



## **Rate Setting Unit**

### Salary & Wage Guide

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# Indiana Department of Child Services

## Rate Setting Unit

### Salary & Wage Guide

(CY 2010 – CY 2014)

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# Indiana Department of Child Services

## Rate Setting Unit

### Salary & Wage Guide

(CY 2010 - CY 2014)

The tables contained in this guide have been compiled with data obtained from Indiana Department of Child Services Cost Reports submitted to the Department by Residential Treatment Services Providers (RTSPs) and Licensed Child Placing Agencies (LCPAs) which detail the costs incurred for the period Calendar Year 2010 through 2014.

First any data contained on a cost report that was submitted by a provider whose agency is not based in Indiana was removed from the sample population. Second, any budgeted data that was identified on a budgeted cost report was removed from the sample population. Finally, the data was analyzed by calculating each data point's "Z-score" for the given position title in each calendar year.

$$z = ((x - \text{sample mean}) \div \text{sample standard deviation}),$$

where  $x = \text{position's annualized cost or salary}$ .

Any data point that had a z-score value of absolute value 3 (*less than -3 or greater than 3*) were considered "outliers" (over three standard deviations from the mean) and were removed from the sample population. The remaining data was then used to calculate an Annualized Cost or Salary (reported cost  $\div$  reported FTE<sup>1</sup>) and an Hourly Wage (Annualized Cost or Salary  $\div$  2,080 hours worked<sup>2</sup>) for each reported position.

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<sup>1</sup> Full Time Equivalent (FTE) is a unit that indicates the workload (hours worked) of an employee for a given calendar year. Each position listed on a DCS Cost Report has an associated FTE identified with the cost of the position that is associated with each program listed on the DCS Cost Report

<sup>2</sup> For the purposes of the DCS Cost Report, 1.0000 FTEs is equal to 2,080 hours worked in a calendar year (40 hours per week  $\times$  52 weeks per year = 2,080 hours per year).



# Indiana Department of Child Services

## Rate Setting Salary and Wage Guide

### Table 1

#### All Indiana Based RTSPs & LCPAs



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 55,238	\$ 26.56	\$ 57,307	\$ 27.55	\$ 54,265	\$ 26.09	\$ 60,621	\$ 29.14	\$ 71,324	\$ 34.29
Chief Executive Officer	\$ 159,018	\$ 76.45	\$ 133,144	\$ 64.01	\$ 142,370	\$ 68.45	\$ 149,872	\$ 72.05	\$ 174,026	\$ 83.67
Chief Financial Officer	\$ 114,973	\$ 55.28	\$ 79,550	\$ 38.25	\$ 83,133	\$ 39.97	\$ 103,135	\$ 49.58	\$ 111,129	\$ 53.43
Chief Operations Officer	\$ 108,631	\$ 52.23	\$ 79,850	\$ 38.39	\$ 70,106	\$ 33.70	\$ 82,027	\$ 39.44	\$ 79,258	\$ 38.11
Executive Director	\$ 86,780	\$ 41.72	\$ 82,844	\$ 39.83	\$ 81,429	\$ 39.15	\$ 80,934	\$ 38.91	\$ 84,718	\$ 40.73
<b>Administrative</b>										
Administrative Assistant	\$ 32,090	\$ 15.43	\$ 31,866	\$ 15.32	\$ 30,711	\$ 14.76	\$ 31,755	\$ 15.27	\$ 32,195	\$ 15.48
Business Manager	\$ 42,432	\$ 20.40	\$ 39,004	\$ 18.75	\$ 50,983	\$ 24.51	\$ 46,871	\$ 22.53	\$ 47,243	\$ 22.71
Document Maintenance	\$ 25,899	\$ 12.45	\$ 24,552	\$ 11.80	\$ 26,804	\$ 12.89	\$ 29,530	\$ 14.20	\$ 27,229	\$ 13.09
Human Resources Director	\$ 59,580	\$ 28.64	\$ 54,602	\$ 26.25	\$ 55,737	\$ 26.80	\$ 64,777	\$ 31.14	\$ 66,060	\$ 31.76
Human Resources Manager	\$ 36,614	\$ 17.60	\$ 44,699	\$ 21.49	\$ 40,239	\$ 19.35	\$ 45,264	\$ 21.76	\$ 46,555	\$ 22.38
Human Resources Staff	\$ 45,585	\$ 21.92	\$ 36,608	\$ 17.60	\$ 46,784	\$ 22.49	\$ 43,282	\$ 20.81	\$ 34,875	\$ 16.77
MIS Director	\$ 39,088	\$ 18.79	\$ 60,375	\$ 29.03	\$ 41,915	\$ 20.15	\$ 42,696	\$ 20.53	\$ 58,943	\$ 28.34
MIS Manager	\$ 47,034	\$ 22.61	\$ 36,763	\$ 17.67	\$ 43,089	\$ 20.72	\$ 48,669	\$ 23.40	\$ 51,587	\$ 24.80
MIS Staff	\$ 47,891	\$ 23.02	\$ 45,608	\$ 21.93	\$ 49,975	\$ 24.03	\$ 35,890	\$ 17.25	\$ 37,555	\$ 18.06
Office Manager	\$ 37,551	\$ 18.05	\$ 36,643	\$ 17.62	\$ 38,241	\$ 18.39	\$ 38,688	\$ 18.60	\$ 36,828	\$ 17.71
Quality Assurance Coordinator	\$ 47,641	\$ 22.90	\$ 49,981	\$ 24.03	\$ 51,197	\$ 24.61	\$ 52,895	\$ 25.43	\$ 53,202	\$ 25.58
Quality Assurance Staff	\$ 38,428	\$ 18.48	\$ 41,126	\$ 19.77	\$ 39,299	\$ 18.89	\$ 40,558	\$ 19.50	\$ 44,460	\$ 21.38
Receptionist	\$ 23,966	\$ 11.52	\$ 25,904	\$ 12.45	\$ 24,727	\$ 11.89	\$ 23,951	\$ 11.51	\$ 24,704	\$ 11.88
Secretary	\$ 27,389	\$ 13.17	\$ 29,031	\$ 13.96	\$ 29,070	\$ 13.98	\$ 28,540	\$ 13.72	\$ 30,371	\$ 14.60
Staff Development / Training	\$ 44,087	\$ 21.20	\$ 38,794	\$ 18.65	\$ 42,969	\$ 20.66	\$ 39,093	\$ 18.79	\$ 42,382	\$ 20.38
<b>Finance</b>										
Accountant	\$ 59,606	\$ 28.66	\$ 45,964	\$ 22.10	\$ 57,860	\$ 27.82	\$ 43,151	\$ 20.75	\$ 44,705	\$ 21.49
Bookkeeper	\$ 35,698	\$ 17.16	\$ 36,052	\$ 17.33	\$ 33,304	\$ 16.01	\$ 33,333	\$ 16.51	\$ 33,844	\$ 16.27
Controller	\$ 65,299	\$ 31.39	\$ 44,010	\$ 21.16	\$ 53,999	\$ 25.96	\$ 55,446	\$ 26.66	\$ 62,768	\$ 30.18
Finance Director	\$ 77,120	\$ 37.08	\$ 69,655	\$ 33.49	\$ 68,591	\$ 32.98	\$ 83,908	\$ 40.34	\$ 83,400	\$ 40.10
Finance Manager	\$ 53,878	\$ 25.90	\$ 50,879	\$ 24.46	\$ 38,649	\$ 18.58	\$ 53,950	\$ 25.94	\$ 75,715	\$ 36.40
Payroll Staff	\$ 50,579	\$ 24.32	\$ 33,148	\$ 15.94	\$ 41,976	\$ 20.18	\$ 38,789	\$ 18.65	\$ 50,878	\$ 24.46
<b>Food Services</b>										
Dietitian	\$ 60,706	\$ 29.19	\$ 786,214	\$ 377.99	\$ 101,860	\$ 48.97	\$ 78,010	\$ 37.50	\$ 95,632	\$ 45.98
Food Services Director	\$ 44,785	\$ 21.53	\$ 40,449	\$ 19.45	\$ 40,155	\$ 19.31	\$ 45,355	\$ 21.81	\$ 45,532	\$ 21.89
Food Services Manager	\$ 29,760	\$ 14.31	\$ 33,078	\$ 15.90	\$ 30,987	\$ 14.90	\$ 32,926	\$ 15.83	\$ 34,641	\$ 16.65
Kitchen Staff	\$ 21,905	\$ 10.53	\$ 22,528	\$ 10.83	\$ 23,182	\$ 11.14	\$ 23,087	\$ 11.10	\$ 22,690	\$ 10.91
<b>Facilities</b>										
Facilities Management Director	\$ 61,050	\$ 29.35	\$ 51,185	\$ 24.61	\$ 58,754	\$ 28.25	\$ 59,683	\$ 28.69	\$ 59,162	\$ 28.44
Facilities Management Manager	\$ 39,616	\$ 19.05	\$ 40,567	\$ 19.50	\$ 34,509	\$ 16.59	\$ 35,777	\$ 17.20	\$ 41,648	\$ 20.02
Groundskeeper	\$ 24,460	\$ 11.76	\$ 24,167	\$ 11.62	\$ 34,434	\$ 16.55	\$ 32,335	\$ 15.55	\$ 23,344	\$ 11.22
Housekeeper	\$ 21,360	\$ 10.27	\$ 24,600	\$ 11.83	\$ 23,199	\$ 11.15	\$ 22,899	\$ 11.01	\$ 23,365	\$ 11.23
Janitor	\$ 23,708	\$ 11.40	\$ 20,693	\$ 9.95	\$ 28,399	\$ 13.65	\$ 21,518	\$ 10.35	\$ 23,993	\$ 11.54
Laundry Staff	\$ 23,330	\$ 11.22	\$ 21,792	\$ 10.48	\$ 21,862	\$ 10.51	\$ 26,272	\$ 12.63	\$ 29,890	\$ 14.37
Maintenance	\$ 30,413	\$ 14.62	\$ 31,512	\$ 15.15	\$ 31,535	\$ 15.16	\$ 32,420	\$ 15.59	\$ 32,014	\$ 15.39
Security	\$ 25,604	\$ 12.31	\$ 26,434	\$ 12.71	\$ 22,463	\$ 10.80	\$ 25,599	\$ 12.31	\$ 28,248	\$ 13.58
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 42,814	\$ 20.58	\$ 42,143	\$ 20.26	\$ 38,762	\$ 18.64	\$ 39,705	\$ 19.09	\$ 44,474	\$ 21.38
Case Manager	\$ 34,198	\$ 16.44	\$ 33,594	\$ 16.15	\$ 35,040	\$ 16.85	\$ 33,406	\$ 16.06	\$ 33,451	\$ 16.08
Child Care Worker	\$ 23,812	\$ 11.45	\$ 24,410	\$ 11.74	\$ 25,625	\$ 12.32	\$ 24,783	\$ 11.91	\$ 25,293	\$ 12.16
Child Care Worker Manager	\$ 32,551	\$ 15.65	\$ 33,568	\$ 16.14	\$ 34,380	\$ 16.53	\$ 34,699	\$ 16.68	\$ 34,867	\$ 16.76
Independent Living Coordinator	\$ 42,343	\$ 20.36	\$ 33,339	\$ 16.03	\$ 38,201	\$ 18.37	\$ 37,353	\$ 17.96	\$ 34,304	\$ 16.49
Licensing Coordinator	\$ 39,711	\$ 19.09	\$ 37,350	\$ 17.96	\$ 40,807	\$ 19.62	\$ 35,656	\$ 17.14	\$ 41,530	\$ 19.97
Licensing Specialist	\$ 36,496	\$ 17.55	\$ 41,270	\$ 19.84	\$ 41,830	\$ 20.11	\$ 38,845	\$ 18.68	\$ 36,704	\$ 17.65
Program Director	\$ 54,851	\$ 26.37	\$ 56,860	\$ 27.34	\$ 57,505	\$ 27.65	\$ 57,790	\$ 27.78	\$ 63,025	\$ 30.30
Program Manager	\$ 38,319	\$ 18.42	\$ 41,045	\$ 19.73	\$ 44,232	\$ 21.27	\$ 42,467	\$ 20.42	\$ 45,961	\$ 22.10
Recreation Manager	\$ 34,029	\$ 16.36	\$ 36,516	\$ 17.56	\$ 38,372	\$ 18.45	\$ 42,022	\$ 20.20	\$ 40,269	\$ 19.36
Recreation Staff	\$ 29,339	\$ 14.11	\$ 25,222	\$ 12.13	\$ 26,414	\$ 12.70	\$ 32,544	\$ 15.65	\$ 31,662	\$ 15.22
Transportation Staff	\$ 24,065	\$ 11.57	\$ 24,350	\$ 11.71	\$ 26,230	\$ 12.61	\$ 26,865	\$ 12.92	\$ 26,789	\$ 12.88
<b>Behavioral Health</b>										
Clinical Director	\$ 56,534	\$ 27.18	\$ 61,416	\$ 29.53	\$ 64,245	\$ 30.89	\$ 81,551	\$ 39.21	\$ 76,694	\$ 36.87
Clinical Staff	\$ 37,891	\$ 18.22	\$ 34,049	\$ 16.37	\$ 36,199	\$ 17.40	\$ 41,465	\$ 19.94	\$ 31,795	\$ 15.29
Counselor	\$ 39,514	\$ 19.00	\$ 43,490	\$ 20.91	\$ 43,588	\$ 20.96	\$ 41,859	\$ 20.12	\$ 40,274	\$ 19.36
Psychologist	\$ 48,933	\$ 23.53	\$ 90,408	\$ 43.47	\$ 92,244	\$ 44.35	\$ 92,045	\$ 44.25	\$ 99,698	\$ 47.93
Social Services Director	\$ 42,933	\$ 20.64	\$ 53,663	\$ 25.80	\$ 48,650	\$ 23.39	\$ 56,291	\$ 27.06	\$ 49,468	\$ 23.78
Social Worker	\$ 39,544	\$ 19.01	\$ 39,181	\$ 18.84	\$ 44,251	\$ 21.27	\$ 41,451	\$ 19.93	\$ 43,349	\$ 20.84
Therapist	\$ 41,564	\$ 19.98	\$ 38,855	\$ 18.68	\$ 41,722	\$ 20.06	\$ 43,631	\$ 20.98	\$ 44,251	\$ 21.27
<b>Medical</b>										
Health Services Worker	\$ 31,266	\$ 15.03	\$ 29,276	\$ 14.08	\$ 27,534	\$ 13.24	\$ 28,068	\$ 13.49	\$ 29,479	\$ 14.17
Licensed Practical Nurse	\$ 39,913	\$ 19.19	\$ 41,645	\$ 20.02	\$ 38,933	\$ 18.72	\$ 41,379	\$ 19.89	\$ 40,415	\$ 19.43
Medical Doctor / Physician	\$ 205,686	\$ 98.89	\$ 144,688	\$ 69.56	\$ 188,834	\$ 90.79	\$ 151,190	\$ 72.69	\$ 152,110	\$ 73.13
Medical Records Clerk	\$ 27,661	\$ 13.30	\$ 31,876	\$ 15.32	\$ 29,598	\$ 14.23	\$ 31,265	\$ 15.03	\$ 33,618	\$ 16.16



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 1**  
All Indiana Based RTSPs & LCPAs



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
Pharmacist	\$ 67,961	\$ 32.67	\$ 75,372	\$ 36.24	\$ 73,503	\$ 35.34	\$ 75,993	\$ 36.54	\$ 76,761	\$ 36.90
Psychiatrist	\$ 162,356	\$ 78.06	\$ 328,494	\$ 157.93	\$ 172,746	\$ 83.05	\$ 148,336	\$ 71.32	\$ 196,587	\$ 94.51
Registered Nurse	\$ 45,181	\$ 21.72	\$ 45,195	\$ 21.73	\$ 50,204	\$ 24.14	\$ 49,013	\$ 23.56	\$ 60,196	\$ 28.94
<b>Education</b>										
Principal	\$ 54,067	\$ 25.99	\$ 49,823	\$ 23.95	\$ 49,389	\$ 23.74	\$ 50,839	\$ 24.44	\$ 52,709	\$ 25.34
Teacher	\$ 37,443	\$ 18.00	\$ 35,872	\$ 17.25	\$ 36,452	\$ 17.52	\$ 35,086	\$ 16.87	\$ 34,818	\$ 16.74
Teacher Aide	\$ 26,024	\$ 12.51	\$ 24,178	\$ 11.62	\$ 23,539	\$ 11.32	\$ 24,766	\$ 11.91	\$ 23,110	\$ 11.11
Tutor	\$ 26,957	\$ 12.96	\$ 24,375	\$ 11.72					\$ 26,414	\$ 12.70
<b>Fundraising/Development</b>										
Development Director	\$ 38,413	\$ 18.47	\$ 55,797	\$ 26.83	\$ 47,291	\$ 22.74	\$ 64,434	\$ 30.98	\$ 76,161	\$ 36.62
Development Staff	\$ 82,339	\$ 39.59	\$ 41,010	\$ 19.72	\$ 44,404	\$ 21.35	\$ 49,996	\$ 24.04	\$ 43,066	\$ 20.70
Fundraising Staff	\$ 58,660	\$ 28.20	\$ 51,968	\$ 24.98	\$ 44,232	\$ 21.27	\$ 41,009	\$ 19.72		
Marketing Staff	\$ 51,543	\$ 24.78	\$ 51,256	\$ 24.64	\$ 46,835	\$ 22.52	\$ 45,457	\$ 21.85	\$ 50,201	\$ 24.14
Public Relations Staff	\$ 49,109	\$ 23.61	\$ 44,881	\$ 21.58	\$ 27,395	\$ 13.17	\$ 42,880	\$ 20.62	\$ 44,579	\$ 21.43
Fundraising Director									\$ 148,650	\$ 71.47
<b>Other</b>										
Mentor	\$ 17,752	\$ 8.53								
Religious Instructor	\$ 40,660	\$ 19.55	\$ 40,273	\$ 19.36	\$ 39,273	\$ 18.88	\$ 34,930	\$ 16.79	\$ 39,603	\$ 19.04
Vocational Instructor	\$ 17,600	\$ 8.46					\$ 49,817	\$ 23.95		
Volunteer Coordinator	\$ 37,918	\$ 18.23	\$ 31,890	\$ 15.33	\$ 27,541	\$ 13.24	\$ 26,906	\$ 12.94	\$ 36,456	\$ 17.53



