

PCSAO and OCDA Joint Salary Survey

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PCSAO and OCDA Joint Salary Survey

Page 1 - Heading

Agency Description

Page 1 - Question 1 - Choice - One Answer (Bullets)

[Mandatory]

What is the size of your agency? (Based on CPOE Standards)

- Major Metro
- Metro
- Large
- Medium
- Medium-Small
- Small

Page 1 - Question 2 - Yes or No

[Mandatory]

Does your agency include a Public Children's Services Agency (PCSA)?

- Yes
- No

Page 1 - Question 3 - Yes or No

[Mandatory]

Does your agency include Child Support Enforcement (CSEA)?

- Yes
- No

Page 1 - Question 4 - Yes or No

[Mandatory]

Does your agency include Income Maintenance (IM)?

- Yes
- No

Page 1 - Question 5 - Yes or No

[Mandatory]

Does your agency include Workforce Development?

- Yes
- No

Is your agency levy funded?

- Yes
- No

Staffing

What is the total number of authorized positions within the agency?

- 1 - 10
- 11 - 20
- 21 - 40
- 41 - 60
- 61 - 80
- 81 - 100
- 101 - 200
- 201 - 400
- 401 - 700
- 701 - 1000
- Over 1000

What is the total number of all full time staff (FTE)? (NOTE: This is the actual number of full time employees at the time of completing this survey.)

- 1 - 10
- 11 - 20
- 21 - 40
- 41 - 60
- 61 - 80
- 81 - 100
- 100 - 200
- 201 - 400
- 400 - 700
- 700 -1000
- Over 1000

What is the total number of full time (FTE) child welfare direct service and supervisors staff at your agency? (NOTE: This is the actual number of full time employees at the time of completing this survey.)

- 1 - 10
- 11 - 20
- 21 - 40
- 41 - 60
- 61 - 80
- 81 - 100
- 100 - 200

- 201 - 400
- 400 - 700
- 700 -1000
- Over 1000

Page 1 - Question 10 - Choice - One Answer (Bullets)

[Mandatory]

What is the total number of full time (FTE) child support enforcement staff? (NOTE: This is the actual number of full time employees at the time of completing this survey.)

- 1 - 10
- 11 - 20
- 21 - 40
- 41 - 60
- 61 - 80
- 81 - 100
- 100 - 200
- 201 - 400
- 400 - 700
- 700 -1000
- Over 1000

Page 1 - Question 11 - Choice - One Answer (Bullets)

[Mandatory]

What is the total number of all part time staff at your agency? (NOTE: This is the actual number of part time employees at the time of completing this survey.)

- Zero
- 1 - 10
- 11 - 20
- 21 - 30
- 31 - 40
- 41 - 50
- Over 50

Page 1 - Question 12 - Choice - One Answer (Bullets)

[Mandatory]

What is the total number of part time child welfare direct service and supervisors staff at your agency? (NOTE: This is the actual number of part time employees at the time of completing this survey.)

- Zero
- 1 - 10
- 11 - 20
- 21 - 30
- 31 - 40
- 41 - 50
- Over 50

Page 1 - Question 13 - Choice - One Answer (Bullets)

[Mandatory]

What is the total number of part time child support enforcement staff at your agency? (NOTE: This is the actual number of part time employees at the time of completing this survey.)

- Zero
- 1 - 10
- 11 - 20

- 21 - 30
- 31 - 40
- 41 - 50
- Over 50

Page 1 - Question 14 - Choice - One Answer (Bullets)

[Mandatory]

What is the total number of child welfare direct staff and supervisors at your agency? (NOTE: This is the actual number of all child welfare staff at the time of completing this survey.)

- 1 - 10
- 11 - 20
- 21 - 40
- 41 - 60
- 61 - 80
- 81 - 100
- 101 - 200
- 201 - 400
- 401 - 700
- 701 -1000
- Over 1000

Page 1 - Question 15 - Choice - One Answer (Bullets)

[Mandatory]

What is the total number of child support enforcement staff at your agency? (NOTE: This is the actual number of all child welfare staff at the time of completing this survey.)

