

ASSOCIATION FOR COMMUNITY LIVING (ACL)

**SALARY COMPARISONS BETWEEN 2003 STATE OPERATED
AND 2005 VOLUNTARY OPERATED 12 BED CONGREGATE RESIDENCES**

STATE OPERATED COMM. RES.				Upstate Voluntary Community Residence			Downstate Voluntary Community Residence		
Position	Grade	# of staff	Salary	Position	# of staff	Salary	# of staff	Salary	
Residential Program Manager	19	1	\$61,090*	Supervisor	1	\$24,466†	1	\$32,212†	
Residential Program Counselor	16	1	\$61,668*	Senior Counselor	1	\$23,947†	1	\$29,064†	
Residential Program Assistant	13	1	\$46,164*	None comparable	0	N/A	0	N/A	
Residential Aides	9	4.56	\$39,198*	Residential Counselors	5.1	\$18,933†	5.1	\$21,844†	
Sub-Total without fringe		7.56	\$347,664*	Sub-Total without fringe	7.1	\$144,971†	7.1	\$172,680†	
		% of salary			% of salary		% of salary		
Fringe Benefits		Approx 30%*	\$104,299*	Fringe Benefits	19%†	\$27,544†	21.3%†	\$36,780†	
TOTAL			\$451,963*			\$172,515†		\$209,460†	

*2003 ACTUAL AVERAGE SALARY obtained through a FOIL request of the NYS Comptroller's office. It was assumed that any individual salary lower than the starting salary for the grade was not full-time for that year, and was eliminated from the average. It can also be assumed that the overall actual salaries are higher in 2005 as a result of 2004 and 2005 COLA's, and so these differences are conservative. (Currently the starting salaries for Grade 9 state employees is \$28,733 – Grade 13 is \$35,992 – Grade 16 is \$42,542 - Grade 19 is \$50,080)

†VOLUNTARY AGENCY REIMBURSEMENT RATE FOR 2005. We compare the actual state salaries to the reimbursement rate for the voluntaries because they are both reflective of what the **state** pays in each case. Also, we use 2005 rather than 2003 to show the increase that we just received in 2004. We used indicators that are very conservative in all cases.