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 2**  
All Indiana Based 501(c)(3) RTSPs & LCPAs



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 58,441	\$ 28.10	\$ 66,523	\$ 31.98	\$ 57,029	\$ 27.42	\$ 64,690	\$ 31.10	\$ 80,274	\$ 38.59
Chief Executive Officer	\$ 170,091	\$ 81.77	\$ 132,013	\$ 63.47	\$ 135,348	\$ 65.07	\$ 140,316	\$ 67.46	\$ 142,002	\$ 68.27
Chief Financial Officer	\$ 114,973	\$ 55.28	\$ 80,285	\$ 38.60	\$ 85,913	\$ 41.30	\$ 89,981	\$ 43.26	\$ 98,773	\$ 47.49
Chief Operations Officer	\$ 108,631	\$ 52.23	\$ 79,850	\$ 38.39	\$ 70,106	\$ 33.70	\$ 82,027	\$ 39.44	\$ 80,184	\$ 38.55
Executive Director	\$ 78,672	\$ 37.82	\$ 89,297	\$ 42.93	\$ 75,488	\$ 36.29	\$ 84,610	\$ 40.68	\$ 92,787	\$ 44.61
<b>Administrative</b>										
Administrative Assistant	\$ 33,492	\$ 16.10	\$ 31,430	\$ 15.11	\$ 30,095	\$ 14.47	\$ 30,785	\$ 14.80	\$ 31,677	\$ 15.23
Business Manager	\$ 42,628	\$ 20.49	\$ 41,234	\$ 19.82	\$ 48,914	\$ 23.52	\$ 51,950	\$ 24.98	\$ 55,045	\$ 26.46
Document Maintenance	\$ 26,249	\$ 12.62	\$ 25,137	\$ 12.09	\$ 27,127	\$ 13.04	\$ 29,530	\$ 14.20	\$ 27,229	\$ 13.09
Human Resources Director	\$ 51,016	\$ 24.53	\$ 46,696	\$ 22.45	\$ 48,415	\$ 23.28	\$ 64,813	\$ 31.16	\$ 64,894	\$ 31.20
Human Resources Manager	\$ 37,140	\$ 17.86	\$ 43,739	\$ 21.03	\$ 44,632	\$ 21.46	\$ 44,832	\$ 21.55	\$ 46,721	\$ 22.46
Human Resources Staff	\$ 45,569	\$ 21.91	\$ 31,061	\$ 14.93	\$ 38,107	\$ 18.32	\$ 42,545	\$ 20.45	\$ 33,482	\$ 16.10
MIS Director	\$ 39,088	\$ 18.79	\$ 60,470	\$ 29.07	\$ 39,740	\$ 19.11	\$ 41,483	\$ 19.94	\$ 58,943	\$ 28.34
MIS Manager	\$ 47,034	\$ 22.61	\$ 35,730	\$ 17.18	\$ 39,208	\$ 18.85	\$ 48,882	\$ 23.50	\$ 51,536	\$ 24.78
MIS Staff	\$ 50,858	\$ 24.45	\$ 41,826	\$ 20.11	\$ 33,889	\$ 16.29	\$ 31,729	\$ 15.25	\$ 32,900	\$ 15.82
Office Manager	\$ 31,386	\$ 15.09	\$ 35,162	\$ 16.91	\$ 38,389	\$ 18.46	\$ 38,039	\$ 18.29	\$ 33,018	\$ 15.87
Quality Assurance Coordinator	\$ 46,949	\$ 22.57	\$ 47,855	\$ 23.01	\$ 48,878	\$ 23.50	\$ 51,871	\$ 24.94	\$ 52,904	\$ 25.43
Quality Assurance Staff	\$ 34,715	\$ 16.69	\$ 38,031	\$ 18.28	\$ 34,400	\$ 16.54	\$ 39,227	\$ 18.86	\$ 41,460	\$ 19.93
Receptionist	\$ 23,703	\$ 11.40	\$ 25,703	\$ 12.36	\$ 24,073	\$ 11.57	\$ 23,584	\$ 11.34	\$ 24,654	\$ 11.85
Secretary	\$ 27,702	\$ 13.32	\$ 29,232	\$ 14.05	\$ 29,476	\$ 14.17	\$ 28,344	\$ 13.63	\$ 30,979	\$ 14.89
Staff Development / Training	\$ 46,782	\$ 22.49	\$ 39,361	\$ 18.92	\$ 45,797	\$ 22.02	\$ 38,566	\$ 18.54	\$ 42,051	\$ 20.22
<b>Finance</b>										
Accountant	\$ 41,925	\$ 20.16	\$ 41,051	\$ 19.74	\$ 41,471	\$ 19.94	\$ 44,427	\$ 21.36	\$ 45,314	\$ 21.79
Bookkeeper	\$ 33,794	\$ 16.25	\$ 36,370	\$ 17.49	\$ 35,518	\$ 17.08	\$ 35,116	\$ 16.88	\$ 33,255	\$ 15.99
Controller	\$ 65,632	\$ 31.55	\$ 45,553	\$ 21.90	\$ 55,200	\$ 26.54	\$ 56,589	\$ 27.21	\$ 63,069	\$ 30.32
Finance Director	\$ 66,063	\$ 31.76	\$ 65,774	\$ 31.62	\$ 63,423	\$ 30.49	\$ 72,467	\$ 34.84	\$ 73,089	\$ 35.14
Finance Manager	\$ 59,721	\$ 28.71	\$ 56,332	\$ 27.08	\$ 56,332	\$ 27.08	\$ 58,875	\$ 28.88	\$ 75,862	\$ 36.47
Payroll Staff	\$ 50,579	\$ 24.32	\$ 33,821	\$ 16.26	\$ 44,239	\$ 21.27	\$ 41,075	\$ 19.75	\$ 63,560	\$ 30.56
<b>Food Services</b>										
Dietitian	\$ 60,706	\$ 29.19	\$ 59,144	\$ 28.43						
Food Services Director	\$ 44,785	\$ 21.53	\$ 39,925	\$ 19.19	\$ 40,089	\$ 19.27	\$ 45,355	\$ 21.81	\$ 45,532	\$ 21.89
Food Services Manager	\$ 29,246	\$ 14.06	\$ 33,602	\$ 16.15	\$ 29,835	\$ 14.34	\$ 30,497	\$ 14.66	\$ 32,798	\$ 15.77
Kitchen Staff	\$ 21,721	\$ 10.44	\$ 22,491	\$ 10.81	\$ 23,212	\$ 11.16	\$ 23,051	\$ 11.08	\$ 22,689	\$ 10.91
<b>Facilities</b>										
Facilities Management Director	\$ 62,049	\$ 29.83	\$ 50,130	\$ 24.10	\$ 59,075	\$ 28.40	\$ 62,247	\$ 29.93	\$ 60,940	\$ 29.30
Facilities Management Manager	\$ 36,446	\$ 17.52	\$ 41,810	\$ 20.10	\$ 34,827	\$ 16.74	\$ 35,364	\$ 17.00	\$ 40,303	\$ 19.38
Groundskeeper	\$ 25,378	\$ 12.20	\$ 24,167	\$ 11.62	\$ 34,434	\$ 16.55	\$ 32,335	\$ 15.55	\$ 23,344	\$ 11.22
Housekeeper	\$ 21,167	\$ 10.18	\$ 25,360	\$ 12.19	\$ 21,817	\$ 10.49	\$ 22,660	\$ 10.89	\$ 23,150	\$ 11.13
Janitor	\$ 28,142	\$ 13.53	\$ 22,074	\$ 10.61	\$ 33,695	\$ 16.20	\$ 19,564	\$ 9.41	\$ 24,893	\$ 11.97
Laundry Staff	\$ 24,095	\$ 11.58	\$ 21,775	\$ 10.47	\$ 22,021	\$ 10.59	\$ 26,272	\$ 12.63	\$ 29,890	\$ 14.37
Maintenance	\$ 30,228	\$ 14.53	\$ 32,072	\$ 15.42	\$ 31,438	\$ 15.11	\$ 33,211	\$ 15.97	\$ 32,513	\$ 15.63
Security	\$ 24,962	\$ 12.00	\$ 26,531	\$ 12.76	\$ 21,940	\$ 10.55	\$ 24,925	\$ 11.98	\$ 27,891	\$ 13.41
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 42,273	\$ 20.32	\$ 40,960	\$ 19.69	\$ 34,353	\$ 16.52	\$ 36,548	\$ 17.57	\$ 41,695	\$ 20.05
Case Manager	\$ 33,085	\$ 15.91	\$ 33,226	\$ 15.97	\$ 33,978	\$ 16.82	\$ 33,393	\$ 16.05	\$ 33,513	\$ 16.11
Child Care Worker	\$ 23,732	\$ 11.41	\$ 24,192	\$ 11.63	\$ 24,930	\$ 11.99	\$ 24,151	\$ 11.61	\$ 24,518	\$ 11.79
Child Care Worker Manager	\$ 33,271	\$ 16.00	\$ 33,993	\$ 16.34	\$ 34,745	\$ 16.70	\$ 34,999	\$ 16.83	\$ 35,451	\$ 17.04
Independent Living Coordinator	\$ 43,812	\$ 21.06	\$ 36,180	\$ 17.39	\$ 38,201	\$ 18.37	\$ 35,323	\$ 16.98	\$ 32,526	\$ 15.64
Licensing Coordinator	\$ 39,711	\$ 19.09	\$ 38,180	\$ 18.36	\$ 43,759	\$ 21.04	\$ 37,018	\$ 17.80	\$ 42,405	\$ 20.39
Licensing Specialist	\$ 36,940	\$ 17.76	\$ 41,270	\$ 19.84	\$ 41,830	\$ 20.11	\$ 38,845	\$ 18.68	\$ 36,704	\$ 17.65
Program Director	\$ 55,309	\$ 26.59	\$ 58,003	\$ 27.89	\$ 58,587	\$ 28.17	\$ 58,735	\$ 28.24	\$ 61,615	\$ 29.62
Program Manager	\$ 42,149	\$ 20.26	\$ 42,071	\$ 20.23	\$ 45,163	\$ 21.71	\$ 42,372	\$ 20.37	\$ 45,928	\$ 22.08
Recreation Manager	\$ 34,029	\$ 16.36	\$ 36,929	\$ 17.75	\$ 39,581	\$ 19.03	\$ 42,372	\$ 20.37	\$ 40,269	\$ 19.36
Recreation Staff	\$ 29,120	\$ 14.00	\$ 25,222	\$ 12.13	\$ 26,414	\$ 12.70	\$ 32,544	\$ 15.65	\$ 31,662	\$ 15.22
Transportation Staff	\$ 22,371	\$ 10.76	\$ 23,446	\$ 11.27	\$ 24,943	\$ 11.99	\$ 25,516	\$ 12.27	\$ 25,415	\$ 12.22
<b>Behavioral Health</b>										
Clinical Director	\$ 53,085	\$ 25.52	\$ 61,705	\$ 29.67	\$ 65,903	\$ 31.68	\$ 83,223	\$ 40.01	\$ 81,259	\$ 39.07
Clinical Staff	\$ 35,263	\$ 16.95			\$ 29,489	\$ 14.18	\$ 41,465	\$ 19.94	\$ 30,773	\$ 14.79
Counselor	\$ 40,814	\$ 19.62	\$ 45,917	\$ 22.08	\$ 44,971	\$ 21.62	\$ 42,158	\$ 20.27	\$ 39,610	\$ 19.04
Psychologist	\$ 49,219	\$ 23.66	\$ 90,408	\$ 43.47	\$ 92,244	\$ 44.35	\$ 91,496	\$ 43.99	\$ 82,107	\$ 39.47
Social Services Director			\$ 72,431	\$ 34.82						
Social Worker	\$ 32,592	\$ 15.67	\$ 37,479	\$ 18.02	\$ 44,251	\$ 21.27	\$ 39,837	\$ 19.15	\$ 43,349	\$ 20.84
Therapist	\$ 40,723	\$ 19.58	\$ 39,082	\$ 18.79	\$ 40,935	\$ 19.68	\$ 43,130	\$ 20.74	\$ 42,892	\$ 20.62
<b>Medical</b>										
Health Services Worker	\$ 31,660	\$ 15.22	\$ 29,886	\$ 14.37	\$ 27,347	\$ 13.15	\$ 27,660	\$ 13.30	\$ 29,303	\$ 14.09
Licensed Practical Nurse	\$ 37,001	\$ 17.79	\$ 42,057	\$ 20.22	\$ 37,931	\$ 18.24	\$ 40,949	\$ 19.69	\$ 39,517	\$ 19.00
Medical Doctor / Physician	\$ 192,207	\$ 92.41	\$ 287,058	\$ 138.01	\$ 220,436	\$ 105.98	\$ 245,185	\$ 117.88	\$ 182,359	\$ 87.67
Medical Records Clerk	\$ 25,287	\$ 12.16	\$ 30,638	\$ 14.73	\$ 24,908	\$ 11.97	\$ 29,991	\$ 14.42	\$ 32,373	\$ 15.56



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 2**  
All Indiana Based 501(c)(3) RTSPs & LCPAs



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
Pharmacist	\$ 79,850	\$ 38.39	\$ 80,176	\$ 38.55	\$ 74,416	\$ 35.78	\$ 84,741	\$ 40.74	\$ 78,559	\$ 37.77
Psychiatrist	\$ 157,466	\$ 75.70	\$ 328,494	\$ 157.93	\$ 172,746	\$ 83.05	\$ 126,033	\$ 60.59	\$ 194,598	\$ 93.56
Registered Nurse	\$ 40,943	\$ 19.68	\$ 38,162	\$ 18.35	\$ 45,173	\$ 21.72	\$ 43,660	\$ 20.99	\$ 59,546	\$ 28.63
<b>Education</b>										
Principal	\$ 55,631	\$ 26.75	\$ 49,558	\$ 23.83	\$ 48,364	\$ 23.25	\$ 49,778	\$ 23.93	\$ 51,837	\$ 24.92
Teacher	\$ 37,364	\$ 17.96	\$ 34,870	\$ 16.76	\$ 34,634	\$ 16.65	\$ 33,655	\$ 16.18	\$ 32,400	\$ 15.58
Teacher Aide	\$ 24,251	\$ 11.66	\$ 23,784	\$ 11.43	\$ 23,821	\$ 11.45	\$ 24,705	\$ 11.88	\$ 23,382	\$ 11.24
Tutor	\$ 26,766	\$ 12.87	\$ 24,375	\$ 11.72					\$ 26,414	\$ 12.70
<b>Fundraising/Development</b>										
Development Director	\$ 39,805	\$ 19.14	\$ 61,617	\$ 29.62	\$ 40,399	\$ 19.42	\$ 51,902	\$ 24.95	\$ 51,928	\$ 24.97
Development Staff	\$ 106,518	\$ 51.21	\$ 37,568	\$ 18.06	\$ 62,607	\$ 30.10	\$ 47,762	\$ 22.96	\$ 38,993	\$ 18.75
Fundraising Staff	\$ 63,934	\$ 30.74	\$ 51,968	\$ 24.98	\$ 44,232	\$ 21.27	\$ 41,009	\$ 19.72		
Marketing Staff	\$ 64,356	\$ 30.94	\$ 51,846	\$ 24.93	\$ 47,368	\$ 22.77	\$ 45,857	\$ 22.05	\$ 51,590	\$ 24.80
Public Relations Staff	\$ 48,954	\$ 23.54	\$ 47,596	\$ 22.88	\$ 27,395	\$ 13.17	\$ 42,880	\$ 20.62	\$ 45,012	\$ 21.64
Fundraising Director									\$ 148,650	\$ 71.47
<b>Other</b>										
Mentor	\$ 17,752	\$ 8.53								
Religious Instructor	\$ 40,660	\$ 19.55	\$ 40,273	\$ 19.36	\$ 39,273	\$ 18.88	\$ 34,930	\$ 16.79	\$ 39,603	\$ 19.04
Vocational Instructor	\$ 17,600	\$ 8.46					\$ 49,817	\$ 23.95		
Volunteer Coordinator	\$ 37,918	\$ 18.23	\$ 31,890	\$ 15.33	\$ 27,541	\$ 13.24	\$ 28,135	\$ 13.53	\$ 36,456	\$ 17.53



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 3**  
All Indiana Based For Profit RTSPs & LCPAs