- 1 - 10
- 11 - 20
- 21 - 40
- 41 - 60
- 61 - 80
- 81 - 100
- 101 - 200
- 201 - 400
- 401 - 700
- 701 -1000
- Over 1000

Page 1 - Heading

Turnover

Page 1 - Question 16 - Choice - One Answer (Bullets)

[Mandatory]

What is the total number of employees who left the agency for any reason in 2009?

- Zero
- 1-5
- 6-10
- 11-15
- 16-20
- 21 - 30
- 31 - 50
- 50 - 75

- 75 - 100
- Over 100

Page 1 - Question 17 - Choice - One Answer (Bullets)

[Mandatory]

What is the total number of child welfare staff who left the agency for any reason in 2009?

- Zero
- 1-5
- 6-10
- 11-15
- 16-20
- 21 - 30
- 31 - 50
- 50 - 75
- 75 - 100
- Over 100

Page 1 - Question 18 - Choice - One Answer (Bullets)

[Mandatory]

What is the total number of child support enforcement staff who left the agency for any reason in 2009?

- Zero
- 1-5
- 6-10
- 11-15
- 16-20
- 21 - 30
- 31 - 50
- 50 - 75
- 75 - 100
- Over 100

Page 1 - Question 19 - Choice - One Answer (Bullets)

[Mandatory]

What is the total number of full time child welfare staff who left the agency for any reason in 2009?

- Zero
- 1-5
- 6-10
- 11-15
- 16-20
- 21 - 30
- 31 - 50
- 50 - 75
- 75 - 100
- Over 100

Page 1 - Question 20 - Choice - One Answer (Bullets)

[Mandatory]

What is the total number of part time child welfare staff that left the agency for any reason in 2009.

- Zero
- 1 - 5
- 5 - 10

- 10 - 20
- 20 - 30
- 30 - 40
- 40 - 50
- Over 50

Page 1 - Question 21 - Choice - One Answer (Bullets)

[Mandatory]

What is the total number of full time child support enforcement staff who left the agency for any reason in 2009?

- Zero
- 1-5
- 6-10
- 11-15
- 16-20
- 21 - 30
- 31 - 50
- 50 - 75
- 75 - 100
- Over 100

Page 1 - Question 22 - Choice - One Answer (Bullets)

[Mandatory]

What is the total number of part time child support enforcement staff who left the agency for any reason in 2009?

- Zero
- 1-5
- 6-10
- 11-15
- 16-20
- 21 - 30
- 31 - 50
- 50 - 75
- 75 - 100
- Over 100

Page 2 - Heading

Position Specific Instructions

The following several pages ask for position specific information with regard to salary, experience, education, and supervision. Each page begins with a position title and description.

If your agency employs at least one person that position, please answer all questions on the page. This is critical to obtaining meaningful results in that will be beneficial to each and every agency throughout the state.

If your agency does not have anyone in the position listed, please indicate by clicking no for that position and moving on to the next position (next page) by clicking submit at the bottom of the page.

Rate of Pay Information

Please give the current hourly rate of pay for employees in the position that is described. Do not give the minimum and maximum rates on the current salary schedule. Give the actual rates. You are not being asked to provide information on every employee. Only list the hourly rates for the employees in the jobs described.

Please list the education required for the position, not the education level of the employee in the position.

Please list the total number of employees supervised to include all employees under the supervisor's umbrella of supervision.

Account Clerk I

The Account Clerk I performs clerical functions including typing, data entry, filing, and answering the telephone.

Does your agency currently have an employee in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Unit Case Aide

The Unit Case Aide provides assistance to the units in the implementation of program or unit activities including transporting clients, monitoring children and adults during visitations and/or appointments, performing errands, performing clerical duties and answering the telephone.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

IMPRINT Coordinator

The IMPRINT Coordinator is responsible for coordinating the services for children, either placed or in need of specialized placements, conducts recruitment, screens and recertifies activities for IMPRINT and Intermediate Foster care program foster homes and completes all activities necessary to ensure IMPRINT and Intermediate foster home compliance with state licensing rules and agency policies.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years

- Over 30 years

Page 4 - Question 42 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 4 - Question 43 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 5 - Question 44 - Yes or No

Intake Unit Supervisor

The Intake Unit Supervisor directs the operations of the Intake Unit, ensures compliance with laws, regulations, and policies, supervises department employees, and coordinates activities with community organizations.

Does your agency currently employ at least one employee in this position?

