OHIO VICTIM SERVICES COMPENSATION RESULTS 2022

Total number of Participants 496

41% from NE Ohio

18% from NW Ohio

12% from Central Ohio

10% from SE Ohio

8% from SW Ohio

12% from Statewide Organizations

Most organizations cover only one county

- 45% cover 1
- 29% cover 2-3
- 12% cover 4 or more
- 14% are Statewide

Most agencies provide hotline and/or DV victim services and many provide a mix of services

- 70% provide hotline
- 49% provide mix of DV and SV
- 60% provide human trafficking services
- 43% provide SV services
- 69% provide DV services

Most respondents were straight, white women with a bachelor’s degree or higher

- 79% White
- 92% Women
- 74% Heterosexual
- 74% Bachelor’s or higher

Salary & hourly workers were represented

- 47% hourly workers
- 52% salary workers

Out of all responses

- 56% serve mixed areas
- 47% serve rural areas
- 27% serve urban areas
- 24% serve suburban areas

Note. All numbers & percentages are based on the number of responses to that item. All percentages are rounded.
Overall, victim services organizations reported less funding is available to adequately compensate employees.

From 2020 to 2022, victim services budgets decreased

<table>
<thead>
<tr>
<th>Year</th>
<th>Average Budget</th>
<th>Minimum Budget</th>
<th>Maximum Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$1.3 Million</td>
<td>$55,000</td>
<td>$27 Million</td>
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<tr>
<td>2022</td>
<td>$1.1 Million</td>
<td>$35,000</td>
<td>$11.4 Million</td>
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(-16%) and (-58%)

Most victim services employees do not earn a living wage based on average salaries reported

Out of 293 responses, 175 (60%) stated lack of compensation was the main challenge for staff retention

45% of Directors said their organization depends on volunteers to take the place of paid workers

These volunteers often work directly with clients as hotline support or as victim advocates

45% of staff said their salary does not cover their basic needs

Responding organizations receive less than 50% of their funding from individual donors

90% of responding organizations receive federal and/or state funding

43% of responding organizations receive more than half of their money from state and federal government

Executive/Program Directors
Finance/Administration
Mental Health Services
Medical Services
$35,000 to $55,000
$25,000 to $31,000
$20,000 to $25,000
$15,614 to $20,000
$9,300

Minimum Living Wage in Ohio for 1 adult + 0 children
Minimum Living Wage in Ohio for 1 adult + 1 child
Shelter advocates ($12-$15/hr)
Direct service positions Case/Probation Managers
Advocates ($19-$24/hr)
Coordinators ($20-$25/hr)

Victim Services organization staff feel overextended in their work & struggle to maintain work-life balance.

64% of Directors do not believe their current staffing is adequate to support survivor-centered, trauma-informed, best practice services.

Over 1/3rd of staff do not receive enough PTO to maintain a work-life balance.

Even when employees have PTO available, lack of qualified staff makes using PTO difficult because:

1. There is no one to cover while they are out (n=58)
2. The impact on other employees is too great (n=44)
3. There is a use it or lose it policy, so they lose it (n=43)
4. Almost half (48%) of all respondents work more than 40 hours per week (n=222)

The most influential factors for staff retention reported by VS respondents were pay and support.

The most influential factor for recruiting new staff at VS agencies was pay.

Employees working 1+ other jobs reported fatigue & lowered performance at their VS job.

79% of employers have a use it or lose it policy for their PTO.

57% of respondents said they had to work more than one job to make ends meet.