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 56,919	\$ 27.36	\$ 51,510	\$ 24.76	\$ 62,110	\$ 29.86	\$ 81,884	\$ 39.37	\$ 70,000	\$ 33.65
Chief Executive Officer	\$ 79,660	\$ 38.30	\$ 135,690	\$ 65.24	\$ 154,853	\$ 74.45	\$ 163,839	\$ 78.77	\$ 238,075	\$ 114.46
Chief Financial Officer			\$ 120,007	\$ 57.70	\$ 90,114	\$ 43.32	\$ 151,294	\$ 72.74	\$ 161,832	\$ 77.80
Chief Operations Officer									\$ 70,001	\$ 33.65
Executive Director	\$ 115,570	\$ 55.56	\$ 84,166	\$ 40.46	\$ 106,521	\$ 51.21	\$ 90,834	\$ 43.67	\$ 86,762	\$ 41.71
<b>Administrative</b>										
Administrative Assistant	\$ 26,625	\$ 12.80	\$ 31,337	\$ 15.07	\$ 30,227	\$ 14.53	\$ 34,078	\$ 16.38	\$ 33,294	\$ 16.01
Business Manager	\$ 43,405	\$ 20.87	\$ 37,916	\$ 18.23	\$ 53,347	\$ 25.65	\$ 45,501	\$ 21.88	\$ 45,037	\$ 21.65
Document Maintenance	\$ 25,068	\$ 12.05	\$ 23,149	\$ 11.13	\$ 22,930	\$ 11.02				
Human Resources Director	\$ 71,569	\$ 34.41	\$ 69,425	\$ 33.38	\$ 70,380	\$ 33.84	\$ 64,681	\$ 31.10	\$ 67,979	\$ 32.68
Human Resources Manager	\$ 34,684	\$ 16.68	\$ 49,179	\$ 23.64	\$ 33,650	\$ 16.18	\$ 46,215	\$ 22.22	\$ 45,947	\$ 22.09
Human Resources Staff	\$ 45,605	\$ 21.93	\$ 47,341	\$ 22.76	\$ 44,487	\$ 21.39	\$ 31,851	\$ 15.31	\$ 32,613	\$ 15.68
MIS Director							\$ 46,739	\$ 22.47		
MIS Manager			\$ 43,992	\$ 21.15	\$ 46,415	\$ 22.31	\$ 48,402	\$ 23.27	\$ 51,638	\$ 24.83
MIS Staff	\$ 34,539	\$ 16.61	\$ 42,756	\$ 20.56	\$ 44,661	\$ 21.47	\$ 36,436	\$ 17.52	\$ 36,440	\$ 17.52
Office Manager	\$ 45,113	\$ 21.69	\$ 40,187	\$ 19.32	\$ 39,064	\$ 18.78	\$ 41,908	\$ 20.15	\$ 45,265	\$ 21.76
Quality Assurance Coordinator	\$ 48,910	\$ 23.51	\$ 60,964	\$ 29.31	\$ 58,817	\$ 28.28	\$ 55,627	\$ 26.74	\$ 54,034	\$ 25.98
Quality Assurance Staff	\$ 61,946	\$ 29.78	\$ 52,475	\$ 25.23	\$ 46,157	\$ 22.19	\$ 45,081	\$ 21.67	\$ 48,660	\$ 23.39
Receptionist	\$ 24,458	\$ 11.76	\$ 26,478	\$ 12.73	\$ 25,726	\$ 12.37	\$ 25,078	\$ 12.06	\$ 24,319	\$ 11.69
Secretary	\$ 20,709	\$ 9.96							\$ 21,038	\$ 10.11
Staff Development / Training	\$ 27,920	\$ 13.42	\$ 31,424	\$ 15.11	\$ 34,482	\$ 16.58	\$ 44,630	\$ 21.46	\$ 45,468	\$ 21.86
<b>Finance</b>										
Accountant	\$ 97,688	\$ 46.97	\$ 51,256	\$ 24.64	\$ 78,171	\$ 37.58	\$ 42,003	\$ 20.19	\$ 45,568	\$ 21.91
Bookkeeper	\$ 43,552	\$ 20.94	\$ 33,547	\$ 16.13	\$ 29,415	\$ 14.14	\$ 28,902	\$ 13.89	\$ 31,738	\$ 15.26
Controller	\$ 60,975	\$ 29.31	\$ 39,382	\$ 18.93	\$ 47,395	\$ 22.79	\$ 50,873	\$ 24.46	\$ 58,552	\$ 28.15
Finance Director	\$ 85,719	\$ 41.21	\$ 73,537	\$ 35.35	\$ 76,860	\$ 36.95	\$ 106,788	\$ 51.34	\$ 111,756	\$ 53.73
Finance Manager							\$ 75,091	\$ 36.10	\$ 111,037	\$ 53.38
Payroll Staff			\$ 27,099	\$ 13.03	\$ 39,886	\$ 19.18	\$ 26,586	\$ 12.78	\$ 36,685	\$ 17.64
<b>Food Services</b>										
Dietitian			\$ 1,028,571	\$ 494.51	\$ 101,860	\$ 48.97	\$ 78,010	\$ 37.50	\$ 95,632	\$ 45.98
Food Services Director			\$ 50,121	\$ 24.10						
Food Services Manager	\$ 29,110	\$ 13.99	\$ 32,709	\$ 15.73	\$ 34,280	\$ 16.48	\$ 40,946	\$ 19.69	\$ 39,610	\$ 19.04
Kitchen Staff	\$ 22,314	\$ 10.73	\$ 22,459	\$ 10.80	\$ 23,201	\$ 11.15	\$ 22,852	\$ 10.99	\$ 22,761	\$ 10.94
<b>Facilities</b>										
Facilities Management Director	\$ 51,312	\$ 24.67	\$ 55,273	\$ 26.57	\$ 57,794	\$ 27.79	\$ 53,569	\$ 25.75	\$ 53,420	\$ 25.68
Facilities Management Manager	\$ 52,892	\$ 25.43	\$ 33,257	\$ 15.99	\$ 55,003	\$ 26.44	\$ 57,532	\$ 27.66	\$ 61,824	\$ 29.72
Groundskeeper	\$ 17,120	\$ 8.23								
Housekeeper	\$ 21,644	\$ 10.41	\$ 23,448	\$ 11.27	\$ 25,520	\$ 12.27	\$ 22,837	\$ 10.98	\$ 23,326	\$ 11.21
Janitor	\$ 19,911	\$ 9.57	\$ 19,728	\$ 9.48						
Laundry Staff	\$ 22,496	\$ 10.82	\$ 21,811	\$ 10.49	\$ 20,431	\$ 9.82				
Maintenance	\$ 31,280	\$ 15.04	\$ 30,797	\$ 14.81	\$ 31,463	\$ 15.13	\$ 30,468	\$ 14.65	\$ 30,143	\$ 14.49
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 44,719	\$ 21.50	\$ 45,855	\$ 22.05	\$ 50,169	\$ 24.12	\$ 49,802	\$ 23.94	\$ 54,836	\$ 26.36
Case Manager	\$ 37,716	\$ 18.13	\$ 37,387	\$ 17.97	\$ 37,041	\$ 17.81	\$ 35,608	\$ 17.12	\$ 35,840	\$ 17.23
Child Care Worker	\$ 23,859	\$ 11.47	\$ 23,901	\$ 11.49	\$ 26,767	\$ 12.87	\$ 25,347	\$ 12.19	\$ 25,412	\$ 12.22
Child Care Worker Manager	\$ 28,795	\$ 13.84	\$ 29,296	\$ 14.08	\$ 31,509	\$ 15.15	\$ 32,247	\$ 15.50	\$ 31,560	\$ 15.17
Independent Living Coordinator	\$ 35,000	\$ 16.83					\$ 41,699	\$ 20.05	\$ 41,535	\$ 19.97
Licensing Coordinator			\$ 33,200	\$ 15.96	\$ 29,981	\$ 14.41	\$ 30,204	\$ 14.52	\$ 35,845	\$ 17.23
Licensing Specialist	\$ 32,500	\$ 15.63								
Program Director	\$ 55,131	\$ 26.51	\$ 57,889	\$ 27.83	\$ 63,303	\$ 30.43	\$ 64,631	\$ 31.07	\$ 77,461	\$ 37.24
Program Manager	\$ 30,116	\$ 14.48	\$ 39,385	\$ 18.94	\$ 38,310	\$ 18.42	\$ 44,921	\$ 21.60	\$ 46,690	\$ 22.45
Recreation Manager			\$ 30,725	\$ 14.77	\$ 27,494	\$ 13.22	\$ 38,001	\$ 18.27		
Recreation Staff	\$ 38,505	\$ 18.51								
Transportation Staff	\$ 30,177	\$ 14.51	\$ 25,964	\$ 12.48	\$ 31,146	\$ 14.97	\$ 31,681	\$ 15.23	\$ 31,709	\$ 15.24
<b>Behavioral Health</b>										
Clinical Director	\$ 66,137	\$ 31.80	\$ 63,210	\$ 30.39	\$ 61,521	\$ 29.58	\$ 79,693	\$ 38.31	\$ 77,353	\$ 37.19
Clinical Staff	\$ 40,191	\$ 19.32	\$ 34,049	\$ 16.37	\$ 40,034	\$ 19.25			\$ 41,000	\$ 19.71
Counselor	\$ 36,083	\$ 17.35	\$ 39,515	\$ 19.00	\$ 36,766	\$ 17.68	\$ 37,648	\$ 18.10	\$ 44,499	\$ 21.39
Psychologist	\$ 46,933	\$ 22.56					\$ 99,193	\$ 47.69	\$ 126,085	\$ 60.62
Social Services Director	\$ 42,933	\$ 20.64	\$ 44,280	\$ 21.29	\$ 48,650	\$ 23.39	\$ 56,291	\$ 27.06	\$ 49,468	\$ 23.78
Social Worker	\$ 54,912	\$ 26.40	\$ 42,074	\$ 20.23			\$ 46,292	\$ 22.26		
Therapist	\$ 44,718	\$ 21.50	\$ 40,056	\$ 19.26	\$ 42,768	\$ 20.56	\$ 43,432	\$ 20.88	\$ 44,540	\$ 21.41
<b>Medical</b>										
Health Services Worker	\$ 30,433	\$ 14.63	\$ 27,882	\$ 13.40	\$ 27,908	\$ 13.42	\$ 29,087	\$ 13.98	\$ 30,449	\$ 14.64
Licensed Practical Nurse	\$ 46,444	\$ 22.33	\$ 40,681	\$ 19.56	\$ 41,156	\$ 19.79	\$ 42,282	\$ 20.33	\$ 41,213	\$ 19.81
Medical Doctor / Physician	\$ 223,658	\$ 107.53	\$ 73,503	\$ 35.34	\$ 167,766	\$ 80.66	\$ 119,859	\$ 57.62	\$ 91,610	\$ 44.04
Medical Records Clerk	\$ 31,680	\$ 15.23	\$ 34,724	\$ 16.69	\$ 33,506	\$ 16.11	\$ 33,225	\$ 15.97	\$ 35,095	\$ 16.87
Pharmacist	\$ 56,073	\$ 26.96	\$ 70,568	\$ 33.93	\$ 72,589	\$ 34.90	\$ 71,619	\$ 34.43	\$ 76,161	\$ 36.62



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 3**  
All Indiana Based For Profit RTSPs & LCPAs



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
Psychiatrist	\$ 211,262	\$ 101.57					\$ 259,853	\$ 124.93	\$ 224,426	\$ 107.90
Registered Nurse	\$ 54,378	\$ 26.14	\$ 59,048	\$ 28.39	\$ 62,017	\$ 29.82	\$ 63,338	\$ 30.45	\$ 63,849	\$ 30.70
<b>Education</b>										
Principal	\$ 43,639	\$ 20.98	\$ 50,787	\$ 24.42	\$ 53,104	\$ 25.53	\$ 58,266	\$ 28.01	\$ 56,872	\$ 27.34
Teacher	\$ 37,709	\$ 18.13	\$ 38,705	\$ 18.61	\$ 41,386	\$ 19.90	\$ 39,534	\$ 19.01	\$ 40,228	\$ 19.34
Teacher Aide	\$ 29,491	\$ 14.18	\$ 26,215	\$ 12.60	\$ 23,774	\$ 11.43	\$ 27,918	\$ 13.42	\$ 23,627	\$ 11.36
Tutor	\$ 29,063	\$ 13.97								
<b>Fundraising/Development</b>										
Development Director	\$ 32,844	\$ 15.79	\$ 48,036	\$ 23.09	\$ 54,183	\$ 26.05	\$ 73,386	\$ 35.28	\$ 85,248	\$ 40.98
Development Staff	\$ 60,847	\$ 29.25	\$ 44,453	\$ 21.37	\$ 40,764	\$ 19.60	\$ 51,672	\$ 24.84	\$ 55,174	\$ 26.53
Fundraising Staff	\$ 37,567	\$ 18.06								
Marketing Staff	\$ 38,055	\$ 18.30	\$ 50,863	\$ 24.45	\$ 39,913	\$ 19.19	\$ 43,456	\$ 20.89	\$ 46,034	\$ 22.13
Public Relations Staff	\$ 58,505	\$ 28.13	\$ 34,022	\$ 16.36					\$ 43,858	\$ 21.09



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 4**  
All Indiana Based Public RTSPs & LCPAs



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 44,118	\$ 21.21	\$ 49,706	\$ 23.90	\$ 48,138	\$ 23.14	\$ 51,190	\$ 24.61	\$ 50,662	\$ 24.36
Chief Financial Officer			\$ 60,185	\$ 28.94	\$ 61,326	\$ 29.48	\$ 60,914	\$ 29.29	\$ 64,350	\$ 30.94
Executive Director	\$ 58,087	\$ 27.93	\$ 60,025	\$ 28.86	\$ 63,831	\$ 30.69	\$ 63,721	\$ 30.64	\$ 64,525	\$ 31.02
<b>Administrative</b>										
Administrative Assistant	\$ 33,585	\$ 16.15	\$ 35,738	\$ 17.18	\$ 35,387	\$ 17.01	\$ 34,223	\$ 16.45	\$ 33,626	\$ 16.17
Business Manager	\$ 30,340	\$ 14.59	\$ 30,980	\$ 14.89			\$ 34,049	\$ 16.37	\$ 35,262	\$ 16.95
Human Resources Staff			\$ 39,778	\$ 19.12	\$ 81,238	\$ 39.06	\$ 88,393	\$ 42.50	\$ 48,692	\$ 23.41
MIS Director			\$ 59,421	\$ 28.57	\$ 61,488	\$ 29.56				
MIS Staff			\$ 79,273	\$ 38.11	\$ 78,509	\$ 37.74	\$ 56,263	\$ 27.05	\$ 54,457	\$ 26.18
Office Manager	\$ 56,131	\$ 26.99	\$ 55,943	\$ 26.90	\$ 35,908	\$ 17.26	\$ 37,649	\$ 18.10	\$ 37,730	\$ 18.14
Receptionist									\$ 35,155	\$ 16.90
Secretary	\$ 27,414	\$ 13.18	\$ 28,129	\$ 13.52	\$ 27,203	\$ 13.08	\$ 29,325	\$ 14.10	\$ 27,993	\$ 13.46
<b>Finance</b>										
Accountant					\$ 34,091	\$ 16.39	\$ 37,498	\$ 18.03	\$ 38,790	\$ 18.65
Bookkeeper			\$ 34,457	\$ 16.57	\$ 28,350	\$ 13.63	\$ 37,778	\$ 18.16	\$ 40,410	\$ 19.43
Finance Manager	\$ 30,505	\$ 14.67	\$ 34,520	\$ 16.60	\$ 38,649	\$ 18.58	\$ 36,745	\$ 17.67	\$ 39,953	\$ 19.21
Payroll Staff			\$ 34,042	\$ 16.37	\$ 35,822	\$ 17.22	\$ 36,258	\$ 17.43	\$ 38,681	\$ 18.60
<b>Food Services</b>										
Food Services Director			\$ 40,214	\$ 19.33	\$ 41,015	\$ 19.72				
Food Services Manager	\$ 32,153	\$ 15.46	\$ 31,270	\$ 15.03	\$ 32,740	\$ 15.74	\$ 33,856	\$ 16.28	\$ 34,679	\$ 16.67
Kitchen Staff	\$ 22,189	\$ 10.67	\$ 22,999	\$ 11.06	\$ 22,835	\$ 10.98	\$ 24,148	\$ 11.61	\$ 22,366	\$ 10.75
<b>Facilities</b>										
Facilities Management Director	\$ 33,840	\$ 16.27								
Facilities Management Manager	\$ 31,632	\$ 15.21	\$ 30,939	\$ 14.87	\$ 25,024	\$ 12.03	\$ 33,486	\$ 16.10	\$ 34,929	\$ 16.79
Housekeeper			\$ 23,268	\$ 11.19	\$ 28,957	\$ 13.92	\$ 28,130	\$ 13.52	\$ 30,230	\$ 14.53
Janitor	\$ 19,271	\$ 9.26	\$ 20,459	\$ 9.84	\$ 24,868	\$ 11.96	\$ 26,076	\$ 12.54	\$ 22,015	\$ 10.58
Maintenance	\$ 28,509	\$ 13.71	\$ 28,897	\$ 13.89	\$ 33,133	\$ 15.93	\$ 30,442	\$ 14.64	\$ 32,666	\$ 15.70
Security	\$ 28,169	\$ 13.54	\$ 24,971	\$ 12.01	\$ 26,121	\$ 12.56	\$ 34,358	\$ 16.52	\$ 34,324	\$ 16.50
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 34,776	\$ 16.72	\$ 33,625	\$ 16.17	\$ 29,981	\$ 14.41	\$ 37,272	\$ 17.92	\$ 28,019	\$ 13.47
Case Manager	\$ 32,092	\$ 15.43	\$ 29,962	\$ 14.40	\$ 30,104	\$ 14.47	\$ 29,088	\$ 13.98	\$ 28,340	\$ 13.63
Child Care Worker	\$ 24,371	\$ 11.72	\$ 26,787	\$ 12.88	\$ 27,879	\$ 13.40	\$ 28,577	\$ 13.74	\$ 29,845	\$ 14.35
Child Care Worker Manager	\$ 38,915	\$ 18.71	\$ 36,838	\$ 17.71	\$ 35,220	\$ 16.93	\$ 35,655	\$ 17.14	\$ 36,760	\$ 17.67
Independent Living Coordinator			\$ 23,393	\$ 11.25			\$ 36,391	\$ 17.50	\$ 38,924	\$ 18.71
Program Director	\$ 39,252	\$ 18.87	\$ 39,343	\$ 18.91	\$ 36,287	\$ 17.45	\$ 35,868	\$ 17.24	\$ 37,298	\$ 17.93
Program Manager	\$ 36,305	\$ 17.45	\$ 34,020	\$ 16.36	\$ 38,782	\$ 18.65	\$ 37,123	\$ 17.85	\$ 38,517	\$ 18.52
Transportation Staff	\$ 35,212	\$ 16.93	\$ 35,392	\$ 17.02	\$ 36,871	\$ 17.73	\$ 36,800	\$ 17.69	\$ 37,458	\$ 18.01
<b>Behavioral Health</b>										
Clinical Director	\$ 46,227	\$ 22.22	\$ 46,683	\$ 22.44	\$ 47,788	\$ 22.98	\$ 48,882	\$ 23.50	\$ 52,554	\$ 25.27
Counselor	\$ 35,808	\$ 17.22	\$ 37,706	\$ 18.13	\$ 39,837	\$ 19.15	\$ 40,969	\$ 19.70	\$ 37,503	\$ 18.03
Therapist	\$ 41,055	\$ 19.74	\$ 30,645	\$ 14.73	\$ 47,332	\$ 22.76	\$ 51,898	\$ 24.95	\$ 57,497	\$ 27.64
<b>Medical</b>										
Licensed Practical Nurse	\$ 39,118	\$ 18.81	\$ 41,380	\$ 19.89	\$ 41,319	\$ 19.86	\$ 42,653	\$ 20.51	\$ 43,792	\$ 21.05
Registered Nurse	\$ 41,260	\$ 19.84	\$ 43,311	\$ 20.82	\$ 43,645	\$ 20.98	\$ 46,145	\$ 22.18	\$ 46,318	\$ 22.27
<b>Education</b>										
Teacher	\$ 37,765	\$ 18.16	\$ 37,765	\$ 18.16	\$ 38,765	\$ 18.64	\$ 35,471	\$ 17.05	\$ 37,837	\$ 18.19
Teacher Aide			\$ 15,080	\$ 7.25	\$ 15,773	\$ 7.58	\$ 19,794	\$ 9.52	\$ 14,761	\$ 7.10
<b>Fundraising/Development</b>										
Development Staff									\$ 31,177	\$ 14.99
Public Relations Staff	\$ 40,802	\$ 19.62								
<b>Other</b>										
Volunteer Coordinator							\$ 23,221	\$ 11.16		