- Yes
- No

Page 5 - Question 45 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Ongoing/Protective Unit Supervisor

The Ongoing/Protective Services Unit Supervisor directs the operations of the Ongoing Protective Services Unit, ensures compliance with laws, regulations, and policies, supervises department employees, and coordinates activities with community organizations.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00

- Over \$50.00

Page 6 - Question 54 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Page 6 - Question 55 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 6 - Question 56 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 6 - Question 57 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Placement Services Supervisor

The Placement Services Supervisor directs the operations of the Placement Services Unit, ensures compliance with laws, regulations, and policies, supervises department employees, and coordinates activities with community organizations.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Adolescent Protective Services Unit Supervisor

The Adolescent Protective Services Unit Supervisor directs the operations of the Adolescent Protective Services Unit, ensures compliance with laws, regulations, and policies, supervises department employees, and coordinates activities with community organizations.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00

- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 8 - Question 67 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 8 - Question 68 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Page 8 - Question 69 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Because PCSA caseworkers job descriptions are organized differently, this survey offers two options for completion:

A functional job description (questions 63 to 132)

OR

A Caseworker I - V job description (questions 133 to 162).

Please complete whichever set of survey questions best works for you. Do not complete both sets.

Intake Caseworker

The Intake Caseworker receives, screens, and investigates complaints and referrals regarding suspected instances of child abuse, neglect, and dependency, documents information, develops agency intervention plan, and coordinates activities with community organizations.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00

- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 9 - Question 74 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 9 - Question 75 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Page 9 - Question 76 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 9 - Question 77 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 9 - Question 78 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 10 - Question 79 - Yes or No

Protective Services Caseworker

The Protective Services Caseworker provides case management, case planning and direct intervention services to families and children under the age of 13 in need of protective services, documents information and coordinates activities with community organizations.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 10 - Question 80 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 10 - Question 81 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00

- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 10 - Question 82 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Page 10 - Question 83 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 10 - Question 84 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 10 - Question 85 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5

- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 11 - Question 86 - Yes or No

Adolescent Protective Services Caseworker

The Adolescent Protective Services Caseworker provides case management, case planning, and direct intervention services to families and adolescents in need of protective services, documents information and coordinates activities with community organizations.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 11 - Question 87 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 11 - Question 88 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 11 - Question 89 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency

- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Page 11 - Question 90 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 11 - Question 91 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 11 - Question 92 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 12 - Question 93 - Yes or No

Placement Services Caseworker

The Placement Services Caseworker provides temporary and permanent families to children who are at risk of abuse, neglect, and dependency, performs foster care and adoptive homestudies, organizes and implements recruitment campaigns for foster and adoptive families and coordinates activities with community organizations.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 12 - Question 94 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 12 - Question 95 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 12 - Question 96 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Page 12 - Question 97 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years

- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 12 - Question 98 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 12 - Question 99 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 13 - Question 100 - Yes or No

Community Schools-Outstationed Worker

The Community Schools-Outstationed Worker is responsible for providing supportive social services to those individuals, children, and families who are identified as in need of assistance in that particular school and/or neighborhood area.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 13 - Question 101 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00

- \$40.01 - \$50.00
- Over \$50.00

Page 13 - Question 102 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 13 - Question 103 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Page 13 - Question 104 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 13 - Question 105 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years

- 20 - 30 years
- Over 30 years

Page 13 - Question 106 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 14 - Question 107 - Yes or No

Intake Unit Screener

The Intake Unit Screener receives and processes complaints and referrals regarding suspected instances of child abuse, neglect and dependency, prioritizes intakes, assigns investigations with supervisory approval, and works collaboratively with agency staff to ensure accurate intake records and statistics.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 14 - Question 108 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 14 - Question 109 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00

- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 14 - Question 110 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Page 14 - Question 111 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 14 - Question 112 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 14 - Question 113 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Unit Casework Specialist

The Unit Casework Specialist is responsible for providing services and/or investigating services, case planning, and case management to a caseload of abused and neglected children and their families; assisting in the supervision of the unit in the absence of the immediate supervisor, and acting as a trainer and lead worker within the unit.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field

- Master's Degree

Page 15 - Question 118 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 15 - Question 119 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 15 - Question 120 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 16 - Question 121 - Yes or No

