



2018

**Partners in Community Outreach
Compensation Study**

Report prepared by
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December 31, 2018

The first Partners in Community Outreach Compensation (PiCO) Study was completed in 2012. To view, go to <https://teamwv.org/wp-content/uploads/2019/02/12-31-12In-HomeFamilyEducationCompensationStudy.pdf> or www.wvpartners.org, and click on Research. The Partners' 2016 Strategic Plan included an update of the Compensation Study with the goal to help improve the recruitment, retention and career pathways of Home Visitors. The Claude Worthington Benedum Foundation provided funding to TEAM for WV Children, Inc. to complete this study.

Methodology

A questionnaire (See Appendix A) was developed based upon questions asked for the 2012 Compensation Study, with additional questions added. A link to an online survey created in surveymonkey.com was sent via email to Program Leaders and when applicable, Agency Administrators. The list of questions was sent as an email attachment so that those answering the questions could gather the information prior to logging in to the survey.

Home Visiting Program Participation

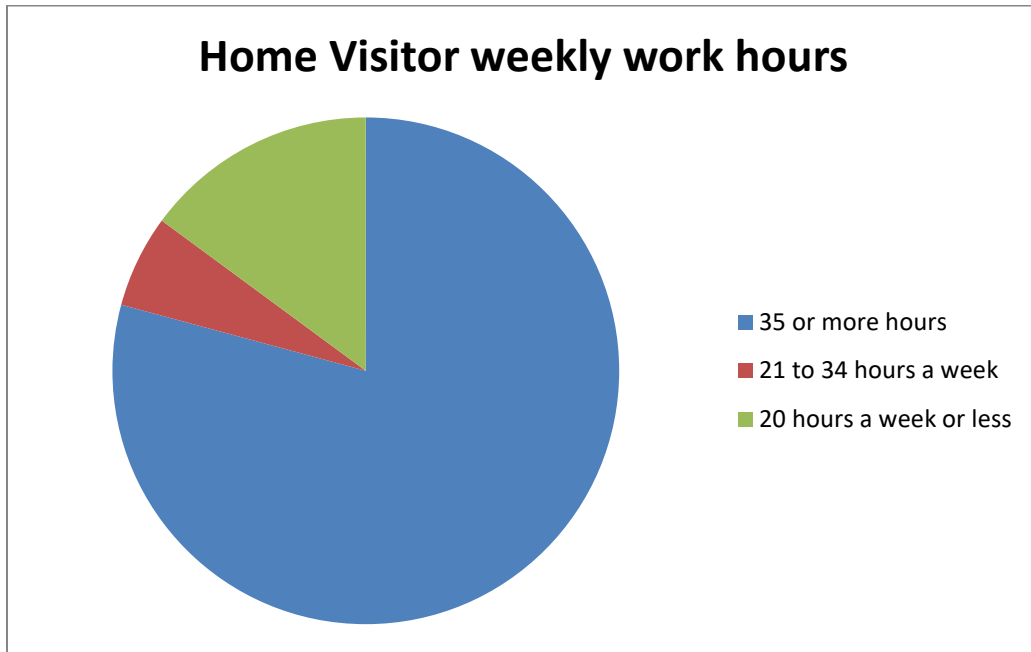
Twenty-seven Home Visiting Programs were invited to answer the survey. Twenty-four individuals representing 21 Home Visiting programs (78% of those invited to participate) answered parts of the survey from December 14 to 21, 2018. Thirty-three counties in West Virginia were represented by the 21 programs who answered parts of the survey, which is 60% of the 55 counties that are served by a Home Visiting program. Two programs submitted two surveys each, with conflicting answers, so they were excluded from a majority of the study. Program Leaders or Agency Administrators of 16 Home Visiting programs (59% of the programs invited to participate) answered most of the questions. Appendix B is the list of the Programs that contributed data used for this Compensation Study.

Organizations hosting Home Visiting programs in West Virginia include health centers, Family Resource Networks, Starting Points Family Resource Centers, Head Start/Early Head Start agencies, and other community-based child and family-serving nonprofit 501©3 organizations. Programs are co-located with these organizations as well as Child Advocacy Centers, Birth to Three services, Right From the Start and others. Of the 21 programs who answered parts of the survey, one program uses the Healthy Families America model (5%), three programs use the MIHOW and PAT model curricula (15%), three programs use the Early Head Start model (15%) and 13 programs use the PAT model only (65%).

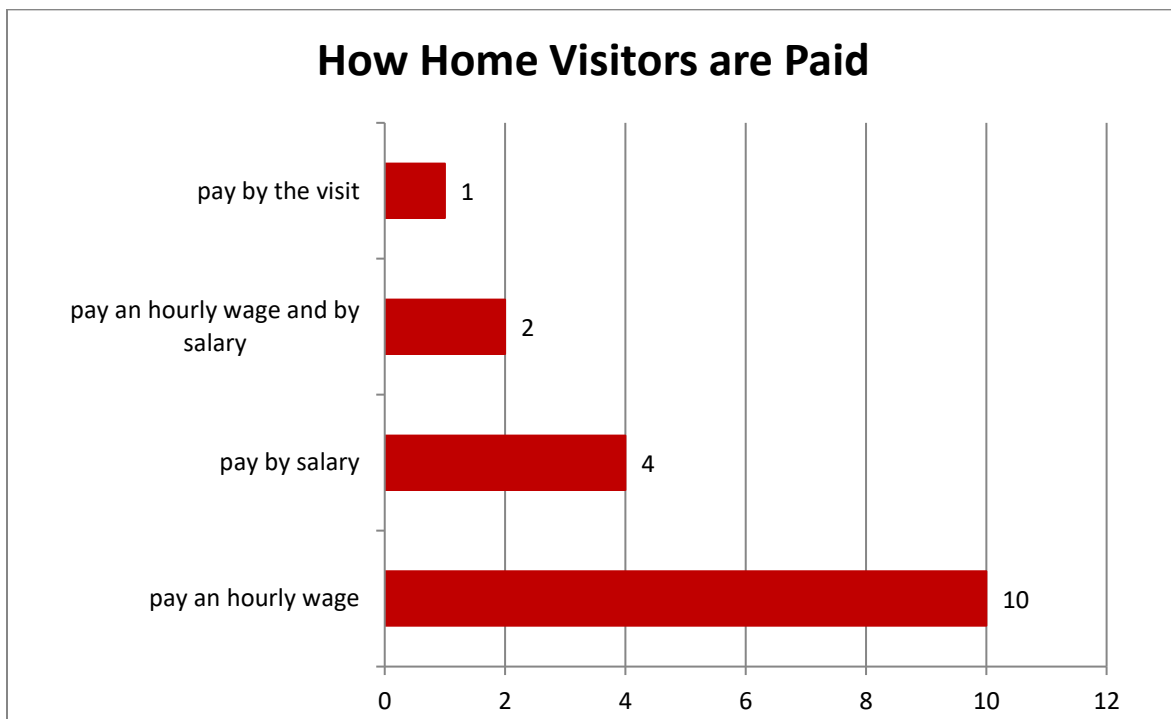
Hours and Pay of Home Visitors

Nineteen programs provided information on how many Home Visitors they employ, which is a total of 101 Home Visitors, with all of the programs employing at least one full time Home

Visitor. Of these 101 Home Visitors, 80 (79.2%) are working 35 or more hours a week, six (5.9%) are working 21 to 34 hours a week and 15 (14.9%) are working 20 hours a week or less.