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 5**  
All Indiana Based RTSPs



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 52,419	\$ 25.20	\$ 53,017	\$ 25.49	\$ 47,598	\$ 22.88	\$ 53,106	\$ 25.53	\$ 68,531	\$ 32.95
Chief Executive Officer	\$ 169,056	\$ 81.28	\$ 123,154	\$ 59.21	\$ 143,527	\$ 69.00	\$ 154,257	\$ 74.16	\$ 179,693	\$ 86.39
Chief Financial Officer	\$ 117,691	\$ 56.58	\$ 74,940	\$ 36.03	\$ 85,168	\$ 40.95	\$ 106,111	\$ 51.01	\$ 113,001	\$ 54.33
Chief Operations Officer	\$ 107,506	\$ 51.69	\$ 69,281	\$ 33.31	\$ 68,226	\$ 32.80	\$ 78,568	\$ 37.77	\$ 77,788	\$ 37.40
Executive Director	\$ 88,818	\$ 42.70	\$ 82,639	\$ 39.73	\$ 82,247	\$ 39.54	\$ 77,708	\$ 37.36	\$ 81,409	\$ 39.14
<b>Administrative</b>										
Administrative Assistant	\$ 32,704	\$ 15.72	\$ 31,853	\$ 15.31	\$ 30,916	\$ 14.86	\$ 32,777	\$ 15.76	\$ 32,893	\$ 15.81
Business Manager	\$ 42,582	\$ 20.47	\$ 38,956	\$ 18.73	\$ 48,969	\$ 23.54	\$ 47,901	\$ 23.03	\$ 47,859	\$ 23.01
Document Maintenance	\$ 25,998	\$ 12.50	\$ 24,552	\$ 11.80	\$ 26,804	\$ 12.89	\$ 29,530	\$ 14.20	\$ 27,229	\$ 13.09
Human Resources Director	\$ 61,064	\$ 29.36	\$ 54,862	\$ 26.38	\$ 55,753	\$ 26.80	\$ 64,811	\$ 31.16	\$ 66,514	\$ 31.98
Human Resources Manager	\$ 36,649	\$ 17.62	\$ 46,693	\$ 22.45	\$ 43,438	\$ 20.88	\$ 45,856	\$ 22.05	\$ 45,631	\$ 21.94
Human Resources Staff	\$ 45,566	\$ 21.91	\$ 35,145	\$ 16.90	\$ 46,498	\$ 22.35	\$ 43,182	\$ 20.76	\$ 34,520	\$ 16.60
MIS Director	\$ 39,088	\$ 18.79	\$ 61,327	\$ 29.48	\$ 41,915	\$ 20.15	\$ 42,009	\$ 20.20	\$ 58,939	\$ 28.34
MIS Manager	\$ 41,472	\$ 19.94	\$ 35,368	\$ 17.00	\$ 42,577	\$ 20.47	\$ 48,589	\$ 23.36	\$ 51,843	\$ 24.92
MIS Staff	\$ 48,134	\$ 23.14	\$ 45,749	\$ 21.99	\$ 50,790	\$ 24.42	\$ 35,528	\$ 17.08	\$ 37,211	\$ 17.89
Office Manager	\$ 38,280	\$ 18.40	\$ 36,536	\$ 17.57	\$ 40,213	\$ 19.33	\$ 38,677	\$ 18.59	\$ 37,469	\$ 18.01
Quality Assurance Coordinator	\$ 47,651	\$ 22.91	\$ 50,981	\$ 24.51	\$ 52,576	\$ 25.28	\$ 53,062	\$ 25.51	\$ 53,579	\$ 25.76
Quality Assurance Staff	\$ 37,662	\$ 18.11	\$ 40,768	\$ 19.60	\$ 38,987	\$ 18.74	\$ 41,277	\$ 19.84	\$ 45,216	\$ 21.74
Receptionist	\$ 24,010	\$ 11.54	\$ 26,011	\$ 12.51	\$ 24,820	\$ 11.93	\$ 23,783	\$ 11.43	\$ 24,564	\$ 11.81
Secretary	\$ 27,522	\$ 13.23	\$ 29,376	\$ 14.12	\$ 29,496	\$ 14.18	\$ 28,888	\$ 13.89	\$ 31,085	\$ 14.94
Staff Development / Training	\$ 44,548	\$ 21.42	\$ 39,159	\$ 18.83	\$ 41,621	\$ 20.01	\$ 39,282	\$ 18.89	\$ 42,111	\$ 20.25
<b>Finance</b>										
Accountant	\$ 61,589	\$ 29.61	\$ 46,834	\$ 22.52	\$ 58,545	\$ 28.15	\$ 43,444	\$ 20.89	\$ 45,064	\$ 21.67
Bookkeeper	\$ 35,868	\$ 17.24	\$ 36,414	\$ 17.51	\$ 34,097	\$ 16.39	\$ 34,736	\$ 16.70	\$ 34,225	\$ 16.45
Controller	\$ 65,876	\$ 31.67	\$ 42,517	\$ 20.44	\$ 54,747	\$ 26.32	\$ 57,597	\$ 27.69	\$ 65,320	\$ 31.40
Finance Director	\$ 77,486	\$ 37.25	\$ 73,081	\$ 35.14	\$ 71,484	\$ 34.37	\$ 84,984	\$ 40.86	\$ 87,273	\$ 41.96
Finance Manager	\$ 53,878	\$ 25.90	\$ 50,879	\$ 24.46	\$ 38,649	\$ 18.58	\$ 32,810	\$ 15.77	\$ 66,885	\$ 32.16
Payroll Staff	\$ 50,816	\$ 24.43	\$ 31,903	\$ 15.34	\$ 41,229	\$ 19.82	\$ 38,789	\$ 18.65	\$ 50,878	\$ 24.46
<b>Food Services</b>										
Dietitian	\$ 60,706	\$ 29.19	\$ 786,214	\$ 377.99	\$ 101,860	\$ 48.97	\$ 78,010	\$ 37.50	\$ 95,632	\$ 45.98
Food Services Director	\$ 44,785	\$ 21.53	\$ 40,449	\$ 19.45	\$ 40,155	\$ 19.31	\$ 45,355	\$ 21.81	\$ 45,532	\$ 21.89
Food Services Manager	\$ 29,760	\$ 14.31	\$ 33,078	\$ 15.90	\$ 30,987	\$ 14.90	\$ 32,926	\$ 15.83	\$ 34,641	\$ 16.65
Kitchen Staff	\$ 21,905	\$ 10.53	\$ 22,528	\$ 10.83	\$ 23,182	\$ 11.14	\$ 23,087	\$ 11.10	\$ 22,690	\$ 10.91
<b>Facilities</b>										
Facilities Management Director	\$ 60,669	\$ 29.17	\$ 51,180	\$ 24.61	\$ 58,863	\$ 28.30	\$ 60,266	\$ 28.97	\$ 59,830	\$ 28.76
Facilities Management Manager	\$ 39,616	\$ 19.05	\$ 40,567	\$ 19.50	\$ 33,601	\$ 16.15	\$ 35,771	\$ 17.20	\$ 41,509	\$ 19.96
Groundskeeper	\$ 24,520	\$ 11.79	\$ 24,810	\$ 11.93	\$ 36,116	\$ 17.36	\$ 33,199	\$ 15.96	\$ 23,341	\$ 11.22
Housekeeper	\$ 21,360	\$ 10.27	\$ 24,853	\$ 11.95	\$ 23,395	\$ 11.25	\$ 23,144	\$ 11.13	\$ 23,532	\$ 11.31
Janitor	\$ 23,708	\$ 11.40	\$ 20,693	\$ 9.95	\$ 28,399	\$ 13.65	\$ 21,598	\$ 10.38	\$ 24,353	\$ 11.71
Laundry Staff	\$ 23,330	\$ 11.22	\$ 21,792	\$ 10.48	\$ 21,862	\$ 10.51	\$ 26,272	\$ 12.63	\$ 29,890	\$ 14.37
Maintenance	\$ 30,459	\$ 14.64	\$ 31,561	\$ 15.17	\$ 31,604	\$ 15.19	\$ 32,341	\$ 15.55	\$ 32,054	\$ 15.41
Security	\$ 25,604	\$ 12.31	\$ 26,434	\$ 12.71	\$ 22,463	\$ 10.80	\$ 25,599	\$ 12.31	\$ 28,248	\$ 13.58
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 42,691	\$ 20.52	\$ 41,951	\$ 20.17	\$ 39,306	\$ 18.90	\$ 39,908	\$ 19.19	\$ 45,036	\$ 21.65
Case Manager	\$ 34,674	\$ 16.67	\$ 33,737	\$ 16.22	\$ 35,778	\$ 17.20	\$ 33,698	\$ 16.20	\$ 33,416	\$ 16.07
Child Care Worker	\$ 23,805	\$ 11.44	\$ 24,410	\$ 11.74	\$ 25,625	\$ 12.32	\$ 24,783	\$ 11.91	\$ 25,293	\$ 12.16
Child Care Worker Manager	\$ 32,552	\$ 15.65	\$ 33,324	\$ 16.02	\$ 34,380	\$ 16.53	\$ 34,699	\$ 16.68	\$ 34,867	\$ 16.76
Independent Living Coordinator	\$ 42,343	\$ 20.36	\$ 32,125	\$ 15.44	\$ 38,201	\$ 18.37	\$ 37,353	\$ 17.96	\$ 34,304	\$ 16.49
Licensing Coordinator	\$ 27,958	\$ 13.44	\$ 34,375	\$ 16.53	\$ 58,922	\$ 28.33			\$ 49,376	\$ 23.74
Program Director	\$ 53,951	\$ 25.94	\$ 56,755	\$ 27.29	\$ 57,227	\$ 27.51	\$ 58,086	\$ 27.93	\$ 64,064	\$ 30.80
Program Manager	\$ 37,080	\$ 17.83	\$ 40,005	\$ 19.23	\$ 43,811	\$ 21.06	\$ 40,713	\$ 19.57	\$ 45,414	\$ 21.83
Recreation Manager	\$ 34,029	\$ 16.36	\$ 36,516	\$ 17.56	\$ 38,372	\$ 18.45	\$ 42,022	\$ 20.20	\$ 40,269	\$ 19.36
Recreation Staff	\$ 29,339	\$ 14.11	\$ 25,222	\$ 12.13	\$ 26,414	\$ 12.70	\$ 32,544	\$ 15.65	\$ 31,662	\$ 15.22
Transportation Staff	\$ 24,023	\$ 11.55	\$ 24,406	\$ 11.73	\$ 26,555	\$ 12.77	\$ 27,044	\$ 13.00	\$ 27,021	\$ 12.99
<b>Behavioral Health</b>										
Clinical Director	\$ 57,714	\$ 27.75	\$ 61,763	\$ 29.69	\$ 64,574	\$ 31.05	\$ 83,008	\$ 39.91	\$ 77,239	\$ 37.13
Clinical Staff	\$ 37,965	\$ 18.25	\$ 34,049	\$ 16.37	\$ 36,199	\$ 17.40	\$ 41,465	\$ 19.94	\$ 30,016	\$ 14.43
Counselor	\$ 39,514	\$ 19.00	\$ 43,585	\$ 20.95	\$ 44,390	\$ 21.34	\$ 42,125	\$ 20.25	\$ 40,687	\$ 19.56
Psychologist	\$ 48,708	\$ 23.42	\$ 90,419	\$ 43.47	\$ 91,770	\$ 44.12	\$ 100,381	\$ 48.26	\$ 100,982	\$ 48.55
Social Services Director	\$ 42,933	\$ 20.64	\$ 53,663	\$ 25.80	\$ 48,650	\$ 23.39	\$ 56,291	\$ 27.06	\$ 49,468	\$ 23.78
Social Worker	\$ 39,645	\$ 19.06	\$ 39,759	\$ 19.11	\$ 47,086	\$ 22.64	\$ 46,571	\$ 22.39	\$ 44,790	\$ 21.53
Therapist	\$ 41,545	\$ 19.97	\$ 38,636	\$ 18.58	\$ 41,388	\$ 19.90	\$ 43,858	\$ 21.09	\$ 43,997	\$ 21.15
<b>Medical</b>										
Health Services Worker	\$ 31,266	\$ 15.03	\$ 29,276	\$ 14.08	\$ 27,534	\$ 13.24	\$ 28,068	\$ 13.49	\$ 29,479	\$ 14.17
Licensed Practical Nurse	\$ 39,844	\$ 19.16	\$ 41,111	\$ 19.76	\$ 39,087	\$ 18.79	\$ 41,379	\$ 19.89	\$ 40,415	\$ 19.43
Medical Doctor / Physician	\$ 205,686	\$ 98.89	\$ 144,688	\$ 69.56	\$ 188,834	\$ 90.79	\$ 151,190	\$ 72.69	\$ 152,110	\$ 73.13
Medical Records Clerk	\$ 27,661	\$ 13.30	\$ 31,876	\$ 15.32	\$ 29,598	\$ 14.23	\$ 31,433	\$ 15.11	\$ 33,618	\$ 16.16
Pharmacist	\$ 67,961	\$ 32.67	\$ 75,372	\$ 36.24	\$ 73,503	\$ 35.34	\$ 75,993	\$ 36.54	\$ 76,761	\$ 36.90



**Indiana Department of Child Services**  
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**Table 5**  
All Indiana Based RTSPs



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
Psychiatrist	\$ 151,965	\$ 73.06	\$ 363,689	\$ 174.85	\$ 159,813	\$ 76.83	\$ 82,706	\$ 39.76	\$ 193,773	\$ 93.16
Registered Nurse	\$ 44,893	\$ 21.58	\$ 45,064	\$ 21.67	\$ 50,299	\$ 24.18	\$ 48,566	\$ 23.35	\$ 60,163	\$ 28.92
<b>Education</b>										
Principal	\$ 54,067	\$ 25.99	\$ 49,823	\$ 23.95	\$ 49,389	\$ 23.74	\$ 50,839	\$ 24.44	\$ 52,709	\$ 25.34
Teacher	\$ 37,443	\$ 18.00	\$ 35,942	\$ 17.28	\$ 36,452	\$ 17.52	\$ 35,086	\$ 16.87	\$ 34,818	\$ 16.74
Teacher Aide	\$ 26,024	\$ 12.51	\$ 24,178	\$ 11.62	\$ 23,539	\$ 11.32	\$ 24,766	\$ 11.91	\$ 23,110	\$ 11.11
Tutor	\$ 26,766	\$ 12.87	\$ 24,375	\$ 11.72					\$ 26,414	\$ 12.70
<b>Fundraising/Development</b>										
Development Director	\$ 37,537	\$ 18.05	\$ 56,031	\$ 26.94	\$ 49,368	\$ 23.73	\$ 64,434	\$ 30.98	\$ 76,161	\$ 36.62
Development Staff	\$ 82,339	\$ 39.59	\$ 42,068	\$ 20.23	\$ 44,404	\$ 21.35	\$ 51,749	\$ 24.88	\$ 43,066	\$ 20.70
Fundraising Staff	\$ 58,660	\$ 28.20	\$ 51,968	\$ 24.98	\$ 44,232	\$ 21.27	\$ 37,309	\$ 17.94		
Marketing Staff	\$ 52,057	\$ 25.03	\$ 52,013	\$ 25.01	\$ 46,835	\$ 22.52	\$ 45,485	\$ 21.87	\$ 50,418	\$ 24.24
Public Relations Staff	\$ 49,109	\$ 23.61	\$ 44,360	\$ 21.33	\$ 27,395	\$ 13.17	\$ 42,880	\$ 20.62	\$ 45,152	\$ 21.71
Fundraising Director									\$ 148,650	\$ 71.47
<b>Other</b>										
Religious Instructor	\$ 40,660	\$ 19.55	\$ 40,273	\$ 19.36	\$ 39,273	\$ 18.88	\$ 34,930	\$ 16.79	\$ 39,603	\$ 19.04
Vocational Instructor	\$ 17,600	\$ 8.46					\$ 49,817	\$ 23.95		
Volunteer Coordinator	\$ 37,607	\$ 18.08	\$ 30,988	\$ 14.90	\$ 25,406	\$ 12.21	\$ 26,906	\$ 12.94	\$ 36,456	\$ 17.53



