable field
 1-5 years' experience in comparable field
 5+ years' experience in comparable field
 We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
 Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the SHELTER STAFF/HOTLINE POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
 Certified Public Accountant (CPA)
 Licensed Attorney
 Licensed Clinical Professional Counselor (LCPC)
 Licensed Social Worker (LSW)
 Licensed Clinical Social Worker (LCSW)
 We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
 Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the SHELTER STAFF/HOTLINE POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
 1-3 months
 4-6 months
 over 6 months
 it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
 Hybrid - some remote work flexibility, some work on site required
 Remote only - flexibility for off-site remote work has been offered
 Currently reevaluating the requirements and cannot answer at this time

ADULT COUNSELOR POSITION

What is the salary range for this position in your organization?

- Under \$20,000
 \$20,001 - \$30,000
 \$30,001 - \$35,000
 \$35,001 - \$40,000
 \$40,001 - \$45,000
 \$45,001 - \$50,000
 \$50,001 - \$55,000
 \$55,000 - \$60,000
 \$65,001 - \$70,000
 \$75,001 - \$80,000
 \$80,001 - \$85,000
 \$85,000 - \$90,000
 \$90,001 - \$95,000
 \$95,001 - \$100,000
 \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the ADULT COUNSELOR POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
 Bachelor's Degree
 High School Diploma or Equivalent

- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the ADULT COUNSELOR POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the ADULT COUNSELOR POSITION when there is turnover?

We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

THERAPIST POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the THERAPIST POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the THERAPIST POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the THERAPIST POSITION when there is turnover? We realize

that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

LEGAL/COURT ADVOCATE POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the LEGAL/COURT ADVOCATE POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the LEGAL/COURT ADVOCATE POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the LEGAL/COURT ADVOCATE POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

ATTORNEY POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the ATTORNEY POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the ATTORNEY POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)

Licensed Social Worker (LSW)

Licensed Clinical Social Worker (LCSW)

We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration

Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the ATTORNEY POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

Typically less than a month

1-3 months

4-6 months

over 6 months

it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

On Site work only - no remote options

Hybrid - some remote work flexibility, some work on site required

Remote only - flexibility for off-site remote work has been offered

Currently reevaluating the requirements and cannot answer at this time

CHILDREN'S COUNSELOR POSITION

What is the salary range for this position in your organization?

Under \$20,000

\$20,001 - \$30,000

\$30,001 - \$35,000

\$35,001 - \$40,000

\$40,001 - \$45,000

\$45,001 - \$50,000

\$50,001 - \$55,000

\$55,000 - \$60,000

\$65,001 - \$70,000

\$75,001 - \$80,000

\$80,001 - \$85,000

\$85,000 - \$90,000

\$90,001 - \$95,000

\$95,001 - \$100,000

\$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the CHILD COUNSELOR POSITION OF THE AGENCY (check all that apply):

Post Graduate Degree

Bachelor's Degree

High School Diploma or Equivalent

At least 1 year experience in comparable field

1-5 years' experience in comparable field

5+ years' experience in comparable field

We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration

Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the CHILD COUNSELOR POSITION OF THE AGENCY (check all that apply):

IL Certified Domestic Violence Professional (ICDVP)

Certified Public Accountant (CPA)

Licensed Attorney

Licensed Clinical Professional Counselor (LCPC)

Licensed Social Worker (LSW)

Licensed Clinical Social Worker (LCSW)

We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration

Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the CHILD COUNSELOR POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

Typically less than a month

1-3 months

4-6 months

over 6 months

it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

On Site work only - no remote options

Hybrid - some remote work flexibility, some work on site required

Remote only - flexibility for off-site remote work has been offered

Currently reevaluating the requirements and cannot answer at this time

PARTNER ABUSE INTERVENTION PROGRAM FACILITATOR POSITION

What is the salary range for this position in your organization?

