

NJAPA Salary Survey: Spring 2005

by Robert J. Smaldore, ACC

As we did three years ago (as well as in the year 2000), during this spring's annual NJAPA convention The Long Range Planning Committee conducted a salary survey. We are again pleased to offer to our members the all-important "hard numbers" that resulted from the survey, and review, at the end of the figures, some important points to consider.

AVERAGE DIRECTOR'S SALARY: (based on 77 valid responses)-

Statewide Average Department Director's Salary: \$40,180.81 (\$19.32 per hour).

Average Director's Salary by State Region:

North: \$41,623.00 (\$20.01 per hour)

Central: \$40,542.00 (\$19.49 per hour)

South: \$38,833.00 (\$18.67 per hour)

High Salaries:

1) \$70,000.00 - South Jersey, 27 years experience.

2) \$66,000.00 - Central Jersey, 27 years experience.

Low Salaries:

1) \$27,000.00, 11 years experience, Central Jersey.

2) \$25,000.00, 6 years experience, South Jersey.

AVERAGE ASSISTANT DIRECTOR'S SALARY: (based on 14 valid

responses) - Statewide Average Assistant Director's Salary: \$32,750.00 (\$15.75 per hour).

Average Assistant Director's Salary by State Region:

North: \$30,123.00 (\$14.48 per hour)

Central: \$34,750.00 (\$16.71 per hour)

South: \$33,166.00 (\$15.94 per hour)
(Assistant Director, continued:)

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High Salaries - (for Assistant Directors):

- 1) \$40,000.00 - (South Jersey, 6 years experience, with
CTRS.)**
2) \$38,000.00 - (South Jersey, 15 years experience.)

Low Salaries:

- 1) \$27,000.00 - (North Jersey, 10 years experience.)**
2) \$18,000.00 - (South Jersey, 8 years experience.)

**AVERAGE ACTIVITIES ASSISTANT'S SALARY: (based on
48 valid responses): \$25,187.50 (\$12.11 per hour)**

Average Activities Assistant's salary by region:

North: \$24,750.00 (\$11.90 per hour)
Central: \$26,465.00 (\$12.72 per hour)
South: \$24,625.00 (\$11.89 per hour)

High Salaries:

- 1) \$40,000 - (A "sensory coordinator" with 5 years
experience
working in South Jersey.)**
**2) \$36,000 - (with 11 years experience, working in Central
Jersey)**

Low Salaries:

- 1) \$17,000 (\$8.17 per hour - 3 responses, one in each Region)**
**2) \$18,000 (\$8.65 per hour - 2 responses, 1 in South, 1 in
Central)**

**In reviewing the above figures here are some points to keep in
mind. In the survey conducted at the 2000 Convention, there were only
a total of 76 responses in all three job categories. In 2002 there were**

167 responses. This year there were 139 valid responses, and the highest number of responses came from those who identified their position as that of “Director”.

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When looked at by State Region (North, Central, South), the gaps in salaries seems to be narrowing, and perhaps becoming less important. (Traditionally salaries in North Jersey were always the highest, followed by those in Central New Jersey. Salaries in South Jersey were always the lowest.) In this latest survey, in two of the three job positions, salaries in Central Jersey were the highest. There also seems to be a clear trend for salaries in South Jersey to “catch-up” with those in both Central and North Jersey. Indeed, in this year’s survey, the pre-supposed “gap” between the three regions definitely seems to be narrowing.

Also, in previous surveys, the majority of respondents were working in a Long Term Care (and/or Rehab.) setting. This continues to be the case in this year’s survey. Although the Committee did not have an opportunity to review registration information, it is assumed that the vast majority of attendees at the Convention are working in Long Term Care.

In reviewing responses, the Committee concluded that, by making the survey shorter than in previous years, significant information was *not* attained this year. Specifically, we did not learn how many respondents are nationally certified; the level of post-high school education; or how many hold a CTRS degree. In shortening the survey the hope was that more attendees at the Convention would take the time to fill out the form. The fact is that fewer people returned the form than three years ago.

Nevertheless, our basic goal has been achieved. NJAPA members once again have a valid source of information to present to the appropriate people when negotiating for a salary increase, or when interviewing for a new position. Our experience with the past two

surveys has been that, armed with results of the survey, members *were* able to negotiate higher salaries. This, we believe, makes the time and effort involved well worthwhile. Our thanks go out to the NJAPA Board for their encouragement and assistance with the survey. To all of you reading about the survey we say: YOU have a valid tool to work with . . . GO FOR IT!