Seventeen programs shared information on whether Home Visitors are paid by salary or by the hour, with ten paying Home Visitors an hourly wage, four paying Home Visitors by salary, two programs paying full time Home Visitors a salary and part time Home Visitors hourly and one program paying Home Visitors by the visit.



Pay Range

The reason a starting pay range was asked instead of current pay range, was to give guidance to programs regarding new hires, assuming that most programs will try to give pay increases for home visitors who continue their career with the program. From the point of a starting pay, questions were asked about qualifications that might raise a home visitor's pay.

The program that pays Home Visitors by the visit pays Home Visitors with a High School Diploma a starting rate of \$9.00 per visit and a \$10.00 per visit starting rate to a Home Visitor with any additional education.

Starting Pay Range for Home Visitors paid by the Hour

Of the ten programs that pay Home Visitors an hourly wage, four pay Home Visitors the same starting hourly rate of pay, regardless of education. Of these, one program pays Home Visitors \$10.00 an hour; one program pays \$10.50 an hour; one pays Home Visitors \$11.00 an hour; and another pays \$12.00 an hour.

In addition, two programs pay one starting hourly rate of pay for those Home Visitors with a High School Diploma and one higher hourly rate of pay for those with any education. Of these two programs, one starts Home Visitors with a High School Diploma at \$10.50 an hour and pays those with a certificate, endorsement, Associate's Degree, Bachelor's Degree or Master's Degree \$11.50 an hour. The second program starts Home Visitors with a High School Diploma at \$12.50 an hour and pays those with a certificate, endorsement, Associate's Degree, Bachelor's Degree or Master's Degree \$13.00 an hour.

Since four programs pay Home Visitors the same starting hourly rate of pay regardless of education, they were excluded from the following report of pay range among increasing educational attainment of Home Visitors.

The following averages are across programs who shared data.

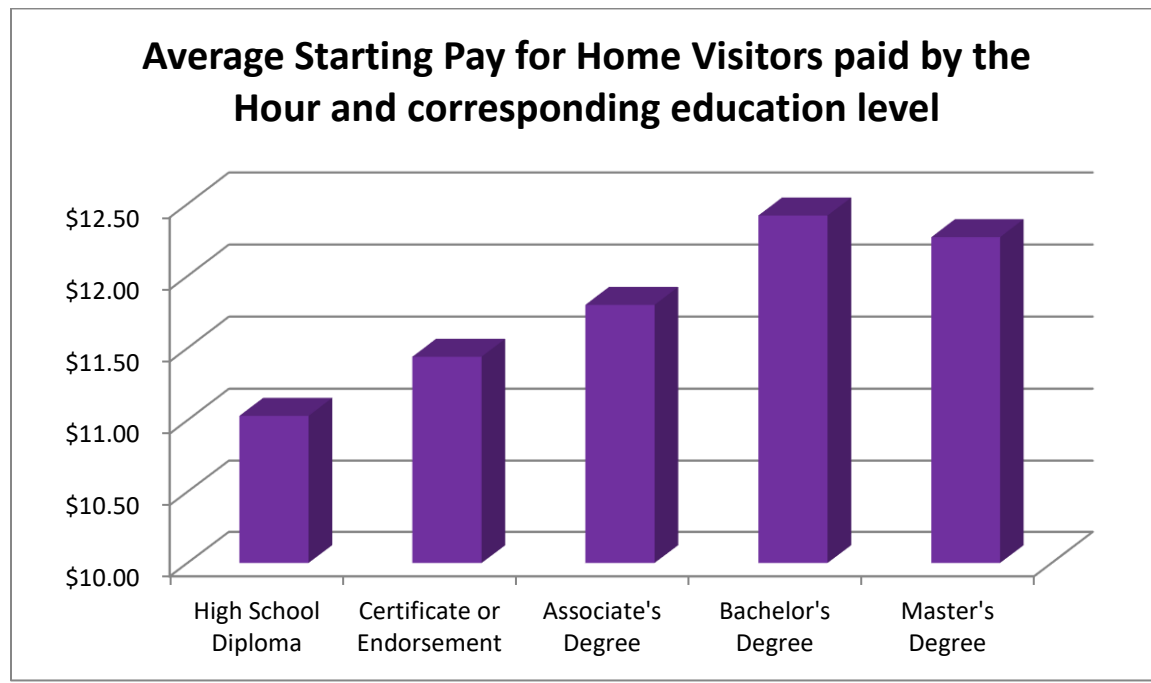
Seven programs hire those with a High School Diploma to be Home Visitors and pay a minimum starting rate of pay of \$10.00 an hour and the maximum starting rate of pay of \$12.50. Among these seven programs, the average minimum starting rate of pay for a home visitor with a High School Diploma is \$11.03 an hour.

Eight programs hire Home Visitors with a certificate or endorsement, such as a CDA, ACDS certificate and/or Infant Family Associate (Infant Mental Health Endorsement) and pay them an hourly wage ranging from \$10.00 an hour to \$13.00 an hour with the average rate of pay of \$11.44 an hour.

Eight programs pay home visitors with an Associate’s Degree an hourly starting rate of \$10.40 to \$13.00 an hour with the average rate of pay of \$11.80 per hour.

Eight programs pay home visitors with a Bachelor’s Degree an hourly starting rate of \$10.60 to \$13.23 an hour with the average rate of pay of \$12.42 an hour. One of these programs specified that the Bachelor’s Degree must be related to Early Childhood.

Five programs pay home visitors with a Master’s Degree an hourly starting rate of \$10.60 to \$13.23 an hour with the average rate of pay of \$12.27 an hour.