Caseworker Services Liaison

The Caseworker Services Liaison serves as a liaison between the agency and designated community agencies to facilitate service linkages, coordinates and ensures that information from the agency and other social service agencies is shared from assessments on like/active cases and that collaboration occurs on referrals and services delivery.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years

- Over 30 years

Page 16 - Question 126 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 16 - Question 127 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 17 - Question 128 - Yes or No

Independent Living Coordinator

The Independent Living Coordinator is responsible for providing life skills services and programs to youth 16 to 18 years of age that are in the custody of the agency.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 17 - Question 129 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

One-Worker Caseworker Position

The One-Worker position serves multiple caseworker roles including intake, protective/ongoing services, placement services, etc.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

The following set of questions are for the Caseworker I,II,III, IV, and V positions. These position descriptions are used by many agencies in addition to the actual type of work done by the worker. These positions are NOT in addition to the positions described earlier.

Caseworker I (Child Welfare Caseworkers only please.)

Hourly Pay Rate for the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Years in Position of Lowest Paid Person in the Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Caseworker II (Child Welfare Caseworkers only please.)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00

- \$40.01 - \$50.00
- Over \$50.00

Page 19 - Question 149 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 19 - Question 150 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Page 19 - Question 151 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in the Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 19 - Question 152 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years

- 20 - 30 years
- Over 30 years

Page 19 - Question 153 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 20 - Heading

Caseworker III (Child Welfare Caseworkers only please)

Page 20 - Question 154 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 20 - Question 155 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Years in Position of Lowest Paid Person in the Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Caseworker IV (Child Welfare Caseworkers only please.)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Years in Position of Lowest Paid Person in the Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years

- Over 30 years

Page 20 - Question 164 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 20 - Question 165 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 20 - Heading

Caseworker V (Child Welfare Caseworkers only please.)

Page 20 - Question 166 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 20 - Question 167 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00

- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 20 - Question 168 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

Page 20 - Question 169 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in the Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 20 - Question 170 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 20 - Question 171 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10

- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 21 - Heading

Child Support Enforcement

The following set of questions (question 172 to question 283) are for Child Support Enforcement staff only.

If you do NOT have any child support enforcement staff at your agency please skip ahead to question 284.

Page 21 - Question 172 - Yes or No

Account Clerk 1

The Account Clerk 1 is responsible for posting payments into SETS, typing, tracking fiscal accounts, and performing reconciliation of accounts.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 21 - Question 173 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 21 - Question 174 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00

- Over \$50.00

Page 21 - Question 175 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree
- JD
- Other Doctorate

Page 21 - Question 176 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 21 - Question 177 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 21 - Question 178 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Account Clerk 2

The Account Clerk 2 performs audits on assigned CSEA cases, verifying the account balances with the court orders. Explains audits to the general public.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field

- Master's Degree
- JD
- Other Doctorate

Page 22 - Question 183 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 22 - Question 184 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 22 - Question 185 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 23 - Question 186 - Yes or No

Clerical Specialist 1

The Clerical Specialist 1 performs basic filing tasks, operates small office machinery, sends and distributes agency mail.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree
- JD
- Other Doctorate

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years

- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 23 - Question 191 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 23 - Question 192 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 24 - Question 193 - Yes or No

Clerical Specialist 3

The Clerical Specialist 3 prepares intermediate level correspondence for assigned unit utilizing standard formatting and operating procedures. Schedules appointments. Photocopies and/or scans documents.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 24 - Question 194 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00

- Over \$50.00

Page 24 - Question 195 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 24 - Question 196 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree
- JD
- Other Doctorate

Page 24 - Question 197 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 24 - Question 198 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years

- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 24 - Question 199 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 25 - Question 200 - Yes or No

Clerical Specialist 4

The Clerical Specialist 4 prepares advanced correspondence that require an understanding of technical and legal terms. Sets up appropriate document formatting for court documents, etc. Performs related administrative tasks for assigned area.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 25 - Question 201 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 25 - Question 202 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00

- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 25 - Question 203 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree
- JD
- Other Doctorate

Page 25 - Question 204 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 25 - Question 205 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 25 - Question 206 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20

- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 26 - Question 207 - Yes or No