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 5-A**  
All Indiana Based Child Caring Institutions



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 50,389	\$ 24.23	\$ 53,478	\$ 25.71	\$ 50,368	\$ 24.22	\$ 52,360	\$ 25.17	\$ 63,981	\$ 30.76
Chief Executive Officer	\$ 175,610	\$ 84.43	\$ 123,657	\$ 59.45	\$ 135,462	\$ 65.13	\$ 150,550	\$ 72.38	\$ 177,736	\$ 85.45
Chief Financial Officer	\$ 117,794	\$ 56.63	\$ 66,267	\$ 31.86	\$ 81,778	\$ 39.32	\$ 110,665	\$ 53.20	\$ 109,336	\$ 52.57
Chief Operations Officer	\$ 108,659	\$ 52.24	\$ 68,959	\$ 33.15	\$ 70,379	\$ 33.84	\$ 80,397	\$ 38.65	\$ 76,720	\$ 36.88
Executive Director	\$ 86,406	\$ 41.54	\$ 84,562	\$ 40.65	\$ 75,457	\$ 36.28	\$ 82,750	\$ 39.78	\$ 84,801	\$ 40.77
<b>Administrative</b>										
Administrative Assistant	\$ 33,874	\$ 16.29	\$ 32,167	\$ 15.47	\$ 31,162	\$ 14.98	\$ 32,383	\$ 15.57	\$ 33,560	\$ 16.13
Business Manager	\$ 43,133	\$ 20.74	\$ 37,677	\$ 18.11	\$ 46,059	\$ 22.14	\$ 48,942	\$ 23.53	\$ 49,903	\$ 23.99
Document Maintenance	\$ 25,279	\$ 12.15	\$ 23,316	\$ 11.21	\$ 25,715	\$ 12.36	\$ 28,204	\$ 13.56	\$ 24,569	\$ 11.81
Human Resources Director	\$ 54,825	\$ 26.36	\$ 49,537	\$ 23.82	\$ 53,568	\$ 25.75	\$ 65,320	\$ 31.40	\$ 67,274	\$ 32.34
Human Resources Manager	\$ 35,341	\$ 16.99	\$ 46,183	\$ 22.20	\$ 40,990	\$ 19.71	\$ 44,417	\$ 21.35	\$ 44,090	\$ 21.20
Human Resources Staff	\$ 47,722	\$ 22.94	\$ 33,985	\$ 16.34	\$ 50,514	\$ 24.29	\$ 44,171	\$ 21.24	\$ 33,765	\$ 16.23
MIS Director	\$ 39,089	\$ 18.79	\$ 63,657	\$ 30.60	\$ 42,303	\$ 20.34	\$ 41,431	\$ 19.92	\$ 58,936	\$ 28.33
MIS Manager	\$ 41,472	\$ 19.94	\$ 35,410	\$ 17.02	\$ 42,658	\$ 20.51	\$ 47,797	\$ 22.98	\$ 50,497	\$ 24.28
MIS Staff	\$ 49,482	\$ 23.79	\$ 44,345	\$ 21.32	\$ 53,884	\$ 25.91	\$ 34,599	\$ 16.63	\$ 37,823	\$ 18.18
Office Manager	\$ 39,954	\$ 19.21	\$ 39,349	\$ 18.92	\$ 40,412	\$ 19.43	\$ 41,200	\$ 19.81	\$ 35,807	\$ 17.22
Quality Assurance Coordinator	\$ 44,742	\$ 21.51	\$ 51,044	\$ 24.54	\$ 50,781	\$ 24.41	\$ 53,040	\$ 25.50	\$ 52,981	\$ 25.47
Quality Assurance Staff	\$ 30,683	\$ 14.75	\$ 39,494	\$ 18.99	\$ 38,716	\$ 18.61	\$ 37,972	\$ 18.26	\$ 45,016	\$ 21.64
Receptionist	\$ 23,347	\$ 11.22	\$ 26,103	\$ 12.55	\$ 23,875	\$ 11.48	\$ 23,037	\$ 11.08	\$ 23,745	\$ 11.42
Secretary	\$ 27,850	\$ 13.39	\$ 29,956	\$ 14.40	\$ 29,849	\$ 14.35	\$ 29,687	\$ 14.27	\$ 31,563	\$ 15.17
Staff Development / Training	\$ 44,536	\$ 21.41	\$ 39,190	\$ 18.84	\$ 43,221	\$ 20.78	\$ 38,348	\$ 18.44	\$ 40,241	\$ 19.35
<b>Finance</b>										
Accountant	\$ 54,024	\$ 25.97	\$ 46,796	\$ 22.50	\$ 46,685	\$ 22.44	\$ 41,519	\$ 19.96	\$ 42,095	\$ 20.24
Bookkeeper	\$ 35,091	\$ 16.87	\$ 37,079	\$ 17.83	\$ 30,509	\$ 14.67	\$ 32,440	\$ 15.60	\$ 33,783	\$ 16.24
Controller	\$ 71,442	\$ 34.35	\$ 43,984	\$ 21.15	\$ 56,200	\$ 27.02	\$ 57,503	\$ 27.65	\$ 63,671	\$ 30.61
Finance Director	\$ 76,098	\$ 36.59	\$ 71,140	\$ 34.20	\$ 67,063	\$ 32.24	\$ 75,773	\$ 36.43	\$ 82,524	\$ 39.67
Finance Manager	\$ 52,121	\$ 25.06	\$ 34,520	\$ 16.60	\$ 38,649	\$ 18.58	\$ 36,745	\$ 17.67	\$ 39,953	\$ 19.21
Payroll Staff	\$ 57,401	\$ 27.60	\$ 30,662	\$ 14.74	\$ 34,705	\$ 16.69	\$ 34,731	\$ 16.70	\$ 40,841	\$ 19.64
<b>Food Services</b>										
Dietitian			\$ 2,815,025	\$ 1,353.38	\$ 94,083	\$ 45.23	\$ 93,117	\$ 44.77	\$ 95,632	\$ 45.98
Food Services Director	\$ 42,388	\$ 20.38	\$ 38,055	\$ 18.30	\$ 40,495	\$ 19.47	\$ 42,257	\$ 20.32	\$ 43,734	\$ 21.03
Food Services Manager	\$ 31,260	\$ 15.03	\$ 35,206	\$ 16.93	\$ 31,519	\$ 15.15	\$ 33,544	\$ 16.13	\$ 35,370	\$ 17.00
Kitchen Staff	\$ 22,173	\$ 10.66	\$ 22,898	\$ 11.01	\$ 23,224	\$ 11.17	\$ 23,558	\$ 11.33	\$ 22,843	\$ 10.98
<b>Facilities</b>										
Facilities Management Director	\$ 59,687	\$ 28.70	\$ 51,093	\$ 24.56	\$ 60,694	\$ 29.18	\$ 59,932	\$ 28.81	\$ 60,071	\$ 28.88
Facilities Management Manager	\$ 40,063	\$ 19.26	\$ 43,266	\$ 20.80	\$ 33,882	\$ 16.29	\$ 36,217	\$ 17.41	\$ 40,998	\$ 19.71
Groundskeeper	\$ 23,987	\$ 11.53	\$ 20,955	\$ 10.07	\$ 35,385	\$ 17.01	\$ 31,850	\$ 15.31	\$ 23,341	\$ 11.22
Housekeeper	\$ 21,774	\$ 10.47	\$ 24,898	\$ 11.97	\$ 23,237	\$ 11.17	\$ 23,353	\$ 11.23	\$ 23,953	\$ 11.52
Janitor	\$ 23,735	\$ 11.41	\$ 20,243	\$ 9.73	\$ 29,280	\$ 14.08	\$ 21,817	\$ 10.49	\$ 24,695	\$ 11.87
Laundry Staff	\$ 23,698	\$ 11.39	\$ 20,539	\$ 9.87	\$ 20,156	\$ 9.69	\$ 25,810	\$ 12.41		
Maintenance	\$ 30,896	\$ 14.85	\$ 31,393	\$ 15.09	\$ 31,755	\$ 15.27	\$ 32,360	\$ 15.56	\$ 31,693	\$ 15.24
Security	\$ 25,069	\$ 12.05	\$ 26,439	\$ 12.71	\$ 20,959	\$ 10.08	\$ 25,783	\$ 12.40	\$ 27,166	\$ 13.06
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 41,433	\$ 19.92	\$ 42,839	\$ 20.60	\$ 37,140	\$ 17.86	\$ 39,122	\$ 18.81	\$ 44,773	\$ 21.53
Case Manager	\$ 33,715	\$ 16.21	\$ 33,166	\$ 15.95	\$ 34,598	\$ 16.63	\$ 33,899	\$ 16.30	\$ 33,592	\$ 16.15
Child Care Worker	\$ 23,795	\$ 11.44	\$ 24,197	\$ 11.63	\$ 25,228	\$ 12.13	\$ 24,325	\$ 11.69	\$ 25,088	\$ 12.06
Child Care Worker Manager	\$ 34,187	\$ 16.44	\$ 33,230	\$ 15.98	\$ 34,287	\$ 16.48	\$ 35,450	\$ 17.04	\$ 34,917	\$ 16.79
Independent Living Coordinator	\$ 41,230	\$ 19.82	\$ 29,955	\$ 14.40	\$ 43,075	\$ 20.71	\$ 38,464	\$ 18.49	\$ 32,897	\$ 15.82
Licensing Coordinator	\$ 27,958	\$ 13.44	\$ 34,375	\$ 16.53	\$ 58,570	\$ 28.16			\$ 49,376	\$ 23.74
Program Director	\$ 54,862	\$ 26.38	\$ 57,441	\$ 27.62	\$ 56,143	\$ 26.99	\$ 57,117	\$ 27.46	\$ 64,092	\$ 30.81
Program Manager	\$ 36,251	\$ 17.43	\$ 39,486	\$ 18.98	\$ 44,281	\$ 21.29	\$ 41,197	\$ 19.81	\$ 45,339	\$ 21.80
Recreation Manager	\$ 33,770	\$ 16.24	\$ 35,459	\$ 17.05	\$ 38,278	\$ 18.40	\$ 42,367	\$ 20.37	\$ 40,599	\$ 19.52
Recreation Staff	\$ 27,864	\$ 13.40	\$ 24,865	\$ 11.95	\$ 26,951	\$ 12.96	\$ 34,489	\$ 16.58	\$ 32,670	\$ 15.71
Transportation Staff	\$ 23,826	\$ 11.45	\$ 24,259	\$ 11.66	\$ 26,517	\$ 12.75	\$ 27,690	\$ 13.31	\$ 27,132	\$ 13.04
<b>Behavioral Health</b>										
Clinical Director	\$ 57,020	\$ 27.41	\$ 62,287	\$ 29.95	\$ 63,784	\$ 30.67	\$ 85,420	\$ 41.07	\$ 77,859	\$ 37.43
Clinical Staff	\$ 35,193	\$ 16.92	\$ 34,501	\$ 16.59	\$ 37,967	\$ 18.25	\$ 45,612	\$ 21.93	\$ 30,070	\$ 14.46
Counselor	\$ 38,876	\$ 18.69	\$ 41,722	\$ 20.06	\$ 44,614	\$ 21.45	\$ 43,148	\$ 20.74	\$ 40,388	\$ 19.42
Psychologist	\$ 55,000	\$ 26.44	\$ 90,435	\$ 43.48	\$ 94,977	\$ 45.66	\$ 102,109	\$ 49.09	\$ 89,602	\$ 43.08
Social Services Director	\$ 42,615	\$ 20.49	\$ 52,930	\$ 25.45	\$ 42,386	\$ 20.38			\$ 48,174	\$ 23.16
Social Worker	\$ 39,465	\$ 18.97	\$ 35,072	\$ 16.86	\$ 45,824	\$ 22.03			\$ 44,298	\$ 21.30
Therapist	\$ 39,773	\$ 19.12	\$ 35,461	\$ 17.05	\$ 38,239	\$ 18.38	\$ 44,216	\$ 21.26	\$ 43,944	\$ 21.13
<b>Medical</b>										
Health Services Worker	\$ 30,525	\$ 14.68	\$ 29,254	\$ 14.06	\$ 25,676	\$ 12.34	\$ 27,801	\$ 13.37	\$ 28,792	\$ 13.84
Licensed Practical Nurse	\$ 36,864	\$ 17.72	\$ 39,758	\$ 19.11	\$ 37,825	\$ 18.18	\$ 40,205	\$ 19.33	\$ 39,007	\$ 18.75
Medical Doctor / Physician	\$ 93,065	\$ 44.74	\$ 73,503	\$ 35.34	\$ 71,922	\$ 34.58	\$ 75,938	\$ 36.51	\$ 105,708	\$ 50.82
Medical Records Clerk	\$ 26,036	\$ 12.52	\$ 31,355	\$ 15.07	\$ 26,868	\$ 12.92	\$ 30,402	\$ 14.62	\$ 32,267	\$ 15.51
Pharmacist	\$ 56,073	\$ 26.96	\$ 70,568	\$ 33.93	\$ 72,589	\$ 34.90	\$ 71,619	\$ 34.43	\$ 76,161	\$ 36.62



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 5-A**  
All Indiana Based Child Caring Institutions



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
Psychiatrist	\$ 161,214	\$ 77.51	\$ 360,068	\$ 173.11	\$ 171,587	\$ 82.49	\$ 82,722	\$ 39.77	\$ 195,131	\$ 93.81
Registered Nurse	\$ 42,473	\$ 20.42	\$ 39,463	\$ 18.97	\$ 45,441	\$ 21.85	\$ 44,333	\$ 21.31	\$ 57,169	\$ 27.48
<b>Education</b>										
Principal	\$ 53,892	\$ 25.91	\$ 48,839	\$ 23.48	\$ 49,164	\$ 23.64	\$ 49,773	\$ 23.93	\$ 52,029	\$ 25.01
Teacher	\$ 36,684	\$ 17.64	\$ 35,724	\$ 17.17	\$ 36,601	\$ 17.60	\$ 34,507	\$ 16.59	\$ 34,331	\$ 16.51
Teacher Aide	\$ 25,647	\$ 12.33	\$ 23,760	\$ 11.42	\$ 22,902	\$ 11.01	\$ 25,061	\$ 12.05	\$ 22,537	\$ 10.84
Tutor	\$ 27,270	\$ 13.11	\$ 23,465	\$ 11.28						
<b>Fundraising/Development</b>										
Development Director	\$ 36,200	\$ 17.40	\$ 58,258	\$ 28.01	\$ 38,820	\$ 18.66	\$ 59,059	\$ 28.39	\$ 80,580	\$ 38.74
Development Staff	\$ 103,236	\$ 49.63	\$ 49,004	\$ 23.56	\$ 40,201	\$ 19.33	\$ 49,984	\$ 24.03	\$ 43,193	\$ 20.77
Fundraising Staff	\$ 64,278	\$ 30.90	\$ 54,703	\$ 26.30	\$ 50,034	\$ 24.05	\$ 33,117	\$ 15.92		
Marketing Staff	\$ 58,093	\$ 27.93	\$ 54,236	\$ 26.07	\$ 47,486	\$ 22.83	\$ 46,228	\$ 22.22	\$ 52,032	\$ 25.02
Public Relations Staff	\$ 46,252	\$ 22.24	\$ 46,810	\$ 22.50					\$ 46,829	\$ 22.51
Fundraising Director									\$ 144,022	\$ 69.24
<b>Other</b>										
Religious Instructor	\$ 38,950	\$ 18.73	\$ 40,104	\$ 19.28	\$ 39,694	\$ 19.08	\$ 35,812	\$ 17.22	\$ 40,840	\$ 19.63
Vocational Instructor							\$ 49,817	\$ 23.95		
Volunteer Coordinator	\$ 35,985	\$ 17.30	\$ 31,258	\$ 15.03	\$ 21,007	\$ 10.10	\$ 24,120	\$ 11.60	\$ 27,908	\$ 13.42