Starting Pay Range for Home Visitors paid by a Yearly Salary

One of the programs reported that they pay part time Home Visitors an hourly wage and full time Home Visitors a salary, but did not report salary figures.

All of the five remaining programs that pay Home Visitors a salary have some differences in beginning salary rates for educational attainment. Averages are across programs who shared data.

All five programs hire Home Visitors with only a High School Diploma, with yearly salaries ranging from \$22,000 to \$29,640 with an average of \$24,869.60.

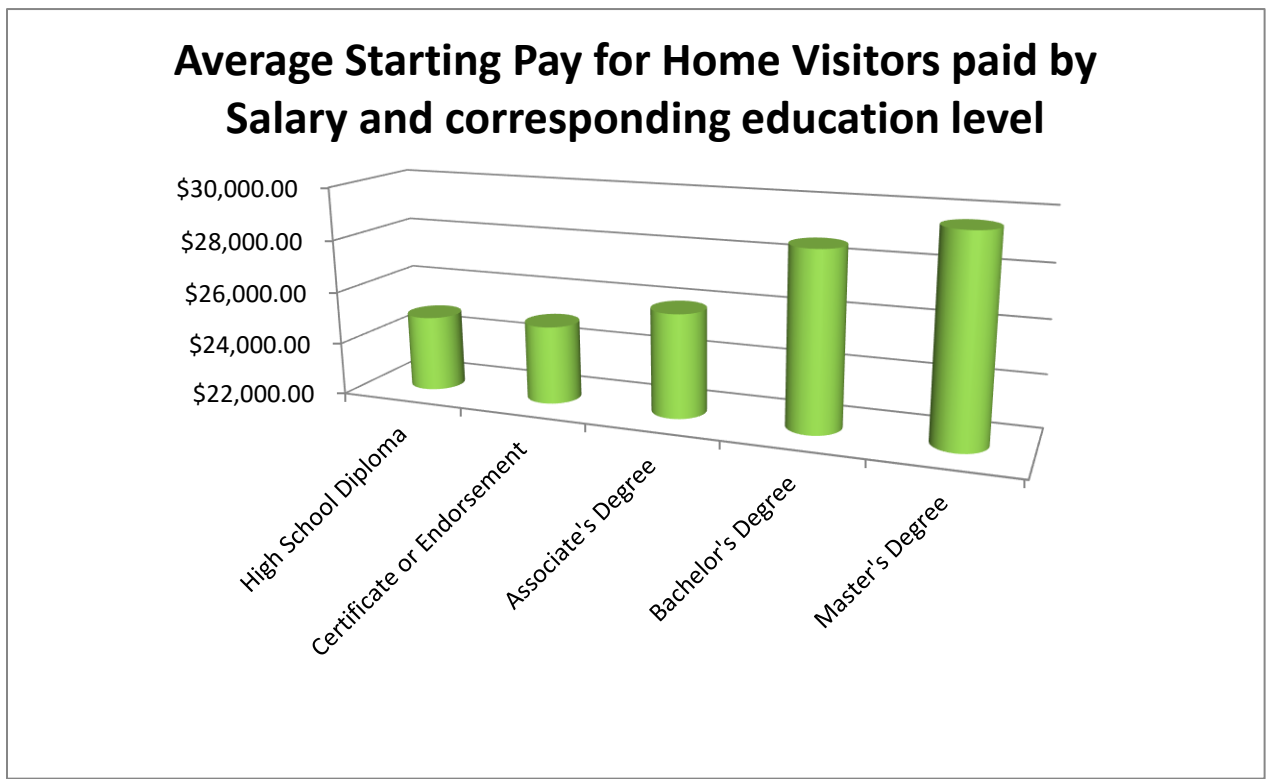
Home Visitors who have a certificate or endorsement such as a CDA, ACDS certificate and/or Infant Family Associate (Infant Mental Health Endorsement) earn an annual starting salary of

\$22,000 to \$29,640 with an average of \$24,969.60 (only one program gives an increase for a certificate or endorsement).

Home Visitors who have an Associate’s Degree earn a starting yearly salary of \$23,000 to \$29,640 with an average of \$25,926.40.

Home Visitors who have a Bachelor’s Degree earn a starting salary of \$24,000 to \$34,695 with an average of \$28,639.00 per year.

Home Visitors who have a Master’s Degree earn a starting salary of \$24,000 to \$37,507 with an average of \$29,601.40 per year.



Raises and Increases in Pay

Seventeen programs answered the question, “Do you raise the starting rate of pay for a home visitor with experience in the early childhood field?” with six answering yes (35%) and 11 answering no (65%).

Programs that raise starting pay rate for a degree in early childhood



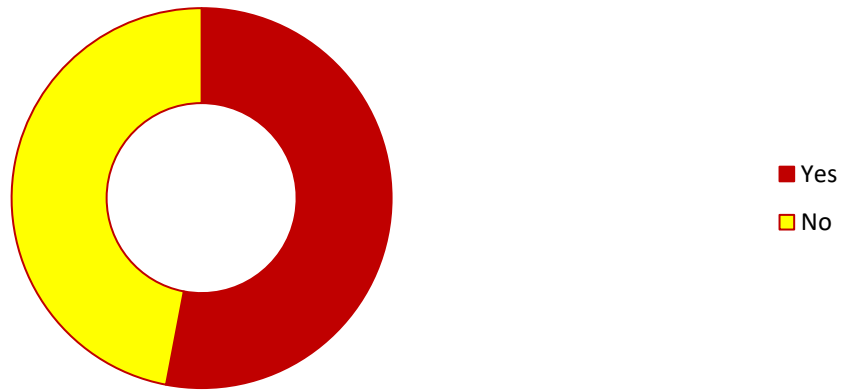
Seventeen programs answered the question, “Do you raise the starting rate of pay for a home visitor with a degree in Early Childhood?” with seven answering yes (41%) and 10 answering no (59%).

Programs that raise starting pay rate for experience in the early childhood field



Seventeen programs answered the question, “Do you raise the starting rate of pay for a home visitor with a professional license or credential, for example a Registered Nurse or Licensed Social Worker?” with nine answering yes (53%) and 8 answering no (47%).