Child Support Case Manager

The Child Support Case Manager manages assigned child support cases in accordance with state, federal, and local laws and procedures to locate parents, establish paternity, and enforce child support orders. Updates SETS as required. May testify in court.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 26 - Question 208 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 26 - Question 209 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 26 - Question 210 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree

- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree
- JD
- Other Doctorate

Page 26 - Question 211 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 26 - Question 212 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 26 - Question 213 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Child Support Case Manager Supervisor 1

The Child Support Case Manager Supervisor 1 is responsible for supervision of assigned unit; ensures staff compliance with personnel policy and procedures. Reviews staff work to ensure compliance with appropriate regulations.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

- JD
- Other Doctorate

Page 27 - Question 218 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 27 - Question 219 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 27 - Question 220 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 28 - Question 221 - Yes or No

Child Support Case Manager Supervisor 2

The Child Support Case Manager Supervisor 2 supervises Case Manager Supervisor 1 employees. In some agencies, may serve as CSEA Administrator. Determines compliance with federal regulations; represents the Agency at various meetings.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree
- JD
- Other Doctorate

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years

- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 28 - Question 226 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 28 - Question 227 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 29 - Question 228 - Yes or No

Administrative Assistant

The Administrative Assistant performs various administrative tasks for administrator/supervisor. Assumes responsibility for non-routine administrative tasks. Completes special projects. Coordinates training or similar activities. Prepares a variety of reports.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 29 - Question 229 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00

- \$40.01 - \$50.00
- Over \$50.00

Page 29 - Question 230 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 29 - Question 231 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree
- JD
- Other Doctorate

Page 29 - Question 232 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 29 - Question 233 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years

- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 29 - Question 234 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 30 - Question 235 - Yes or No

Attorney 1

The Attorney 1 prepares a variety of legal documents for the CSEA. Represents the CSEA in court. Provides legal advice to staff on CSEA related issues.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 30 - Question 236 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 30 - Question 237 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00

- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 30 - Question 238 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree
- JD
- Other Doctorate

Page 30 - Question 239 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 30 - Question 240 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 30 - Question 241 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20

- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 31 - Question 242 - Yes or No

Attorney Supervisor 1

The Attorney Supervisor 1 provides direct supervision to CSEA legal staff such as Hearing Officers, Legal Specialists, legal clerical staff (non supervisors and non attorneys). Prepares cases for court. Reviews court documents for accuracy. Provides legal advice to staff on CSEA related issues.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 31 - Question 243 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 31 - Question 244 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 31 - Question 245 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree

- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree
- JD
- Other Doctorate

Page 31 - Question 246 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 31 - Question 247 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 31 - Question 248 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Attorney Supervisor 2

The Attorney Supervisor 2 provides supervision to agency attorneys and other legal staff. Prepares most complex briefs. Provides legal advice to staff on CSEA related issues.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree

- JD
- Other Doctorate

Page 32 - Question 253 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 32 - Question 254 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 32 - Question 255 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 33 - Question 256 - Yes or No

Hearing Officer

The Hearing Officer prepares for and conducts Administrative hearings for CSEA. Conducts hearings and prepares administrative orders in accordance with local policy and state and federal law. Prepares orders.

Does your agency currently employ at least one person in this position?

- Yes
- No

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree
- JD
- Other Doctorate

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years

- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 33 - Question 261 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 -6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 33 - Question 262 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 34 - Question 263 - Yes or No

Hearing Officer Supervisor

The Hearing Officer Supervisor is responsible for supervision of hearing officers and other assigned staff. Conducts CSEA administrative hearings.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 34 - Question 264 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00

- Over \$50.00

Page 34 - Question 265 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 34 - Question 266 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree
- JD
- Other Doctorate

Page 34 - Question 267 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 34 - Question 268 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years

- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 34 - Question 269 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 35 - Question 270 - Yes or No

Legal Specialist

The Legal Specialist is responsible for preparation of a variety of documentation. Processes court orders, entries, and other documents. Schedules appointments.

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 35 - Question 271 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 35 - Question 272 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00

- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 35 - Question 273 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work
- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree
- JD
- Other Doctorate

Page 35 - Question 274 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 35 - Question 275 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 35 - Question 276 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40

- 41 - 70
- 41 - 100
- Over 100

Page 36 - Question 277 - Yes or No

Program Administrator

The Program Administrator is responsible for overall operation of CSEA. Plans needed services. Ensures county program complies with current state, federal and local laws. Implements new policies and procedures as needed. (this is not the JFS Director in a combined agency.)