# Indiana Department of Child Services Rate Setting Salary and Wage Guide

## Table 5-B All Indiana Based Group Homes



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 49,801	\$ 23.94	\$ 47,542	\$ 22.86	\$ 42,611	\$ 20.49	\$ 52,815	\$ 25.39	\$ 62,993	\$ 30.29
Chief Executive Officer	\$ 156,313	\$ 75.15	\$ 125,580	\$ 60.38	\$ 197,417	\$ 94.91	\$ 171,316	\$ 82.36	\$ 180,652	\$ 86.85
Chief Financial Officer	\$ 110,606	\$ 53.18	\$ 87,297	\$ 41.97	\$ 86,241	\$ 41.46	\$ 72,786	\$ 34.99	\$ 115,031	\$ 55.30
Chief Operations Officer	\$ 92,657	\$ 44.55	\$ 70,979	\$ 34.12	\$ 61,579	\$ 29.61	\$ 73,135	\$ 35.16	\$ 76,506	\$ 36.78
Executive Director	\$ 82,276	\$ 39.56	\$ 72,136	\$ 34.68	\$ 86,592	\$ 41.63	\$ 69,823	\$ 33.57	\$ 69,634	\$ 33.48
<b>Administrative</b>										
Administrative Assistant	\$ 27,731	\$ 13.33	\$ 30,517	\$ 14.67	\$ 30,431	\$ 14.63	\$ 31,265	\$ 15.03	\$ 30,136	\$ 14.49
Business Manager	\$ 36,648	\$ 17.62	\$ 35,133	\$ 16.89	\$ 48,608	\$ 23.37	\$ 34,049	\$ 16.37	\$ 41,592	\$ 20.00
Document Maintenance	\$ 26,137	\$ 12.57	\$ 27,159	\$ 13.06	\$ 30,336	\$ 14.58	\$ 31,515	\$ 15.15	\$ 31,350	\$ 15.07
Human Resources Director	\$ 73,855	\$ 35.51	\$ 62,939	\$ 30.26	\$ 59,612	\$ 28.66	\$ 77,273	\$ 37.15	\$ 67,822	\$ 32.61
Human Resources Manager	\$ 36,674	\$ 17.63	\$ 48,302	\$ 23.22	\$ 48,335	\$ 23.24	\$ 43,048	\$ 20.70	\$ 50,877	\$ 24.46
Human Resources Staff	\$ 42,451	\$ 20.41	\$ 38,444	\$ 18.48	\$ 46,346	\$ 22.28	\$ 48,692	\$ 23.41	\$ 36,967	\$ 17.72
MIS Manager					\$ 43,807	\$ 21.06	\$ 54,131	\$ 26.02	\$ 53,997	\$ 25.96
MIS Staff	\$ 50,881	\$ 24.46	\$ 51,418	\$ 24.72	\$ 48,453	\$ 23.29	\$ 42,894	\$ 20.62	\$ 41,884	\$ 20.14
Office Manager	\$ 33,117	\$ 15.92	\$ 33,800	\$ 16.25	\$ 35,168	\$ 16.91	\$ 34,764	\$ 16.71	\$ 36,412	\$ 17.51
Quality Assurance Coordinator	\$ 50,649	\$ 24.35	\$ 61,596	\$ 29.61	\$ 52,597	\$ 25.29	\$ 47,600	\$ 22.88	\$ 54,943	\$ 26.41
Quality Assurance Staff			\$ 33,232	\$ 15.98	\$ 37,268	\$ 17.92	\$ 39,970	\$ 19.22	\$ 39,538	\$ 19.01
Receptionist	\$ 25,600	\$ 12.31	\$ 27,053	\$ 13.01	\$ 26,056	\$ 12.53	\$ 25,767	\$ 12.39	\$ 25,730	\$ 12.37
Secretary	\$ 26,160	\$ 12.58	\$ 29,463	\$ 14.16	\$ 28,836	\$ 13.86	\$ 26,257	\$ 12.62	\$ 32,502	\$ 15.63
Staff Development / Training	\$ 45,982	\$ 22.11	\$ 43,557	\$ 20.94	\$ 50,519	\$ 24.29	\$ 41,824	\$ 20.11	\$ 49,852	\$ 23.97
<b>Finance</b>										
Accountant	\$ 84,335	\$ 40.55	\$ 41,566	\$ 19.98	\$ 77,618	\$ 37.32	\$ 46,898	\$ 22.55	\$ 48,280	\$ 23.21
Bookkeeper	\$ 36,909	\$ 17.74	\$ 35,784	\$ 17.20	\$ 36,934	\$ 17.76	\$ 40,504	\$ 19.47	\$ 34,786	\$ 16.72
Controller	\$ 54,490	\$ 26.20	\$ 39,566	\$ 19.02	\$ 49,293	\$ 23.70	\$ 51,547	\$ 24.78	\$ 55,247	\$ 26.56
Finance Director	\$ 74,326	\$ 35.73	\$ 82,489	\$ 39.66	\$ 74,039	\$ 35.60	\$ 98,191	\$ 47.21	\$ 89,090	\$ 42.83
Finance Manager	\$ 56,512	\$ 27.17	\$ 56,332	\$ 27.08					\$ 75,862	\$ 36.47
Payroll Staff	\$ 39,801	\$ 19.14	\$ 32,156	\$ 15.46	\$ 46,507	\$ 22.36	\$ 48,820	\$ 23.47	\$ 54,325	\$ 26.12
<b>Food Services</b>										
Dietitian							\$ 31,167	\$ 14.98		
Food Services Director	\$ 38,710	\$ 18.61	\$ 41,690	\$ 20.04			\$ 52,786	\$ 25.38	\$ 42,088	\$ 20.23
Food Services Manager	\$ 26,452	\$ 12.72	\$ 27,566	\$ 13.25	\$ 27,515	\$ 13.23	\$ 27,236	\$ 13.09	\$ 30,770	\$ 14.79
Kitchen Staff	\$ 20,543	\$ 9.88	\$ 22,047	\$ 10.60	\$ 22,557	\$ 10.84	\$ 22,182	\$ 10.66	\$ 23,149	\$ 11.13
<b>Facilities</b>										
Facilities Management Director	\$ 58,070	\$ 27.92	\$ 53,291	\$ 25.62	\$ 59,694	\$ 28.70	\$ 60,440	\$ 29.06	\$ 55,976	\$ 26.91
Facilities Management Manager	\$ 35,855	\$ 17.24	\$ 34,435	\$ 16.56	\$ 27,750	\$ 13.34	\$ 28,177	\$ 13.55	\$ 33,895	\$ 16.30
Groundskeeper	\$ 25,054	\$ 12.04	\$ 40,230	\$ 19.34						
Housekeeper	\$ 21,342	\$ 10.26	\$ 26,777	\$ 12.87	\$ 27,697	\$ 13.32			\$ 23,296	\$ 11.20
Janitor	\$ 19,813	\$ 9.53	\$ 22,041	\$ 10.60	\$ 24,875	\$ 11.96	\$ 26,070	\$ 12.53	\$ 22,012	\$ 10.58
Laundry Staff	\$ 21,217	\$ 10.20	\$ 23,805	\$ 11.44	\$ 27,751	\$ 13.34				
Maintenance	\$ 29,059	\$ 13.97	\$ 31,029	\$ 14.92	\$ 31,691	\$ 15.24	\$ 31,789	\$ 15.28	\$ 31,974	\$ 15.37
Security									\$ 34,137	\$ 16.41
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 45,837	\$ 22.04	\$ 46,252	\$ 22.24	\$ 49,445	\$ 23.77	\$ 48,874	\$ 23.50	\$ 47,781	\$ 22.97
Case Manager	\$ 33,287	\$ 16.00	\$ 33,277	\$ 16.00	\$ 36,893	\$ 17.74	\$ 32,097	\$ 15.43	\$ 32,411	\$ 15.58
Child Care Worker	\$ 23,097	\$ 11.10	\$ 24,400	\$ 11.73	\$ 25,776	\$ 12.39	\$ 25,290	\$ 12.16	\$ 25,205	\$ 12.12
Child Care Worker Manager	\$ 28,264	\$ 13.59	\$ 32,743	\$ 15.74	\$ 35,418	\$ 17.03	\$ 32,571	\$ 15.66	\$ 32,140	\$ 15.45
Independent Living Coordinator	\$ 35,000	\$ 16.83	\$ 31,015	\$ 14.91	\$ 28,448	\$ 13.68	\$ 34,508	\$ 16.59	\$ 35,279	\$ 16.96
Program Director	\$ 49,464	\$ 23.78	\$ 53,177	\$ 25.57	\$ 55,530	\$ 26.70	\$ 57,707	\$ 27.74	\$ 60,393	\$ 29.04
Program Manager	\$ 36,259	\$ 17.43	\$ 37,706	\$ 18.13	\$ 39,205	\$ 18.85	\$ 38,802	\$ 18.65	\$ 42,035	\$ 20.21
Recreation Manager	\$ 43,908	\$ 21.11	\$ 45,765	\$ 22.00	\$ 46,487	\$ 22.35			\$ 44,096	\$ 21.20
Recreation Staff	\$ 31,623	\$ 15.20	\$ 27,197	\$ 13.08	\$ 30,600	\$ 14.71			\$ 31,497	\$ 15.14
Transportation Staff	\$ 25,230	\$ 12.13	\$ 26,131	\$ 12.56	\$ 28,410	\$ 13.66	\$ 21,828	\$ 10.49	\$ 28,718	\$ 13.81
<b>Behavioral Health</b>										
Clinical Director	\$ 56,281	\$ 27.06	\$ 54,662	\$ 26.28	\$ 57,990	\$ 27.88	\$ 60,942	\$ 29.30	\$ 59,616	\$ 28.66
Clinical Staff	\$ 40,090	\$ 19.27	\$ 35,402	\$ 17.02	\$ 35,859	\$ 17.24	\$ 23,478	\$ 11.29	\$ 31,610	\$ 15.20
Counselor	\$ 39,770	\$ 19.12	\$ 49,685	\$ 23.89	\$ 42,357	\$ 20.36	\$ 36,266	\$ 17.44	\$ 42,540	\$ 20.45
Psychologist	\$ 42,392	\$ 20.38					\$ 99,193	\$ 47.69	\$ 133,701	\$ 64.28
Social Services Director	\$ 43,356	\$ 20.84	\$ 42,535	\$ 20.45					\$ 48,145	\$ 23.15
Social Worker	\$ 33,806	\$ 16.25	\$ 38,059	\$ 18.30			\$ 38,699	\$ 18.61	\$ 40,300	\$ 19.38
Therapist	\$ 42,452	\$ 20.41	\$ 40,531	\$ 19.49	\$ 48,019	\$ 23.09	\$ 46,154	\$ 22.19	\$ 43,102	\$ 20.72
<b>Medical</b>										
Health Services Worker	\$ 31,279	\$ 15.04	\$ 32,068	\$ 15.42	\$ 29,599	\$ 14.23	\$ 30,903	\$ 14.86	\$ 30,992	\$ 14.90
Licensed Practical Nurse	\$ 42,568	\$ 20.47	\$ 41,534	\$ 19.97	\$ 41,632	\$ 20.02	\$ 42,470	\$ 20.42	\$ 40,204	\$ 19.33
Medical Doctor / Physician									\$ 175,806	\$ 84.52
Medical Records Clerk	\$ 26,215	\$ 12.60	\$ 30,942	\$ 14.88	\$ 33,994	\$ 16.34	\$ 33,351	\$ 16.03	\$ 39,527	\$ 19.00
Psychiatrist	\$ 100,815	\$ 48.47	\$ 256,507	\$ 123.32	\$ 86,564	\$ 41.62	\$ 82,698	\$ 39.76	\$ 189,070	\$ 90.90
Registered Nurse	\$ 47,763	\$ 22.96	\$ 52,808	\$ 25.39	\$ 60,065	\$ 28.88	\$ 57,588	\$ 27.69	\$ 61,260	\$ 29.45
<b>Education</b>										



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 5-B**  
All Indiana Based Group Homes



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
Principal	\$ 52,748	\$ 25.36	\$ 54,671	\$ 26.28	\$ 53,460	\$ 25.70	\$ 56,064	\$ 26.95	\$ 56,150	\$ 27.00
Teacher	\$ 37,233	\$ 17.90	\$ 34,227	\$ 16.46	\$ 36,429	\$ 17.51	\$ 37,811	\$ 18.18	\$ 37,246	\$ 17.91
Teacher Aide	\$ 21,745	\$ 10.45	\$ 20,785	\$ 9.99	\$ 26,527	\$ 12.75	\$ 22,394	\$ 10.77	\$ 24,399	\$ 11.73
Tutor	\$ 25,420	\$ 12.22	\$ 15,212	\$ 7.31					\$ 26,414	\$ 12.70
<b>Fundraising/Development</b>										
Development Director	\$ 40,029	\$ 19.24	\$ 49,265	\$ 23.69	\$ 41,223	\$ 19.82	\$ 60,016	\$ 28.85	\$ 65,726	\$ 31.60
Development Staff	\$ 66,266	\$ 31.86	\$ 29,946	\$ 14.40	\$ 52,282	\$ 25.14	\$ 57,390	\$ 27.59	\$ 37,964	\$ 18.25
Fundraising Staff	\$ 63,590	\$ 30.57	\$ 47,866	\$ 23.01	\$ 32,629	\$ 15.69	\$ 39,346	\$ 18.92		
Marketing Staff	\$ 48,497	\$ 23.32	\$ 44,987	\$ 21.63	\$ 50,574	\$ 24.31	\$ 40,464	\$ 19.45	\$ 41,998	\$ 20.19
Public Relations Staff	\$ 52,327	\$ 25.16	\$ 40,269	\$ 19.36	\$ 27,395	\$ 13.17	\$ 42,880	\$ 20.62	\$ 42,438	\$ 20.40
Fundraising Director									\$ 150,192	\$ 72.21
<b>Other</b>										
Religious Instructor	\$ 59,200	\$ 28.46	\$ 44,327	\$ 21.31					\$ 40,969	\$ 19.70
Vocational Instructor	\$ 17,600	\$ 8.46								
Volunteer Coordinator	\$ 37,450	\$ 18.00			\$ 34,203	\$ 16.44	\$ 35,250	\$ 16.95	\$ 47,755	\$ 22.96



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 5-C**  
All Indiana Based Private Secure Facilities