Programs that raise the starting rate of pay for home visitors with a professional license or credential



Thirteen out of 17 respondents (77%) said that they give pay raises or cost of living raises to Home Visitors. The way pay raises or cost of living increases are determined in 12 programs are by:

- available funding or budget (six programs)
- performance or merit (five programs)
- federal cost of living guideline (two programs)
- set by the Department of Education (one program)
- \$1 raise when they reach full caseload capacity at 6 months (one program)
- 50 cents every 90 days based on performance (one program)
- 2 – 5% per year (one program)

As for frequency pay or cost of living raises, 11 programs stated that they give raises annually, if funding is available or depending upon the federal Cost of Living Adjustment. One program reported that this may slow as grants get cut. Another program stated, “We also have leveling for home visitors where they may get a pay increase based on meeting certain criteria (performance, experience, training, etc). This time frame is based on the individual home visitor.”

One program stated that they give raises “every few years.”

Benefits

Home Visiting programs were asked about a variety of benefits they might offer to their Home Visitors: Unemployment and Workers’ Compensation, Liability Insurance, Paid Holidays, Travel

Reimbursement, Flexible Work Scheduling, ability to work from a home office, Professional Development Opportunities (beyond model training, what is required by funders and/or that which is provided at no cost to the agency), if they offer Opportunities for Career Advancement, Retirement, Health, Dental, Vision, Life and Disability Insurance benefits. They were also asked if they provide Paid Leave or Time Off to their Home Visitors.

Unemployment and Workers' Compensation Insurance

Sixteen programs answered the questions about Unemployment and Workers' Compensation. Only one of these programs said that they do not offer either coverage. Of the remaining 15 programs, all of them offer coverage to full time Home Visitors and nine of them offer coverage to part time Home Visitors for both Unemployment and Workers' Compensation.

Liability Insurance

Fifteen programs answered the question about Liability Insurance. Four (27%) of these programs offer coverage to full time Home Visitors only, and eleven (73%) of these programs offer coverage to both full time and part time Home Visitors.

Paid Holidays

Sixteen programs answered the question about Paid Holidays. One of the sixteen does not offer Paid Holidays to their Home Visitors. Of the remaining 15 programs, six offer Paid Holidays to both full time and part time Home Visitors, while nine offer Paid Holidays to Full Time Home Visitors only. One program remarked that part time Home Visitors get only Christmas Day as a Paid Holiday and Full Time Home Visitors get more Paid Holidays.

Paid Annual and Sick Leave or Paid Time Off

Fifteen programs answered the questions about Paid Annual and Sick Leave or Paid Time Off. One of these programs offers Paid Time Off to both full time and part time Home Visitors. Thirteen offer Paid Annual Leave. Of those 13 programs, eight offer Paid Annual Leave to full time Home Visitors and the remaining five offer Paid Annual Leave or Paid Time Off to both full time and part time Home Visitors.

Programs were asked if annual leave or paid time off increase as the home visitor's employment years increase and to provide detail. The responses to this question are:

- No
- Yes, based on years of service
- Yes, through 5 years then it maxes out.
- Yes, additional hours are given after 5 and 10 years of service

- After 1 year they get 1 week, after 5 years 3 weeks
- Entry level - 1 week Annual Leave and increases in 5 year increments, maxing out at 4 weeks Annual Leave
- Annual leave is 24 hours/month and increases every 5 years by 4 hours/month
- Yes
 - Years 2 – 5 receive 2 weeks
 - Years 6 - 15 receive 3 weeks
- Yes
 - Year 1 receives 6 hours/month
 - Year 2-3 receives 8 hours/month
 - Year 4-6 receives 10 hours/month
 - Year 7-10 receives 12 hours/month
 - Year 11+ receives 16 hours/month
 - These amounts are pro-rated for part-time.
- Yes
 - 1st – 6th years = 23 days
 - 7th year = 24 days
 - 8th year = 25 days
 - 9th year = 26 days
 - 10th year = 27 days
 - 11th year = 28 days

Programs were also asked if employees are able to donate annual leave or paid time off to fellow employees who need additional sick leave. Twelve programs answered this question, with five answering yes and seven answering no.

Fifteen programs answered the questions about Paid Sick Leave. One of these programs is the one referenced in the previous paragraph that offers Paid Time Off. One program does not offer Paid Sick Leave. Nine of the remaining 13 programs offer Paid Sick Leave to only full time Home Visitors. Four programs offer Paid Sick Leave to part time Home Visitors.

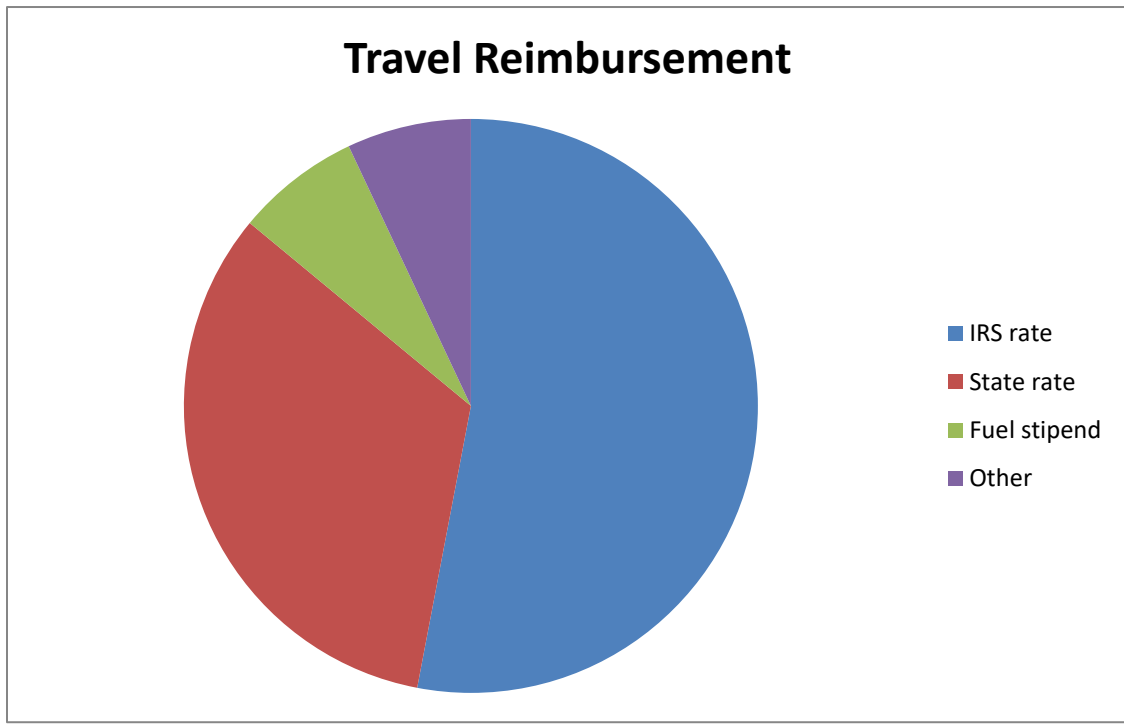
Programs were asked if sick leave increases as the home visitor’s employment years increase and to provide detail. Eleven responses to this question are:

- Unknown
- No (three programs)
- Yes
- With time
- Yes, they earn 3 hours every pay period

- It's accrued by the month
- Sick leave is 12 hrs/month with no increases for tenure.
- Yes
 - Year 1 receives 6 hours/month
 - Year 2-3 receives 8 hours/month
 - Year 4-6 receives 10 hours/month
 - Year 7-10 receives 12 hours/month
 - Year 11+ receives 16 hours/month
 - These amounts are pro-rated for part-time.