Under \$20,000

\$20,001 - \$30,000

\$30,001 - \$35,000

\$35,001 - \$40,000

\$40,001 - \$45,000

\$45,001 - \$50,000

\$50,001 - \$55,000

\$55,000 - \$60,000

\$65,001 - \$70,000

\$75,001 - \$80,000

- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the PARTNER ABUSE INTERVENTION PROGRAM FACILITATOR POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the PARTNER ABUSE INTERVENTION PROGRAM FACILITATOR POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the PARTNER ABUSE INTERVENTION PROGRAM FACILITATOR POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

TRAINER/VOLUNTEER COORDINATOR POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the TRAINER/VOLUNTEER COORDINATOR POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the TRAINER/VOLUNTEER COORDINATOR POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the TRAINER/VOLUNTEER COORDINATOR POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

PREVENTION/OUTREACH COORDINATOR POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the PREVENTION/OUTREACH COORDINATOR POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the PREVENTION/OUTREACH COORDINATOR POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the PREVENTION/OUTREACH COORDINATOR POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

OTHER PROGRAM STAFF - MUST DESCRIBE

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the OTHER PROGRAM STAFF OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field

- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the OTHER PROGRAM STAFF OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the OTHER PROGRAM STAFF when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

If you have provided information about "OTHER PROGRAM STAFF" please describe what this position is responsible for below so we can better put the information into context.

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

CASE WORKER/FAMILY ADVOCATE POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the CASE WORKER/FAMILY ADVOCATE POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the CASE WORKER/FAMILY ADVOCATE POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the CASE WORKER/FAMILY ADVOCATE POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

FACILITIES MAINTENANCE PERSONNEL/JANITOR POSITION

What is the salary range for this position in your organization?

- Under \$20,000
- \$20,001 - \$30,000
- \$30,001 - \$35,000
- \$35,001 - \$40,000
- \$40,001 - \$45,000
- \$45,001 - \$50,000
- \$50,001 - \$55,000
- \$55,000 - \$60,000
- \$65,001 - \$70,000
- \$75,001 - \$80,000
- \$80,001 - \$85,000
- \$85,000 - \$90,000
- \$90,001 - \$95,000
- \$95,001 - \$100,000
- \$100,001 +

We REQUIRE the following EDUCATION AND/OR EXPERIENCE for the FACILITIES MAINTENANCE PERSONNEL/JANITOR POSITION OF THE AGENCY (check all that apply):

- Post Graduate Degree
- Bachelor's Degree
- High School Diploma or Equivalent
- At least 1 year experience in comparable field
- 1-5 years' experience in comparable field
- 5+ years' experience in comparable field
- We do not have specific requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required EXPERIENCE OR EDUCATION

We REQUIRE the following PROFESSIONAL CERTIFICATIONS AND/OR LICENSURE for the FACILITIES MAINTENANCE PERSONNEL/JANITOR POSITION OF THE AGENCY (check all that apply):

- IL Certified Domestic Violence Professional (ICDVP)
- Certified Public Accountant (CPA)
- Licensed Attorney
- Licensed Clinical Professional Counselor (LCPC)
- Licensed Social Worker (LSW)
- Licensed Clinical Social Worker (LCSW)
- We do not have specific professional certification requirements in place - rather we take the cumulative experience and skills of each candidate into consideration
- Other required PROFESSIONAL LICENSURE

If you can estimate, tell us how long it **typically** takes you to fill the FACILITIES MAINTENANCE PERSONNEL/JANITOR POSITION when there is turnover? We realize that the job market has been unpredictable and more challenging in recent years. Do the best you can to respond with the best estimate overall.

- Typically less than a month
- 1-3 months
- 4-6 months
- over 6 months
- it varies too greatly to select one of these options

Is this position a remote, hybrid or solely onsite position?

- On Site work only - no remote options
- Hybrid - some remote work flexibility, some work on site required
- Remote only - flexibility for off-site remote work has been offered
- Currently reevaluating the requirements and cannot answer at this time

MISC INFORMATION

If you are considering increasing wages/salaries for any of the above positions, can you tell us which positions and what types of increases you are considering? (eg all positions and a percentage increase; direct service positions at 20% increase and administrative positions at 10% increase, etc)

Is there anything else about your agency's salaries and benefits that wasn't asked in previous questions that will be helpful for inclusion in a statewide summary?

COMPLETE AND SUBMIT INSTRUCTIONS

When all of your data is entered click the **SUBMIT** button. If you are logged into Coalition Manager you may click Save and Exit, and then come back to the survey if you need to finish later...but only do this if you are logged into the system.