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 66,180	\$ 31.82	\$ 79,409	\$ 38.18	\$ 141,956	\$ 68.25	\$ 157,868	\$ 75.90	\$ 183,194	\$ 88.07
Chief Executive Officer	\$ 164,175	\$ 78.93	\$ 119,961	\$ 57.67	\$ 92,662	\$ 44.55	\$ 114,028	\$ 54.82	\$ 130,256	\$ 62.62
Chief Financial Officer	\$ 122,185	\$ 58.74	\$ 87,811	\$ 42.22	\$ 74,473	\$ 35.80	\$ 85,145	\$ 40.93	\$ 81,206	\$ 39.04
Chief Operations Officer	\$ 121,804	\$ 58.56	\$ 67,194	\$ 32.31	\$ 105,125	\$ 50.54	\$ 85,173	\$ 40.95	\$ 116,266	\$ 55.90
Executive Director	\$ 134,532	\$ 64.68	\$ 107,528	\$ 51.70						
<b>Administrative</b>										
Administrative Assistant	\$ 35,569	\$ 17.10	\$ 32,450	\$ 15.60	\$ 30,743	\$ 14.78	\$ 34,548	\$ 16.61	\$ 33,682	\$ 16.19
Business Manager	\$ 48,732	\$ 23.43	\$ 48,145	\$ 23.15	\$ 55,152	\$ 26.52	\$ 57,933	\$ 27.85	\$ 60,929	\$ 29.29
Document Maintenance	\$ 28,648	\$ 13.77	\$ 24,220	\$ 11.64	\$ 26,943	\$ 12.95	\$ 30,692	\$ 14.76	\$ 28,860	\$ 13.87
Human Resources Director	\$ 63,977	\$ 30.76	\$ 58,615	\$ 28.18	\$ 57,221	\$ 27.51	\$ 61,915	\$ 29.77	\$ 64,385	\$ 30.95
Human Resources Manager	\$ 37,869	\$ 18.21	\$ 46,570	\$ 22.39			\$ 51,565	\$ 24.79	\$ 42,226	\$ 20.30
Human Resources Staff	\$ 44,520	\$ 21.40	\$ 33,341	\$ 16.03	\$ 40,653	\$ 19.54	\$ 36,765	\$ 17.68	\$ 32,933	\$ 15.83
MIS Director	\$ 39,086	\$ 18.79	\$ 52,008	\$ 25.00	\$ 41,008	\$ 19.72	\$ 43,165	\$ 20.75	\$ 58,946	\$ 28.34
MIS Manager			\$ 35,158	\$ 16.90	\$ 41,571	\$ 19.99				
MIS Staff	\$ 41,008	\$ 19.72	\$ 43,450	\$ 20.89	\$ 44,665	\$ 21.47	\$ 33,162	\$ 15.94	\$ 28,590	\$ 13.75
Office Manager	\$ 49,462	\$ 23.78	\$ 36,118	\$ 17.36	\$ 50,964	\$ 24.50	\$ 41,101	\$ 19.76	\$ 49,177	\$ 23.64
Quality Assurance Coordinator	\$ 53,371	\$ 25.66	\$ 45,507	\$ 21.88	\$ 56,409	\$ 27.12	\$ 53,908	\$ 25.92	\$ 54,521	\$ 26.21
Quality Assurance Staff	\$ 48,132	\$ 23.14	\$ 44,882	\$ 21.58	\$ 40,480	\$ 19.46	\$ 46,888	\$ 22.54	\$ 50,585	\$ 24.32
Receptionist	\$ 24,182	\$ 11.63	\$ 25,076	\$ 12.06	\$ 25,490	\$ 12.26	\$ 24,585	\$ 11.82	\$ 25,378	\$ 12.20
Secretary	\$ 28,944	\$ 13.92	\$ 26,761	\$ 12.87	\$ 28,630	\$ 13.76	\$ 28,457	\$ 13.68	\$ 27,943	\$ 13.43
Staff Development / Training	\$ 43,384	\$ 20.86	\$ 36,149	\$ 17.38	\$ 30,323	\$ 14.58	\$ 39,542	\$ 19.01	\$ 41,125	\$ 19.77
<b>Finance</b>										
Accountant	\$ 56,902	\$ 27.36	\$ 48,976	\$ 23.55	\$ 64,426	\$ 30.97	\$ 44,925	\$ 21.60	\$ 48,320	\$ 23.23
Bookkeeper	\$ 35,792	\$ 17.21	\$ 36,019	\$ 17.32	\$ 39,406	\$ 18.95	\$ 33,930	\$ 16.31	\$ 34,362	\$ 16.52
Controller	\$ 66,003	\$ 31.73	\$ 48,433	\$ 23.29	\$ 58,567	\$ 28.16	\$ 60,810	\$ 29.24	\$ 70,325	\$ 33.81
Finance Director	\$ 92,709	\$ 44.57	\$ 52,627	\$ 25.30	\$ 75,218	\$ 36.16	\$ 81,600	\$ 39.23	\$ 89,970	\$ 43.25
Finance Manager							\$ 28,875	\$ 13.88		
Payroll Staff	\$ 53,997	\$ 25.96	\$ 34,611	\$ 16.64	\$ 47,238	\$ 22.71	\$ 43,439	\$ 20.88	\$ 74,719	\$ 35.92
<b>Food Services</b>										
Dietitian	\$ 60,706	\$ 29.19	\$ 109,944	\$ 52.86	\$ 109,638	\$ 52.71	\$ 94,638	\$ 45.50		
Food Services Director	\$ 54,041	\$ 25.98	\$ 46,903	\$ 22.55	\$ 51,345	\$ 18.32	\$ 51,345	\$ 24.69	\$ 52,200	\$ 25.10
Food Services Manager	\$ 31,193	\$ 15.00	\$ 30,874	\$ 14.84	\$ 32,964	\$ 15.85	\$ 35,502	\$ 17.07	\$ 36,117	\$ 17.36
Kitchen Staff	\$ 22,145	\$ 10.65	\$ 21,319	\$ 10.25	\$ 23,173	\$ 11.14	\$ 21,856	\$ 10.51	\$ 22,134	\$ 10.64
<b>Facilities</b>										
Facilities Management Director	\$ 66,864	\$ 32.15	\$ 49,836	\$ 23.96	\$ 52,124	\$ 25.06	\$ 61,378	\$ 29.51	\$ 63,730	\$ 30.64
Facilities Management Manager	\$ 46,153	\$ 22.19	\$ 39,338	\$ 18.91	\$ 41,115	\$ 19.77	\$ 41,431	\$ 19.92	\$ 49,342	\$ 23.72
Groundskeeper					\$ 38,312	\$ 18.42	\$ 39,270	\$ 18.88		
Housekeeper	\$ 20,657	\$ 9.93	\$ 24,338	\$ 11.70	\$ 22,682	\$ 10.90	\$ 22,725	\$ 10.93	\$ 22,955	\$ 11.04
Janitor	\$ 38,870	\$ 18.69					\$ 15,593	\$ 7.50	\$ 25,616	\$ 12.32
Laundry Staff	\$ 24,771	\$ 11.91	\$ 22,989	\$ 11.05	\$ 22,523	\$ 10.83	\$ 26,503	\$ 12.74	\$ 29,890	\$ 14.37
Maintenance	\$ 31,106	\$ 14.95	\$ 33,127	\$ 15.93	\$ 31,021	\$ 14.91	\$ 32,902	\$ 15.82	\$ 33,143	\$ 15.93
Security	\$ 26,851	\$ 12.91	\$ 26,417	\$ 12.70	\$ 24,969	\$ 12.00	\$ 25,140	\$ 12.09	\$ 28,953	\$ 13.92
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 43,298	\$ 20.82	\$ 37,770	\$ 18.16	\$ 39,429	\$ 18.96	\$ 39,300	\$ 18.89	\$ 44,419	\$ 21.36
Case Manager	\$ 39,705	\$ 19.09	\$ 37,069	\$ 17.82	\$ 39,001	\$ 18.75	\$ 36,384	\$ 17.49	\$ 34,630	\$ 16.65
Child Care Worker	\$ 25,250	\$ 12.14	\$ 25,332	\$ 12.18	\$ 26,905	\$ 12.94	\$ 25,716	\$ 12.36	\$ 26,057	\$ 12.53
Child Care Worker Manager	\$ 35,076	\$ 16.86	\$ 34,711	\$ 16.69	\$ 33,469	\$ 16.09	\$ 33,885	\$ 16.29	\$ 39,208	\$ 18.85
Independent Living Coordinator	\$ 54,140	\$ 26.03	\$ 43,077	\$ 20.71	\$ 43,080	\$ 20.71	\$ 39,665	\$ 19.07	\$ 41,119	\$ 19.77
Licensing Coordinator					\$ 59,625	\$ 28.67				
Program Director	\$ 61,655	\$ 29.64	\$ 63,875	\$ 30.71	\$ 72,530	\$ 34.87	\$ 63,207	\$ 30.39	\$ 70,803	\$ 34.04
Program Manager	\$ 41,774	\$ 20.08	\$ 47,161	\$ 22.67	\$ 49,029	\$ 23.57	\$ 42,214	\$ 20.30	\$ 48,928	\$ 23.52
Recreation Manager	\$ 30,473	\$ 14.65	\$ 35,591	\$ 17.11	\$ 36,168	\$ 17.39	\$ 40,213	\$ 19.33	\$ 37,615	\$ 18.08
Recreation Staff	\$ 32,821	\$ 15.78	\$ 26,036	\$ 12.52	\$ 22,955	\$ 11.04	\$ 26,225	\$ 12.61	\$ 28,805	\$ 13.85
Transportation Staff	\$ 24,030	\$ 11.55	\$ 22,865	\$ 10.99	\$ 24,507	\$ 11.78	\$ 25,452	\$ 12.24	\$ 24,772	\$ 11.91
<b>Behavioral Health</b>										
Clinical Director	\$ 59,675	\$ 28.69	\$ 66,287	\$ 31.87	\$ 69,602	\$ 33.46	\$ 86,899	\$ 41.78	\$ 91,789	\$ 44.13
Clinical Staff	\$ 39,038	\$ 18.77	\$ 32,245	\$ 15.50	\$ 33,512	\$ 16.11	\$ 48,415	\$ 23.28	\$ 28,095	\$ 13.51
Counselor	\$ 42,464	\$ 20.42	\$ 46,708	\$ 22.46	\$ 47,905	\$ 23.03	\$ 41,919	\$ 20.15	\$ 40,284	\$ 19.37
Psychologist	\$ 61,365	\$ 29.50	\$ 90,376	\$ 43.45	\$ 87,762	\$ 42.19	\$ 96,170	\$ 46.24	\$ 102,879	\$ 49.46
Social Services Director			\$ 61,426	\$ 29.53	\$ 54,913	\$ 26.40	\$ 56,291	\$ 27.06	\$ 57,318	\$ 27.56
Social Worker	\$ 45,386	\$ 21.82	\$ 44,657	\$ 21.47	\$ 47,928	\$ 23.04	\$ 49,194	\$ 23.65	\$ 48,527	\$ 23.33
Therapist	\$ 43,970	\$ 21.14	\$ 44,158	\$ 21.23	\$ 44,217	\$ 21.26	\$ 42,214	\$ 20.30	\$ 44,772	\$ 21.52
<b>Medical</b>										
Health Services Worker	\$ 32,493	\$ 15.62	\$ 27,718	\$ 13.33	\$ 27,781	\$ 13.36	\$ 26,873	\$ 12.92	\$ 29,311	\$ 14.09
Licensed Practical Nurse	\$ 43,771	\$ 21.04	\$ 43,262	\$ 20.80	\$ 41,964	\$ 20.18	\$ 44,198	\$ 21.25	\$ 44,112	\$ 21.21
Medical Doctor / Physician	\$ 355,848	\$ 171.08	\$ 287,058	\$ 138.01	\$ 266,775	\$ 128.26	\$ 226,443	\$ 108.87	\$ 203,052	\$ 97.62
Medical Records Clerk	\$ 31,175	\$ 14.99	\$ 33,494	\$ 16.10	\$ 33,314	\$ 16.02	\$ 33,853	\$ 16.28	\$ 33,836	\$ 16.27
Pharmacist	\$ 79,850	\$ 38.39	\$ 80,176	\$ 38.55	\$ 74,416	\$ 35.78	\$ 84,741	\$ 40.74	\$ 78,559	\$ 37.77



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 5-C**  
All Indiana Based Private Secure Facilities



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
Psychiatrist	\$ 289,368	\$ 139.12	\$ 587,106	\$ 282.26	\$ 215,402	\$ 103.56			\$ 198,234	\$ 95.30
Registered Nurse	\$ 48,539	\$ 23.34	\$ 56,500	\$ 27.16	\$ 56,656	\$ 27.24	\$ 55,688	\$ 26.77	\$ 65,581	\$ 31.53
<b>Education</b>										
Principal	\$ 55,662	\$ 26.76	\$ 51,006	\$ 24.52	\$ 46,975	\$ 22.58	\$ 52,372	\$ 25.18	\$ 52,618	\$ 25.30
Teacher	\$ 40,088	\$ 19.27	\$ 38,393	\$ 18.46	\$ 35,966	\$ 17.29	\$ 35,328	\$ 16.98	\$ 35,094	\$ 16.87
Teacher Aide	\$ 28,644	\$ 13.77	\$ 31,240	\$ 15.02	\$ 24,889	\$ 11.97	\$ 25,372	\$ 12.20	\$ 24,975	\$ 12.01
Tutor			\$ 39,000	\$ 18.75						
<b>Fundraising/Development</b>										
Development Director	\$ 35,336	\$ 16.99	\$ 57,231	\$ 27.51	\$ 73,337	\$ 35.26	\$ 79,603	\$ 38.27	\$ 85,983	\$ 41.34
Development Staff	\$ 58,761	\$ 28.25	\$ 43,349	\$ 20.84	\$ 45,456	\$ 21.85	\$ 52,017	\$ 25.01	\$ 56,285	\$ 27.06
Fundraising Staff	\$ 37,567	\$ 18.06					\$ 50,002	\$ 24.04		
Marketing Staff	\$ 45,091	\$ 21.68	\$ 58,363	\$ 28.06	\$ 42,892	\$ 20.62	\$ 46,006	\$ 22.12	\$ 52,805	\$ 25.39
Public Relations Staff	\$ 57,322	\$ 27.56	\$ 43,549	\$ 20.94					\$ 43,871	\$ 21.09
Fundraising Director									\$ 150,193	\$ 72.21
<b>Other</b>										
Religious Instructor	\$ 39,213	\$ 18.85	\$ 38,244	\$ 18.39	\$ 36,750	\$ 17.67	\$ 31,400	\$ 15.10	\$ 35,209	\$ 16.93
Vocational Instructor							\$ 49,817	\$ 23.95		
Volunteer Coordinator	\$ 42,212	\$ 20.29	\$ 28,833	\$ 13.86			\$ 35,283	\$ 16.96	\$ 47,903	\$ 23.03



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 6**  
All Indiana Based LCPAs



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 75,537	\$ 36.32	\$ 75,324	\$ 36.21	\$ 85,376	\$ 41.05	\$ 81,664	\$ 39.26	\$ 83,197	\$ 40.00
Chief Executive Officer	\$ 107,576	\$ 51.72	\$ 178,815	\$ 85.97	\$ 136,291	\$ 65.52	\$ 126,198	\$ 60.67	\$ 128,691	\$ 61.87
Chief Financial Officer	\$ 91,192	\$ 43.84	\$ 96,454	\$ 46.37	\$ 62,780	\$ 30.18	\$ 86,764	\$ 41.71	\$ 98,027	\$ 47.13
Chief Operations Officer	\$ 118,943	\$ 57.18	\$ 118,601	\$ 57.02	\$ 83,267	\$ 40.03	\$ 99,326	\$ 47.75	\$ 93,965	\$ 45.18
Executive Director	\$ 76,469	\$ 36.76	\$ 83,680	\$ 40.23	\$ 78,866	\$ 37.92	\$ 91,823	\$ 44.15	\$ 97,952	\$ 47.09
<b>Administrative</b>										
Administrative Assistant	\$ 28,123	\$ 13.52	\$ 31,941	\$ 15.36	\$ 29,455	\$ 14.16	\$ 27,010	\$ 12.99	\$ 27,370	\$ 13.16
Business Manager	\$ 41,007	\$ 19.72	\$ 39,218	\$ 18.85	\$ 59,036	\$ 28.38	\$ 43,369	\$ 20.85	\$ 44,317	\$ 21.31
Document Maintenance	\$ 23,330	\$ 11.22								
Human Resources Director	\$ 49,188	\$ 23.65	\$ 48,878	\$ 23.50	\$ 55,410	\$ 26.64	\$ 64,439	\$ 30.98	\$ 59,698	\$ 28.70
Human Resources Manager	\$ 36,486	\$ 17.54	\$ 35,393	\$ 17.02	\$ 35,441	\$ 17.04	\$ 42,701	\$ 20.53	\$ 52,095	\$ 25.05
Human Resources Staff	\$ 46,775	\$ 22.49	\$ 53,191	\$ 25.57	\$ 53,069	\$ 25.51	\$ 44,532	\$ 21.41	\$ 50,137	\$ 24.10
MIS Director			\$ 50,849	\$ 24.45			\$ 50,938	\$ 24.49	\$ 58,955	\$ 28.34
MIS Manager	\$ 52,596	\$ 25.29	\$ 40,948	\$ 19.69	\$ 49,225	\$ 23.67	\$ 49,311	\$ 23.71	\$ 48,260	\$ 23.20
MIS Staff	\$ 42,780	\$ 20.57	\$ 42,497	\$ 20.43	\$ 41,829	\$ 20.11	\$ 46,030	\$ 22.13	\$ 47,519	\$ 22.85
Office Manager	\$ 32,762	\$ 15.75	\$ 37,009	\$ 17.79	\$ 31,199	\$ 15.00	\$ 38,739	\$ 18.62	\$ 33,780	\$ 16.24
Quality Assurance Coordinator	\$ 47,520	\$ 22.85	\$ 41,733	\$ 20.06	\$ 38,784	\$ 18.65	\$ 51,684	\$ 24.85	\$ 50,710	\$ 24.38
Quality Assurance Staff	\$ 46,087	\$ 22.16	\$ 43,272	\$ 20.80	\$ 40,858	\$ 19.64	\$ 37,318	\$ 17.94	\$ 39,772	\$ 19.12
Receptionist	\$ 23,387	\$ 11.24	\$ 24,770	\$ 11.91	\$ 23,822	\$ 11.45	\$ 25,381	\$ 12.20	\$ 26,180	\$ 12.59
Secretary	\$ 26,135	\$ 12.56	\$ 26,347	\$ 12.67	\$ 27,113	\$ 13.03	\$ 26,105	\$ 12.55	\$ 26,802	\$ 12.89
Staff Development / Training	\$ 35,948	\$ 17.28	\$ 35,753	\$ 17.19	\$ 52,400	\$ 25.19	\$ 37,836	\$ 18.19	\$ 46,306	\$ 22.26
<b>Finance</b>										
Accountant	\$ 41,263	\$ 19.84	\$ 40,963	\$ 19.69	\$ 48,267	\$ 23.21	\$ 39,438	\$ 18.96	\$ 39,202	\$ 18.85
Bookkeeper	\$ 28,904	\$ 13.90	\$ 30,439	\$ 14.63	\$ 27,163	\$ 13.06	\$ 27,891	\$ 13.41	\$ 26,223	\$ 12.61
Controller	\$ 60,494	\$ 29.08	\$ 48,492	\$ 23.31	\$ 49,888	\$ 23.98	\$ 25,334	\$ 12.18	\$ 27,039	\$ 13.00
Finance Director	\$ 71,622	\$ 34.43	\$ 55,951	\$ 26.90	\$ 58,946	\$ 28.34	\$ 72,064	\$ 34.65	\$ 58,227	\$ 27.99
Finance Manager							\$ 75,091	\$ 36.10	\$ 111,037	\$ 53.38
Payroll Staff	\$ 47,616	\$ 22.89	\$ 39,790	\$ 19.13	\$ 46,830	\$ 22.51				
<b>Facilities</b>										
Facilities Management Director	\$ 75,550	\$ 36.32	\$ 51,245	\$ 24.64	\$ 57,558	\$ 27.67	\$ 51,726	\$ 24.87	\$ 47,595	\$ 22.88
Facilities Management Manager					\$ 59,915	\$ 28.81	\$ 35,902	\$ 17.26	\$ 44,305	\$ 21.30
Groundskeeper	\$ 23,980	\$ 11.53	\$ 20,954	\$ 10.07	\$ 20,973	\$ 10.08	\$ 22,824	\$ 10.97	\$ 23,356	\$ 11.23
Housekeeper			\$ 15,248	\$ 7.33	\$ 15,552	\$ 7.48	\$ 15,560	\$ 7.48	\$ 15,861	\$ 7.63
Janitor							\$ 20,798	\$ 10.00	\$ 22,433	\$ 10.79
Maintenance	\$ 27,176	\$ 13.07	\$ 26,703	\$ 12.84	\$ 26,463	\$ 12.72	\$ 35,519	\$ 17.08	\$ 30,022	\$ 14.43
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 44,354	\$ 21.32	\$ 43,601	\$ 20.96	\$ 35,295	\$ 16.97	\$ 37,913	\$ 18.23	\$ 39,414	\$ 18.95
Case Manager	\$ 32,521	\$ 15.64	\$ 33,147	\$ 15.94	\$ 32,738	\$ 15.74	\$ 32,630	\$ 15.69	\$ 33,575	\$ 16.14
Child Care Worker	\$ 25,659	\$ 12.34								
Child Care Worker Manager	\$ 32,409	\$ 15.58	\$ 53,033	\$ 25.50						
Independent Living Coordinator			\$ 43,046	\$ 20.70						
Licensing Coordinator	\$ 40,616	\$ 19.53	\$ 37,620	\$ 18.09	\$ 35,866	\$ 17.24	\$ 35,656	\$ 17.14	\$ 40,970	\$ 19.70
Licensing Specialist	\$ 36,496	\$ 17.55	\$ 41,270	\$ 19.84	\$ 41,830	\$ 20.11	\$ 38,845	\$ 18.68	\$ 36,704	\$ 17.65
Program Director	\$ 60,612	\$ 29.14	\$ 57,469	\$ 27.63	\$ 58,470	\$ 28.11	\$ 56,556	\$ 27.19	\$ 58,706	\$ 28.22
Program Manager	\$ 44,946	\$ 21.61	\$ 44,164	\$ 21.23	\$ 45,461	\$ 21.86	\$ 47,730	\$ 22.95	\$ 48,046	\$ 23.10
Transportation Staff	\$ 26,209	\$ 12.60	\$ 23,507	\$ 11.30	\$ 21,184	\$ 10.18	\$ 24,958	\$ 12.00	\$ 23,537	\$ 11.32
<b>Behavioral Health</b>										
Clinical Director	\$ 46,156	\$ 22.19	\$ 58,158	\$ 27.96	\$ 60,193	\$ 28.94	\$ 65,527	\$ 31.50	\$ 67,435	\$ 32.42
Clinical Staff	\$ 36,857	\$ 17.72							\$ 38,914	\$ 18.71
Counselor			\$ 40,552	\$ 19.50	\$ 35,169	\$ 16.91	\$ 38,528	\$ 18.52	\$ 32,013	\$ 15.39
Psychologist	\$ 49,307	\$ 23.71	\$ 90,256	\$ 43.39	\$ 96,511	\$ 46.40	\$ 42,031	\$ 20.21	\$ 75,305	\$ 36.20
Social Worker	\$ 36,565	\$ 17.58	\$ 35,858	\$ 17.24	\$ 40,707	\$ 19.57	\$ 36,331	\$ 17.47	\$ 36,141	\$ 17.38
Therapist	\$ 41,744	\$ 20.07	\$ 41,258	\$ 19.84	\$ 58,079	\$ 27.92	\$ 40,392	\$ 19.42	\$ 50,601	\$ 24.33
<b>Medical</b>										
Licensed Practical Nurse	\$ 43,527	\$ 20.93	\$ 62,500	\$ 30.05	\$ 34,000	\$ 16.35				
Medical Records Clerk							\$ 25,872	\$ 12.44		
Psychiatrist	\$ 209,119	\$ 100.54	\$ 199,444	\$ 95.89	\$ 202,924	\$ 97.56	\$ 213,967	\$ 102.87	\$ 204,324	\$ 98.23
Registered Nurse	\$ 60,016	\$ 28.85	\$ 48,065	\$ 23.11	\$ 45,000	\$ 21.63	\$ 61,302	\$ 29.47	\$ 62,755	\$ 30.17
<b>Education</b>										
Teacher			\$ 31,271	\$ 15.03						
Tutor	\$ 29,063	\$ 13.97								
<b>Fundraising/Development</b>										
Development Director	\$ 68,200	\$ 32.79	\$ 54,389	\$ 26.15	\$ 32,750	\$ 15.75				
Development Staff			\$ 23,031	\$ 11.07			\$ 27,210	\$ 13.08		
Fundraising Staff							\$ 66,910	\$ 32.17		
Marketing Staff	\$ 32,000	\$ 15.38	\$ 33,094	\$ 15.91			\$ 44,990	\$ 21.63	\$ 47,810	\$ 22.99
Public Relations Staff			\$ 57,401	\$ 27.60					\$ 40,573	\$ 19.51
<b>Other</b>										