Travel Reimbursement

Fifteen programs answered the question regarding Travel Reimbursement, with all of them reporting that they offer Travel Reimbursement. Eight of the 15 programs offer Travel Reimbursement at the IRS rate (53%), five offer the State Travel Reimbursement rate (33%), one program offers a Fuel Stipend of 52 cents (7%) and one reported Other (7%).

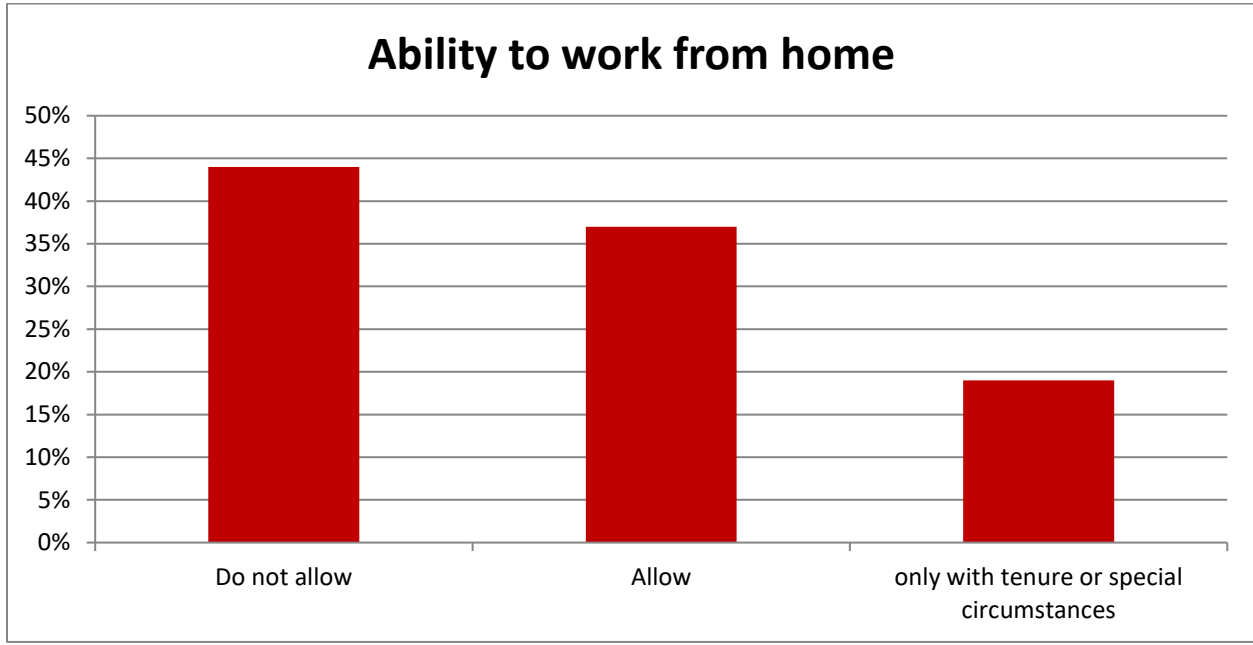


Flexible Work Schedule

Regarding a Flexible Work Schedule, 16 programs answered this question. One program reported that it does not offer a Flexible Work Schedule. Of the remaining 15 programs, six offer a Flexible Work Schedule to full time Home Visitors only and nine offers a Flexible Work Schedule to both full time and part time Home Visitors.

Work From Home

Sixteen programs answered the question about the ability to Work From Home. Seven reported that they do not allow Home Visitors to Work From Home (44%), six programs reported that they allow this (37%) and three programs reported that it depends on certain factors, such as tenure or special circumstances(19%).



Professional Development and Career Advancement Opportunities

As for Professional Development Opportunities beyond model training, what is required by funders and/or that which is provided at no cost to the agency, sixteen programs answered this question with one program reporting that they do not offer this benefit. Eleven programs offer this benefit to both full time and part time Home Visitors and four programs offer this benefit to full time Home Visitors only.

When asked about Career Advancement Opportunities, 16 programs responded, with 15 reporting that Career Advancement Opportunities are available at their program.

Retirement Benefits

Sixteen programs responded to the question regarding Retirement Benefits, with eight programs not offering a retirement benefit (50%), seven programs offering a Retirement benefit to full time Home Visitors only (44%) and two programs offering a Retirement benefit to both full time and part time Home Visitors (13%). Of the eight programs that offer a Retirement

benefit, three offer a 403b plan, two offer a Simple Individual Retirement Account (IRA), two offer the WV Public Employees Retirement System (PERS) and one program offers its Home Visitors a 401k.

When asked if the employer provides a match contribution to the Retirement benefit, all eight programs replied affirmatively, with the following detail:

- those that provide an IRA provide a 3% match
- the programs that provide a 403b provide up to 3%, 1.5 to 6% and one program said that it will contribute a match (unspecified) after the Home Visitor has been employed for one year
- those that provide the WV PERS provide a 10% match
- the program that provides a 401k reported that they provide a match, but did not specify the amount

Health Insurance

Sixteen programs replied to the question regarding Health Insurance, with over half of them reporting that they do not provide Health Insurance to their Home Visitors (56%). One program reported that they provide a one-time salary increase in lieu of a group health plan to full time staff. Another program reported that they provide a stipend to full time home visitors.

Of the remaining seven programs that do offer Health Insurance, six provide it to full time Home Visitors and one program provides it to both full time or part time Home Visitors. One of the programs that offer it to only full time Home Visitors stated, “Full time workers receive employer health insurance plan with portion of premium paid by employee. Part time workers receive medical care at [the site, which is a medical provider] at little or no cost.”

When asked what kind of Health Insurance Plan, one program reported “comprehensive,” four programs provide Public Employees Insurance Agency (PEIA) at 40% (this program provides to full and part time Home Visitors), 43%, 85% and 100% employer contribution to the premium.