Does your agency currently employ at least one person in this position?

- Yes
- No

Page 36 - Question 278 - Choice - One Answer (Drop Down)

Hourly Pay Rate For the Lowest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 36 - Question 279 - Choice - One Answer (Drop Down)

Hourly Pay Rate for the Highest Paid Person in this Position

- Less than \$10.00
- \$10.00 - \$12.00
- \$12.01 - \$14.00
- \$14.01 - \$16.00
- \$16.01 - \$18.00
- \$18.01 - \$20.00
- \$20.01 - \$25.00
- \$25.01 - \$30.00
- \$30.01 - \$40.00
- \$40.01 - \$50.00
- Over \$50.00

Page 36 - Question 280 - Choice - One Answer (Drop Down)

Education Required

- High Diploma, GED, or Equivalency
- Associates Degree
- Bachelor's Degree in Social Work

- Bachelor's Degree in a related field
- Bachelor's Degree
- Master's Degree in Social Work
- Master's Degree in a related field
- Master's Degree
- JD
- Other Doctorate

Page 36 - Question 281 - Choice - One Answer (Drop Down)

Years in Position of Lowest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 36 - Question 282 - Choice - One Answer (Drop Down)

Years in Position of Highest Paid Person in this Position

- Less than 1 year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 11 - 15 years
- 16 - 20 years
- 20 - 30 years
- Over 30 years

Page 36 - Question 283 - Choice - One Answer (Drop Down)

Total number of employees supervised

- None
- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 40
- 41 - 70
- 41 - 100
- Over 100

Page 37 - Heading

Benefits

Page 37 - Question 284 - Choice - One Answer (Bullets)

[Mandatory]

If your agency provides Medical insurance to its full time employees, at what percent does the agency pay?

- Zero
- 1-9%
- 10-19%
- 20-29%
- 30-39%
- 40-49%
- 50-59%
- 60-69%
- 70-79%
- 80-89%
- 90-99%
- 100%
- Not Applicable - Agency does not offer Medical Insurance

Page 37 - Question 285 - Choice - One Answer (Bullets)

[Mandatory]

If your agency provides Dental Insurance for its full time employees, at what percent does the agency pay?

- Zero
- 1-9%
- 10-19%
- 20-29%
- 30-39%
- 40-49%
- 50-59%
- 60-69%
- 70-79%
- 80-89%
- 90-99%
- 100%
- Not Applicable - Agency does not offer Dental Insurance

Page 37 - Question 286 - Choice - One Answer (Bullets)

[Mandatory]

If your agency provides vision insurance to its full time employees, at what percent does the agency pay?

- Zero
- 1-9%
- 10-19%
- 20-29%
- 30-39%
- 40-49%
- 50-59%
- 60-69%
- 70-79%
- 80-89%
- 90-99%
- 100%
- Not Applicable - Agency does not offer Vision Insurance

Page 37 - Question 287 - Choice - One Answer (Bullets)

Does the agency pay any of the employee's required contribution to PERS? If yes, what percentage?

- None - N/A

- 1 - 5%
- 6 - 10%
- 11 - 15%
- 16 - 20%
- 21 - 30%
- 31 - 40%
- 41 - 50%
- 51 - 60%
- 61 - 70%
- 71 - 80%
- 81 - 90%
- 91 - 100%
- Other, please specify

Page 37 - Question 288 - Choice - One Answer (Bullets)

[Mandatory]

What is the anticipated percent for raises for 2010?

- Zero (Flat)
- 0.5%
- 1.0%
- 1.5%
- 2.0%
- 2.5%
- 3.0%
- 3.5%
- 4.0%
- 4.5%
- 5.0%
- Other, please specify

Page 37 - Question 289 - Open Ended - One or More Lines with Prompt

Briefly describe the following additional benefits offered to your agency's employees:

- Life Insurance _____
- Short Term Disability _____
- Long Term Disability _____
- Retirement Plan _____
- Tuition Reimbursement _____
- Vacation Time Off _____
- Sick Time Off _____
- Bereavement Time Off _____

Page 37 - Question 290 - Yes or No

Do employees that have or obtain licensure (social work, counselor, or other) receive an increased rate of compensation over other employees in comparable jobs, with similar education and experience?

