

**B.C. ASSOCIATION OF SPECIALIZED VICTIM ASSISTANCE AND
COUNSELLING PROGRAMS
WAGE SURVEY REPORT
STOPPING THE VIOLENCE OUTREACH PROGRAMS**

We received surveys from 20 STV Outreach Programs. The following is an overview of the information we received.

Accredited: 4 yes 0 in progress 1 CARF 3 COA

Unionized: 10 yes 7 BCGEU 1 UFCW 0 HEU 2 HSA

B.C. Medical:

The majority of plans had employers paying 100% of medical benefits.
The Breakdown is as follows:

2 - 50%

14 - 100%

1 program – Employer pays additional 10.2% in lieu of benefits/vacation

Dental:

The vast majority (17 out of 20) of employers paid 100% of dental benefits.
Breakdown:

2 Programs - 0%

1 Program - 50%

17 Programs - 100% paid by employer

Extended Health:

The vast majority (16 out of 20) of employers paid 100% of extended health benefits.

2 Programs - 50%

16 Programs - 100% paid by employer

Short Term Sick Leave: (this is not sick days)

12 Agencies either have none or left the line blank

3 Agencies pay 80%

5 Agencies pay 100%

Long Term Sick Leave:

6 Agencies have none

14 Agencies pay 100%

RRSP and OTHER BENEFITS

4 Employers report no RRSP

4 Employers match 2% of wages

3 Employer match up to 2.5% of wages

9 Employer match up to 3% of wages

OTHER BENEFITS:

EFAP: 2 Agencies
Mental Health Days: 1 Agency
Life Insurance 4 Agencies

REGULATIONS FOR BENEFITS:

Not reported by 11 agencies
Minimum 15 hrs/wk 2 Agencies
Minimum 20 hrs/wk 6
Minimum 21 hrs/wk 1

BENEFITS BEGIN:

Not reported by 1 agency
Immediately: 1 Agency
3 months 15 Agencies
6 months 3 Agencies

SICK LEAVE ACCRUES AT:

6 (the majority of programs) accrue sick leave at 1 day per month. The rest are as follows:

1 Program calculated at 5% of hours worked
4 Programs accrue at 1.25 days/mo
3 Programs accrue at 1.5 days/mo

Other:

1 Program accrues at 105 hrs/yr. fro FTE
3 programs did not report

The maximum amount workers can accrue sick time varies as well, from:

2 programs 12 days/yr
2 programs 15 days/yr
3 programs 18 days/yr
1 program 20 days/yr
6 programs 156 days maximum

ANNUAL LEAVE:

The majority of the programs start at 3 weeks, or 15 days, per year. Increases range from one day per year or every 2 years.

Two agencies start at 8% per year with increases after 5 years.

Two agencies start at 2 weeks with increases after 3, 5, 10, 15 years

Five agencies did not report their annual vacation.

One agency starts at 3.6 weeks per year with an increase of one day per year.

One agency starts at 6 weeks per year with an increase of one day per year.

One agency starts at 4% per year.

TRAVEL ALLOWANCE:

All agencies reported paying mileage.

Mileage rates varied from 35 to 50 cents per kilometer. The majority of responses were in the 38 to 42 cent range.

12 agencies paid for their staff parking and 10 agencies paid for business auto insurance.

TRAINING PAID BY AGENCY:

2 Programs had no training paid

4 Programs reported, "varies" or "depends on budget"

14 programs reported that the amounts ranged from \$250 per year to \$1500.

WAGES:

Wages ranged from a high of \$26.50 per hour (one program) to \$15.64 per hour (one program). A breakdown follows:

STV Outreach Worker:

\$15.64 - \$17.92	4 Programs
\$18.63 - \$19.44	7 Programs
\$20.00 - \$21.17	7 Programs
\$23.00	1 Program
\$26.50	1 Program

Supervisor:

Supervisor salaries for 10 agencies were not reported.

Supervisor salaries for remaining 10 agencies ranged from a low of \$19.21 (one program, next lowest \$21.55) to a high of \$30.00 (one Program).

Executive Director:

E.D. salaries ranged from \$25.44/hour to \$36.44/hr.

9 did not report.

\$25.50	1 Agency
\$28.00 - \$29.71	7 Agencies
\$30.00 +	3 Agencies