One program reported, “In regard to insurance, employer will pay up to 500 per month per full time employee. Employee must pay the rest.” This program reported that the insurance is Highmark WV Blue Cross Blue Shield through the WV Small Business Plan. In addition, this program has two employees who qualify for and are enrolled in Medicaid.

Survey respondents were asked to estimate a percentage of their Home Visitors who are enrolled in Medicaid and a percentage of their Home Visitors who have purchased health insurance from the Marketplace. Eight respondents ventured a guess at these percentages of Home Visitors enrolled in Medicaid:

- 0% (2 programs)
- 10%
- 20%
- 22%
- 25%
- 50% (2 programs)

The same number of respondents estimated these percentages of Home Visitors who have purchased health insurance from the Marketplace:

- 0% (2 programs)
- 11%
- 30%
- 50% (3 programs)
- 60%

Dental Insurance

Half of 16 programs provide Dental Insurance. Three of those eight programs offer it to part time and full time Home Visitors. Kinds of plans included and the premium amount that the employer pays are:

- Renaissance – 0%
- Delta Dental (2 programs) – 0% and 100%
- MetLife – 0%
- Stipend – 75%
- Company paid – reimbursement – 100%
- Employer plan with portion of premium paid by worker (optional)

Vision Insurance

Five out of 15 programs offer Vision Insurance to their Home Visitors. Four of those programs offer it to full time Home Visitors only, and one program offers Vision Insurance to full and part time Home Visitors. Kinds of plans included and the premium amount that the employer pays are:

- Private Plan - 0%
- VSP – 0%
- Eye Med – 100%
- Company paid – reimbursement 100%
- Optional plan with portion paid by employee

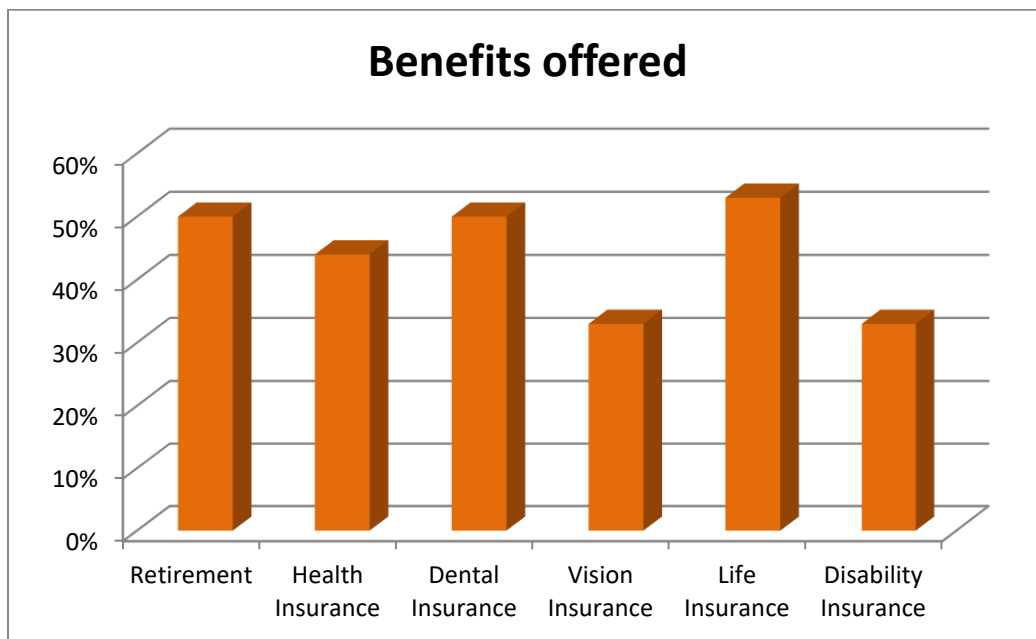
Life Insurance

Fifteen programs answered the question about Life Insurance, with eight programs offering Life Insurance. Three of these offer Life Insurance to both full and part time Home Visitors and five programs offer Life Insurance to only full time Home Visitors. Asked the face amount of the Life Insurance policy and the amount of the premium the employer pays, responses were:

- \$10,000 – 100% (2 programs)
- \$25,000 – 100%
- Equal to annual salary – 100%
- 1.5 times annual earnings to a maximum of \$50,000 rounded to the next higher \$1000 – 100%
- Colonial – 100%
- Varies – 0%
- Unknown

Disability Insurance

Fifteen programs answered the question about Disability Insurance, with five programs offering some type. Four programs offer Long-term Disability Insurance to full time Home Visitors and four programs offer Short-term Disability Insurance to full time Home Visitors. None of the programs reported offering any type of Disability Insurance to part time Home Visitors. Two programs reported paying 100% and two programs reported paying 0% of the Disability Insurance premium.



Comparison to Other West Virginia Early Childhood Professionals

On September 30, 2018, 14,493 Early Childhood Professionals were in the West Virginia State Training and Registry System (STARS) database. These professionals encompass In-Home Family Educators, Early Head Start and Head Start employees, Birth to Three providers, Child Care administrators and direct care staff people and others who work in West Virginia. Each person in the database is requested to provide information for their profile. WV STARS asks for income before taxes as well as benefits, but this information is not required.

Hourly and Salary Rate of Early Childhood Professionals who work with Infants, Toddlers and Preschoolers

WV STARS shared data of 902 Early Childhood Professionals who work only with children in the infant, toddler and/or preschool age range (0 – 5 years old), and who shared information about their income and benefits (6% of 14,493). Of these 902, 633 shared an hourly pay rate, which ranged from \$6 (Child Care Teacher of Children) to \$70.80 an hour (Birth to Three Early Intervention Specialist). Beyond those who reported an hourly rate, it was difficult to ascertain whether 148 of the remaining pay rates reported were weekly, biweekly, monthly or yearly, as they ranged from \$137.5 (Head Start Assistant Teacher of Children) to \$6,500 (Family Child Care Assistant Teacher of Children).

One hundred and nineteen (119) of the 902 shared what is assumed to be a yearly salary, ranging from \$8,000 (Head Start Assistant Teacher of Children) to \$89,000 (Birth to Three Early Intervention Specialist).

Fifteen of the 902 WV STARS participants are Home Visitors who work in a Healthy Families America (two), MIHOW (three), Parents as Teachers (eight) or Other (two) Model Program and who are paid an hourly wage. The average hourly wage of these Home Visitors is \$13.24.

Fourteen of the 902 WV STARS participants are Home Visitors who work in a Head Start program who are paid an hourly wage. The average hourly wage of these Home Visitors is \$12.64.