- Yes
- No

What percentage of your child welfare direct service and supervisory staff is licensed?

- None
- 1% - 9%
- 10% - 24%
- 25% - 49%
- 50% - 74%
- 75% - 99%
- 100%

Does the agency currently have a system for rewarding long-term employees in any creative or unusual way? Please explain.

Please describe any additional benefits/incentives your agency offers to its employees.

[Mandatory]

How many hours make up a standard work week at your agency?

- 32 Hours
- 33 Hours
- 34 Hours
- 35 Hours
- 36 Hours
- 37 Hours
- 38 Hours
- 39 Hours
- 40 Hours

[Mandatory]

What is the minimum level of hours qualifying as "full time" at your agency?

- 30 Hours
- 31 Hours
- 33 Hours
- 34 Hours
- 35 Hours
- 36 Hours
- 37 Hours
- 38 Hours

- 39 Hours
- 40 Hours

Page 38 - Heading

Demographics

PCSAO is interested in collecting the following demographic data for the purpose of examining whether agency staffing patterns are reflective of the populations agencies serve. Gathering this data will be informative when compared to benchmarks and standards established by organizations such as COA, NAPCWA, CWLA and others. The data will be reported in aggregate form.

Page 38 - Question 296 - Choice - One Answer (Drop Down)

What percentage of all the staff at your agency are women?

- Less than 20%
- 20 - 30%
- 30 - 40%
- 40 - 50%
- 50 - 60%
- 60 - 70%
- 70 - 80%
- More than 80%

Page 38 - Question 297 - Choice - One Answer (Drop Down)

What percentage of all the staff at your agency are men?

- Less than 20%
- 20 - 30%
- 30 - 40%
- 40 - 50%
- 50 - 60%
- 60 - 70%
- 70 - 80%
- More than 80%

Page 38 - Question 298 - Choice - One Answer (Drop Down)

What percentage of all the staff at your agency are Black or African-American?

- None
- 1 - 9%
- 10 - 20%
- 20 - 30%
- 30 - 40%
- 40 - 50%
- 50 - 60%
- 60 - 70%
- 70 - 80%
- 80 - 90%
- 90 - 99%
- 100%

What percentage of all the staff at your agency are Hispanic or Latino?

- None
- 1 - 9%
- 10 - 20%
- 20 - 30%
- 30 - 40%
- 40 - 50%
- 50 - 60%
- 60 - 70%
- 70 - 80%
- 80 - 90%
- 90 - 99%
- 100%

What percentage of all the staff at your agency are White/Caucasian?

- None
- 1 - 9%
- 10 - 20%
- 20 - 30%
- 30 - 40%
- 40 - 50%
- 50 - 60%
- 60 - 70%
- 70 - 80%
- 80 - 90%
- 90 - 99%
- 100%

What percentage of all the staff at your agency are American Indian and/or Alaska Native?

- None
- 1 - 9%
- 10 - 20%
- 20 - 30%
- 30 - 40%
- 40 - 50%
- 50 - 60%
- 60 - 70%
- 70 - 80%
- 80 - 90%
- 90 - 99%
- 100%

What percentage of all the staff at your agency are Asian?

- None

- 1 - 9%
- 10 - 20%
- 20 - 30%
- 30 - 40%
- 40 - 50%
- 50 - 60%
- 60 - 70%
- 70 - 80%
- 80 - 90%
- 90 - 99%
- 100%

Page 38 - Question 303 - Choice - One Answer (Drop Down)

What percentage of all the staff at your agency are Native Hawaiian and Other Pacific Islander ?

- None
- 1 - 9%
- 10 - 20%
- 20 - 30%
- 30 - 40%
- 40 - 50%
- 50 - 60%
- 60 - 70%
- 70 - 80%
- 80 - 90%
- 90 - 99%
- 100%

Page 38 - Heading

Additional Information

Page 38 - Question 304 - Open Ended - One Line

[Mandatory]

Name and Title of Individual Completing Survey

Page 38 - Question 305 - Open Ended - One Line

[Mandatory]

County and name of organization:

Thank You Page

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Over Quota Page

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