

NCCAP 2005 SALARY SURVEY RESULTS

As you know, NCCAP is a credentialing body that credentials individuals that meet the established standards of practice. NCCAP also offers other services to certified individuals to include the NCCAP website. On the website individuals can post information about upcoming meetings, educational offerings or simply post messages on the NCCAP bulletin board that are of importance to the members. The one area that is always discussed is “wages/salaries.”

As a result of the above, and in an ongoing effort to assist the certified members, NCCAP distributed approximately 5,600 wage surveys via the FALL 2004, NCCAP Newsletter. 128 were returned, some of which were not completely filled out. This is only a 2% return, which really is not an accurate picture of what is happening around the country.

All that being said, the results have been sorted and tabulated and are listed below.

TYPE OF FACILITY

SNF/LTC 71
ADC 16
Assisted Living 19
Senior Center 5
Retirement 6
Other 11
Did not answer 0

FACILITY LOCATION

Urban 62
Rural 33
Did not answer 33

STATE - no surveys returned from 13 states: Alaska, Arkansas, Hawaii, Idaho, Maine, Missouri, New Hampshire, North Dakota, South Dakota, Utah, Vermont, West Virginia and Wyoming.

1 survey returned from each of these states: CT, IL, KS, LA, MS, MT, NM, NV, OK, OR, RI, TN and TX,

2 surveys returned from each of these states: AL, AZ, GA, IN, KY, MI, NC, NE,

3 surveys returned from each of these states: CA, CO, DE, IA, NY, SC and WA

4 surveys returned from: WI

5 surveys returned from: VA

6 surveys returned from: FL

9 surveys returned from: MD and PA

11 surveys returned from: NJ

15 surveys returned from: OH

HIGHEST LEVEL OF EDUCATION

MEPAPI 0
MEPAP 2 8
Certificate Program 26
Associates Degree 24
Bachelor Degree 67
Other 2
Did not answer 1

NUMBER OF YEARS IN ACTIVITIES

0-5 17
6-10 30
11-15 35
16-20 25
21-25 9
Over 25 10
Did not answer 1

NCCAP CERTIFICATION LEVEL

AAC 7
ADPC 10
ADC 100
ACC 11
Did not answer

PRESENT SALARY RANGE: PER HOUR

\$5.00 - \$7.75 1
\$8.00 - 10.75 6
\$11.00 - \$13.75 40
\$14.00 - \$16.75 35
\$17.00 - \$19.75 32
\$20.00 - over 12
Did not answer 2

HOURS WORKED PER WEEK:

0-8 2
9-16 1
17-24 4
25-32 8
33-40 53
Over 40 56
Did not answer 4

JOB TITLE:

Activity Assistant 9
Activity Coordinator 20
Activity Director 80
Activity Consultant 3
Other 13
Did not answer 3

Total Number of Staff in Position

20 – 1 FT
2 – 1 FT, 1PT
1 –1FT, 2 PT
1 – 1FT, 3PT
26 –2FT
4 – 2 FT, 1PT
2 –2FT, 2PT
1 – 2FT, 2PT
20 –3FT
6- 3FT, 1PT
1-3FT, 2PT
3 – 3FT, 3PT
1 – 3FT, 5PT
9 –4FT
1-4FT, 1PT
1 – 4 FT, 2PT
5 – 5FT
3 – 5FT, 3PT
2 – 6FT
1 –8FT
1 – 8FT, 1PT
1 – 8 FT, 5PT
4 – 9FT
11- No answer

***1 –11FT (this information came from a SNF, Rural setting with no state listed. The Director has a college degree, is an ACC, with 16-20 years in the field making \$17.00 to \$19.75/hour. The Director works 33-40 hours weekly, staffing ratio is 1:44 with a monthly budget listed of \$1,200.

***1-16FT (this information came from a SNF in PA, the Director has a degree, is an ADC, who works 40+ hours a week, making \$17.00 to \$19.75/hour. Director has 16-20 years n the field. Staffing ratio is 1:26. Yearly budget for staffing is listed as \$700,000. Not sure how accurate this information is.

Monthly Budget (this # was averaged from all surveys)

6 - \$100 or less per month	4 - \$1000 to \$1099 per month
7 - \$100 to \$299 per month	5 - \$1100 to \$1200 per month
17 - \$300 to \$399 per month	1 - \$1375 per month
2 - \$400 to \$499 per month	6 - \$1500 to \$1700 per month
4 - \$500 to \$599 per month	3 - \$2,000 to \$4,000 per month
5 - \$600 to \$699 per month	3 - \$9,000 to \$12,500 per month
3 - \$700 to \$799 per month	
6 - \$800 to \$899 per month	
2 - \$900 to \$999 per month	

There 54 surveys that did not answer this question...

YEARLY BUDGET

40 – less than \$10,000 per year
27 – more than \$10,000 per year
61 – did not answer the question

Staff to Resident Ratio (this # was averaged from all surveys)

35 – ratio of 30 or less per staff member.

The lowest ratio was 1:4 somewhere in the state of Delaware.

41 – ratio of 31 to 59 staff per resident

11 –ratio of 60 to 99 staff per resident

3 – ratio of 1:100

1 –ratio of 1:175

this highest ratio was from a rural retirement center in the state of New Jersey.

So what do the results show on an average? The average activity professional works in SNF/LTC in an Urban area and has at least an associates degree, if not a bachelors degree. The average Activity Professional has 11 to 20 years of experience, is nationally certified as an ADC, works 33 to 40+ hours per week and earns \$11 to 19.75 an hour. The job title most often used is Activity Director. Your budget is \$600/month or less and your staffing ratio is most likely 1 staff member for every 31 to 59 residents.

****Again the information provided here was based on the information provided by the 128 certified members that completed the survey. NCCAP is not making any recommendations, endorsements, etc., as to the proper amount, wage, salary an individual should make and/or request. NCCAP recommends that individual activity organizations conduct their own wage surveys to better assist their members on a more local level.***