Together, these 29 Home Visitors earn an average hourly wage of \$12.95.

Four hundred and fifty (450) of the 633 who are paid an hourly rate are Child Care Professionals (71%) who earn an average hourly rate of \$9.94.

Two of the 902 WV STARS participants are Head Start Home Visitors who reported an annual salary of \$25,426 and \$29,800.

Nine of the 902 WV STARS participants are Home Visitors who work in a MIHOW (2), Parents As Teachers (6) or Other (1) Model and are paid an annual salary averaging \$27,737.

Benefits of Early Childhood Professionals who work with Infants, Toddlers and Preschoolers

All of the Head Start Home Visitors (hourly and salary) reported receiving employment benefits (100%).

Four of the 24 Home Visitors who work in a Healthy Families America, MIHOW, PAT or Other Model Program (hourly and salary) reported receiving no employment benefits (17%).

Two hundred and fifty-one (251) of Child Care Workers receive some employment benefits. That may include College Tuition, Conference Registration Fees, Dental Insurance, Flexible Spending Account, Free or Reduced Child Care, Health Insurance, Paid Holidays, Paid Personal Leave, Paid Sick Leave, Paid Vacation Leave, Retirement Plan, Training Registration Fees and Vision Insurance.

One hundred and twenty (120) Child Care Workers reported receiving no benefits. Three Child Care Workers did not report whether or not they received employment benefits.

Iowa Association for the Education of Young Children Performance and Education Yield Success (PAEYS) System

Kelly Schulte of the Iowa Department of Public Health, Iowa's MIECHV grantee, graciously shared information about the Iowa Association for the Education of Young Children Performance and Education Yield Success (PAEYS) System.

PAEYS is a project that provides performance- and education-based salary supplements to the family support workforce employed by a MIECHV-funded site in Iowa. The project is designed to increase employee retention, education, performance and compensation.

Any family support professional working in a MIECHV-funded site in Iowa may be eligible. The individual must work at least 10 hours per week funded by MIECHV (.25 FTE) and maintain a caseload of at least three families. The recipient must also have a level of education that appears on the PAEYS supplement scale.

Salary supplement amounts are tied to the recipient's level of education – only degreed staff people are eligible. Checks are issued quarterly. The amount received will reflect time worked during the three-month period and successful completion of individual performance benchmarks. Eligible individuals will receive between \$400 and \$1,200 annually.

Checks are typically sent to eligible participants on a quarterly basis, following verification of employment and successful completion of individual benchmarks, as confirmed by the Iowa Department of Public Health.

PAEYS participants at Levels 1 & 2 can increase their supplement amounts by gaining more education. Iowa AEYC and the T.E.A.C.H. Early Childhood® IOWA project offer scholarships to family support professionals who want to earn college credits toward related credentials or degrees.

The salary supplement is considered income, so recipients are responsible for reporting and paying personal income taxes due.

Salary Supplement Levels Level	Education Required	Annual Supplement
3	<ul style="list-style-type: none"> • Role-Related Bachelor’s Degree or Higher • Bachelor’s Degree plus or including: <ul style="list-style-type: none"> ○ At least 12 role-related credits ○ Infant and Early Childhood Mental Health Certificate ○ Completion of the Institute for the Advancement of Family Support Professionals Modules plus 9 EC-related credits 	\$1,200
2	<ul style="list-style-type: none"> • Bachelor’s Degree with less than 12 role-related credits 	\$800
1	<ul style="list-style-type: none"> • In progress toward Bachelor’s Degree 	\$400

Usage Numbers

	Q2 FY 17	Q3 FY 17	Q4 FY 17	Q1FY 18	Q2 FY 18	Q3 FY 18	Q4 FY 18	Q1 FY 19
Number of Participants	30	30	34	37	39	41	43	56
Payments Issued	23	23	27	34	34	32	35	51
Total Amount Awarded	\$6,500.00	\$6,400.00	\$7,800.00	\$9,700.00	\$9,600.00	\$9,000.00	\$9,800.00	\$14,200.00
% of participants paid	77%	77%	79%	92%	87%	78%	81%	91%
Award Level 1	1	1	1	1	1	1	2	2
Award Level 2	3	3	3	3	4	5	5	10
Award Level 3	26	23	30	33	34	35	36	44

West Virginia has a similar system in place (<https://www.wvstars.org/wp-content/uploads/2018/07/NeedsReplacedEarnings-flyer-FINAL-6-27-18.pdf>), but currently, it is only open to those working in Child Care.

Summary

Based upon the sample of Home Visiting programs who shared data for the 2018 Partners in Community Outreach Compensation Study, Home Visitor compensation ranges from \$10 to \$13.23 an hour and from \$22,000 to \$37,507 for salaried Home Visitors.

A comparison of Home Visitors (excluding WV Birth to Three Early Intervention Specialists) who shared compensation information with West Virginia State Training and Registry System (STARS) showed similar hourly and salaried pay rates.

Most programs offer benefits such as Holiday, Annual and Sick Leave or Paid Time Off, Travel Reimbursement, Flexible Scheduling, Professional Development Opportunities, Career Advancement and Unemployment and Workers' Compensation Benefits. Benefits such as Retirement, Health, Dental and Life Insurance are offered to Home Visitors in around half of the programs that answered the survey. Vision and Disability insurance are offered to Home Visitors in about one-third of the programs that participated in the Compensation Study.

In this PiCO Compensation Study, four programs reported paying Home Visitors the same starting hourly rate regardless of education. In addition, two programs pay one starting hourly rate for those Home Visitors with a High School Diploma and one higher hourly rate for those with any additional education. This leaves four programs that pay an hourly wage and six that pay a salary whose pay rates vary based on levels of educational attainment.

A majority of the programs whose data was used in this study do not pay a higher starting rate of pay for Home Visitors with a degree in Early Childhood or with Early Childhood experience. A slight majority do pay a higher starting rate for Home Visitors with a professional license or credential, such as a Social Work license or a Registered Nurse.

Compared to some states, West Virginia has a low rate of post-secondary education attainment. In addition, some In-Home Family Education programs anecdotally report a lack of qualified individuals in their county or region from which to choose to hire as Home Visitors. Iowa, a mostly rural state with a population almost twice the size of West Virginia, has developed an incentive for Home Visitors to increase their educational attainment with their MIECHV funds and West Virginia has an incentive for those working in Child Care to attain more education.

Further study might compare retention rates in the programs that do and don't offer any difference in starting pay rates of Home Visitors who have education beyond a high school diploma or a CDA, ACDS certificate, Infant Mental Health Endorsement or Associate's Degree.

References

Communication and Data from Kelly Schulte at the Iowa Department of Public Health

Communication and Data from Rebecca Wheeler, State Coordinator, WV State Training and Registry System

U.S. Department of Commerce: United State Census Bureau

<https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=bkmk>

U.S. Department of Commerce: United States Census Bureau

<https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF>

2018 Partners in Community Outreach Compensation Study Survey

1. Program Contact Information

- Program Name
- County/ies
- Person filling out this form
- Best number to reach you if clarification is needed.
- If clarification is needed, will you be working any of these days?
December 26 December 27 December 28

2. Hours and Pay of Home Visitors

- Number of Home Visitors working at least 35 hours a week
- Number of Home Visitors working 21 to 34 hours a week
- Number of Home Visitors working 20 hours a week or less

3. How Your Home Visitors are Paid

- Are your program's home visitors paid by Visit? Hour? Salary?
- What is the minimum starting rate of pay for a home visitor with a High School Diploma?
- What is the minimum starting rate of pay for a home visitor with a certificate of endorsement, such as a CDA, ACDS certificate and/or Infant Family Associate (Infant Mental Health Endorsement)?
- What is the minimum starting rate of pay for a home visitor with an Associate's Degree?
- What is the minimum starting rate of pay for a home visitor with a Bachelor's Degree?
- What is the minimum starting rate of pay for a home visitor with a Master's Degree?
- Do you raise the starting rate of pay for a home visitor with a degree in Early Childhood?
- Do you raise the starting rate of pay for a home visitor with experience in the early childhood field?
- Do you raise the starting rate of pay for a home visitor with a professional license or credential, for example a Registered Nurse or Licensed Social Worker?

4. Pay Increases

- Do you give pay raises or cost of living raises? *If yes, it takes you to another page that asks:*
 - How do you determine the pay or cost of living increase?

- How often does your agency give pay increases?

5. Which of these benefits does your program offer to Home Visitors?

- Unemployment Compensation
Covers full time home visitors Covers part time home visitors No coverage
- Workers' Compensation
Covers full time home visitors Covers part time home visitors No coverage
- Liability Insurance
Covers full time home visitors Covers part time home visitors No coverage
- Paid Holidays
Offered to full time home visitors Offered to part time home visitors Not offered
- Travel Reimbursement Yes or No *If answered Yes, it takes you to another page that asks for detail:*
 - What is your agency Travel Reimbursement Rate?
IRS rate State Rate Fuel stipend Other
- Flexible Work Schedule
Offered to full time home visitors Offered to part time home visitors Not offered
- Work from home office Yes No Depends on certain factors
- Professional Development Opportunities beyond model training, what is required by funders and/or that which is provided at no cost to the agency
Offered to full time home visitors Offered to part time home visitors Not offered
- Opportunities for Career Advancement Yes No
- Other

6. Is Retirement Benefit available? Offered to full time home visitors Offered to part time home visitors Not offered

If it is offered, it takes you to another page that asks:

What type of plan? Does the employer provide any match to the employee's donation to the Retirement Plan? If yes, provide detail.

Is Health Insurance Benefit available? Offered to full time home visitors Offered to part time home visitors *If it is offered, it takes you to another page that asks:*

What kind of plan? What percentage of the health insurance premium does the employer pay?

If No – it takes you to a page that asks: In your estimation, what *percentage (%)* of your home visiting staff are enrolled in Medicaid? And In your estimation, what *percentage (%)* of your home visiting staff have purchased health insurance from the Marketplace?

7. Dental Insurance

- 8.** Vision Insurance – both ask if these are offered to full time home visitors
 Offered to part time home visitors Not offered *If it is offered, it takes you to another page that asks:*
 What type of plan? What percentage of the plan premium does the employer pay?
- 9.** Is Life Insurance Available? Offered to full time home visitors Offered to part time home visitors Not offered *If it is offered, it takes you to another page that asks:*
 What is the face amount of the Life Insurance? What percentage of the plan premium does the employer pay?
- 10.** Is Disability Insurance available? Long-term disability offered to FT home visitors
 Short-term disability offered to FT home visitors Long-term disability offered to PT home visitors
 Short-term disability offered to PT home visitors Not offered
If it is offered, it takes you to another page that asks: What percentage of the plan premium does the employer pay?
- 11.** Paid Annual Leave Offered to full time home visitors Offered to part time home visitors
 Not offered *If it is offered, it takes you to another page that asks:*
 Does annual leave increase as the home visitor’s years of employment increase? If yes, please provide detail. Are employees able to donate annual leave to fellow employees who need additional sick leave?
- 12.** Paid Sick Leave Offered to full time home visitors Offered to part time home visitors
 Not offered *If it is offered, it takes you to another page that asks:*
 Does sick leave increase as the home visitor’s years of employment increase? If yes, please provide detail.

Appendix B Responding Home Visiting Programs

AGENCY SPONSORING PROGRAM	Counties Served	MODEL USED
A.B.L.E. Families	Mingo	MIHOW/PAT
Allegheny Highlands PAT	Tucker, Randolph & Barbour	PAT
CASE WV Early Head Start	Mercer	EHS
Clarksburg Mission	Harrison & <i>limited services to Marion</i>	PAT
Coalfield Community Action Partnership	Mingo	EHS
The Community Crossing	McDowell	PAT
Clay County Board of Education	Clay & <i>limited services to Braxton</i>	PAT
Cornerstone Family Interventions	Boone & Lincoln	PAT
Doddridge County Starting Points Center	Doddridge & <i>limited services to Harrison</i>	PAT
Lewis County Family Resource Network	Lewis & Upshur	PAT
Monongalia County Starting Points Center	Monongalia	MIHOW/PAT
Monroe County Early Head Start	Monroe	EHS with PAT
MountainHeart Community Services	Wyoming	PAT
Mountain State Healthy Families	Cabell, Lincoln, Logan, Mason, Wayne and <i>limited services to Putnam</i>	HFA
New River Health Association	Fayette, Raleigh & <i>bordering communities in Greenbrier & Nicholas</i>	MIHOW/PAT
Nicholas County Starting Points Center	Nicholas & Webster	PAT
Northern Panhandle Head Start	Ohio	MIHOW/PAT
Preston County Caring Council	Preston & Taylor	PAT
Rainelle Medical Center	Greenbrier & Pocahontas	PAT
REACHH Family Resource Center	Summers & Mercer	PAT
Regional Family Resource Network	Kanawha	PAT