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 6**  
All Indiana Based LCPAs



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
Mentor	\$ 17,752	\$ 8.53								
Volunteer Coordinator	\$ 44,450	\$ 21.37	\$ 40,000	\$ 19.23	\$ 33,947	\$ 16.32				



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 7-A**  
All Indiana Based RTSPs & LCPAs  
NORTHWEST REGION



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 65,421	\$ 31.45	\$ 56,776	\$ 27.30	\$ 62,069	\$ 29.84	\$ 63,060	\$ 30.32	\$ 64,227	\$ 30.88
Chief Executive Officer	\$ 230,885	\$ 111.00	\$ 103,570	\$ 49.79	\$ 120,880	\$ 58.12	\$ 125,913	\$ 60.53	\$ 125,100	\$ 60.14
Chief Financial Officer	\$ 84,789	\$ 40.76	\$ 84,789	\$ 40.76	\$ 83,919	\$ 40.35	\$ 79,636	\$ 38.29	\$ 84,095	\$ 40.43
Chief Operations Officer	\$ 105,707	\$ 50.82	\$ 148,098	\$ 71.20	\$ 145,794	\$ 70.09	\$ 145,794	\$ 70.09	\$ 92,807	\$ 44.62
Executive Director	\$ 87,078	\$ 41.86	\$ 85,512	\$ 41.11	\$ 62,683	\$ 30.14	\$ 71,728	\$ 34.48	\$ 89,254	\$ 42.91
<b>Administrative</b>										
Administrative Assistant	\$ 31,469	\$ 15.13	\$ 32,132	\$ 15.45	\$ 34,384	\$ 16.53	\$ 31,167	\$ 14.98	\$ 32,675	\$ 15.71
Business Manager	\$ 45,889	\$ 22.06	\$ 47,790	\$ 22.98	\$ 47,790	\$ 22.98	\$ 45,889	\$ 22.06	\$ 45,889	\$ 22.06
Document Maintenance	\$ 30,686	\$ 14.75	\$ 23,582	\$ 11.34	\$ 25,672	\$ 12.34	\$ 38,519	\$ 18.52	\$ 25,766	\$ 12.39
Human Resources Director	\$ 62,634	\$ 30.11	\$ 70,143	\$ 33.72	\$ 68,634	\$ 33.00	\$ 72,431	\$ 34.82	\$ 62,592	\$ 30.09
Human Resources Manager	\$ 34,684	\$ 16.68	\$ 49,179	\$ 23.64	\$ 33,650	\$ 16.18	\$ 38,784	\$ 18.65	\$ 33,650	\$ 16.18
Human Resources Staff	\$ 25,035	\$ 12.04	\$ 30,869	\$ 14.84	\$ 33,494	\$ 16.10	\$ 34,489	\$ 16.58	\$ 29,863	\$ 14.36
MIS Director	\$ 50,765	\$ 24.41	\$ 50,765	\$ 24.41	\$ 52,836	\$ 25.40	\$ 50,911	\$ 24.48	\$ 58,943	\$ 28.34
MIS Manager	\$ 41,472	\$ 19.94	\$ 29,481	\$ 14.17	\$ 33,898	\$ 16.30	\$ 28,612	\$ 13.76	\$ 41,735	\$ 20.06
MIS Staff							\$ 35,285	\$ 16.96		
Office Manager	\$ 49,071	\$ 23.59	\$ 46,961	\$ 22.58	\$ 64,209	\$ 30.87	\$ 45,108	\$ 21.69	\$ 46,013	\$ 22.12
Quality Assurance Coordinator	\$ 42,369	\$ 20.37	\$ 40,928	\$ 19.68	\$ 54,915	\$ 26.40	\$ 61,008	\$ 29.33	\$ 64,706	\$ 31.11
Quality Assurance Staff			\$ 45,689	\$ 21.97	\$ 38,151	\$ 18.34	\$ 38,790	\$ 18.65	\$ 42,834	\$ 20.59
Receptionist	\$ 28,900	\$ 13.89	\$ 29,654	\$ 14.26	\$ 27,502	\$ 13.22	\$ 31,816	\$ 15.30	\$ 29,529	\$ 14.20
Secretary	\$ 30,418	\$ 14.62	\$ 31,929	\$ 15.35	\$ 34,534	\$ 16.60	\$ 32,977	\$ 15.85	\$ 38,170	\$ 18.35
Staff Development / Training	\$ 30,231	\$ 14.53	\$ 34,820	\$ 16.74	\$ 36,092	\$ 17.35	\$ 34,534	\$ 16.60	\$ 41,256	\$ 19.83
<b>Finance</b>										
Accountant			\$ 49,750	\$ 23.92	\$ 57,085	\$ 27.44	\$ 41,910	\$ 20.15	\$ 43,032	\$ 20.69
Bookkeeper	\$ 35,580	\$ 17.11	\$ 37,269	\$ 17.92	\$ 27,368	\$ 13.16	\$ 31,441	\$ 15.12	\$ 34,091	\$ 16.39
Controller	\$ 61,488	\$ 29.56								
Finance Director	\$ 69,030	\$ 33.19	\$ 55,237	\$ 26.56	\$ 48,426	\$ 23.28	\$ 56,033	\$ 26.94		
Finance Manager							\$ 41,445	\$ 19.93		
Payroll Staff			\$ 37,726	\$ 18.14	\$ 37,247	\$ 17.91	\$ 33,469	\$ 16.09		
<b>Food Services</b>										
Food Services Director	\$ 36,339	\$ 17.47	\$ 38,210	\$ 18.37						
Food Services Manager	\$ 35,010	\$ 16.83	\$ 38,417	\$ 18.47	\$ 30,475	\$ 14.65	\$ 33,048	\$ 15.89	\$ 27,151	\$ 13.05
Kitchen Staff	\$ 24,191	\$ 11.63	\$ 22,523	\$ 10.83	\$ 22,411	\$ 10.77	\$ 24,009	\$ 11.54	\$ 25,776	\$ 12.39
<b>Facilities</b>										
Facilities Management Director	\$ 49,191	\$ 23.65	\$ 49,371	\$ 23.74	\$ 51,262	\$ 24.65	\$ 50,780	\$ 24.41	\$ 46,887	\$ 22.54
Facilities Management Manager	\$ 42,351	\$ 20.36	\$ 38,069	\$ 18.30	\$ 27,170	\$ 13.06	\$ 31,131	\$ 14.97	\$ 35,711	\$ 17.17
Housekeeper	\$ 25,855	\$ 12.43	\$ 26,193	\$ 12.59	\$ 28,800	\$ 13.85	\$ 29,054	\$ 13.97	\$ 29,272	\$ 14.07
Janitor	\$ 40,540	\$ 19.49			\$ 47,447	\$ 22.81	\$ 15,586	\$ 7.49	\$ 28,195	\$ 13.56
Maintenance	\$ 29,242	\$ 14.06	\$ 31,171	\$ 14.99	\$ 29,450	\$ 14.16	\$ 32,936	\$ 15.83	\$ 31,073	\$ 14.94
Security	\$ 21,792	\$ 10.48	\$ 27,456	\$ 13.20						
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 46,106	\$ 22.17	\$ 41,620	\$ 20.01	\$ 37,521	\$ 18.04	\$ 37,784	\$ 18.17	\$ 43,860	\$ 21.09
Case Manager	\$ 34,825	\$ 16.74	\$ 34,736	\$ 16.70	\$ 34,867	\$ 16.76	\$ 36,662	\$ 17.63	\$ 39,362	\$ 18.92
Child Care Worker	\$ 26,218	\$ 12.60	\$ 26,147	\$ 12.57	\$ 26,350	\$ 12.67	\$ 26,826	\$ 12.90	\$ 27,585	\$ 13.26
Child Care Worker Manager	\$ 35,546	\$ 17.09	\$ 36,616	\$ 17.60	\$ 40,027	\$ 19.24	\$ 33,730	\$ 16.22	\$ 37,644	\$ 18.10
Independent Living Coordinator	\$ 38,540	\$ 18.53	\$ 43,067	\$ 20.71	\$ 43,077	\$ 20.71	\$ 44,017	\$ 21.16	\$ 49,449	\$ 23.77
Licensing Coordinator	\$ 40,218	\$ 19.34	\$ 40,485	\$ 19.46	\$ 34,704	\$ 16.68	\$ 40,630	\$ 19.53	\$ 46,709	\$ 22.46
Licensing Specialist	\$ 50,363	\$ 24.21	\$ 34,595	\$ 16.63	\$ 36,488	\$ 17.54	\$ 39,815	\$ 19.14	\$ 40,929	\$ 19.68
Program Director	\$ 50,318	\$ 24.19	\$ 53,453	\$ 25.70	\$ 54,403	\$ 26.16	\$ 51,504	\$ 24.76	\$ 59,104	\$ 28.42
Program Manager	\$ 46,098	\$ 22.16	\$ 43,664	\$ 20.99	\$ 43,298	\$ 20.82	\$ 44,978	\$ 21.62	\$ 45,822	\$ 22.03
Recreation Manager	\$ 46,775	\$ 22.49	\$ 44,921	\$ 21.60			\$ 52,193	\$ 25.09		
Recreation Staff	\$ 28,949	\$ 13.92	\$ 36,243	\$ 17.42			\$ 37,156	\$ 17.86		
Transportation Staff	\$ 27,130	\$ 13.04	\$ 26,970	\$ 12.97	\$ 27,731	\$ 13.33	\$ 27,386	\$ 13.17	\$ 27,894	\$ 13.41
<b>Behavioral Health</b>										
Clinical Director	\$ 55,884	\$ 26.87	\$ 62,086	\$ 29.85	\$ 64,731	\$ 31.12	\$ 73,167	\$ 35.18	\$ 72,283	\$ 34.75
Clinical Staff	\$ 36,857	\$ 17.72			\$ 41,038	\$ 19.73	\$ 48,410	\$ 23.27	\$ 41,000	\$ 19.71
Counselor	\$ 43,088	\$ 20.72	\$ 42,468	\$ 20.42	\$ 40,423	\$ 19.43	\$ 44,188	\$ 21.24	\$ 44,939	\$ 21.61
Psychologist	\$ 55,000	\$ 26.44	\$ 55,000	\$ 26.44						
Social Services Director			\$ 55,443	\$ 26.66						
Social Worker	\$ 38,307	\$ 18.42	\$ 42,509	\$ 20.44			\$ 46,292	\$ 22.26		
Therapist	\$ 55,396	\$ 26.63	\$ 48,807	\$ 23.46	\$ 46,845	\$ 22.52	\$ 51,301	\$ 24.66	\$ 48,433	\$ 23.29
<b>Medical</b>										
Health Services Worker							\$ 31,945	\$ 15.36	\$ 38,118	\$ 18.33
Licensed Practical Nurse	\$ 44,741	\$ 21.51	\$ 40,529	\$ 19.49	\$ 47,079	\$ 22.63	\$ 44,751	\$ 21.51	\$ 49,595	\$ 23.84
Medical Records Clerk			\$ 42,000	\$ 20.19						
Psychiatrist	\$ 272,813	\$ 131.16	\$ 226,663	\$ 108.97			\$ 259,853	\$ 124.93	\$ 224,426	\$ 107.90
Registered Nurse	\$ 54,200	\$ 26.06	\$ 52,605	\$ 25.29	\$ 60,172	\$ 28.93	\$ 61,965	\$ 29.79	\$ 64,422	\$ 30.97
<b>Education</b>										
Principal	\$ 44,038	\$ 21.17	\$ 47,379	\$ 22.78	\$ 44,356	\$ 21.33	\$ 48,379	\$ 23.26	\$ 54,467	\$ 26.19



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 7-A**  
All Indiana Based RTSPs & LCPAs  
NORTHWEST REGION



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
Teacher	\$ 37,459	\$ 18.01	\$ 39,554	\$ 19.02	\$ 41,741	\$ 20.07	\$ 36,277	\$ 17.44	\$ 40,451	\$ 19.45
Teacher Aide	\$ 26,321	\$ 12.65	\$ 19,337	\$ 9.30	\$ 18,628	\$ 8.96	\$ 25,251	\$ 12.14	\$ 18,258	\$ 8.78
Tutor	\$ 29,063	\$ 13.97	\$ 39,000	\$ 18.75						
<b>Fundraising/Development</b>										
Development Director	\$ 53,444	\$ 25.69	\$ 54,723	\$ 26.31	\$ 64,358	\$ 30.94	\$ 58,761	\$ 28.25	\$ 42,917	\$ 20.63
Development Staff	\$ 112,010	\$ 53.85	\$ 52,060	\$ 25.03	\$ 43,310	\$ 20.82	\$ 37,764	\$ 18.16	\$ 46,736	\$ 22.47
Fundraising Staff			\$ 41,364	\$ 19.89	\$ 38,321	\$ 18.42	\$ 30,644	\$ 14.73		
Marketing Staff	\$ 52,506	\$ 25.24	\$ 33,109	\$ 15.92	\$ 33,613	\$ 16.16	\$ 45,000	\$ 21.63	\$ 47,793	\$ 22.98
Public Relations Staff	\$ 54,178	\$ 26.05	\$ 56,036	\$ 26.94						
<b>Other</b>										
Religious Instructor	\$ 37,130	\$ 17.85	\$ 37,107	\$ 17.84			\$ 31,429	\$ 15.11		
Vocational Instructor							\$ 49,817	\$ 23.95		



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 7-B**  
All Indiana Based RTSPs & LCPAs  
NORTH CENTRAL REGION



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 79,376	\$ 38.16	\$ 79,476	\$ 38.21					\$ 91,130	\$ 43.81
Chief Executive Officer	\$ 143,611	\$ 69.04	\$ 175,261	\$ 84.26	\$ 176,717	\$ 84.96	\$ 190,620	\$ 91.64	\$ 233,356	\$ 112.19
Chief Financial Officer			\$ 68,178	\$ 32.78	\$ 85,512	\$ 41.11	\$ 85,504	\$ 41.11	\$ 122,033	\$ 58.67
Chief Operations Officer	\$ 73,047	\$ 35.12	\$ 64,942	\$ 31.22	\$ 69,961	\$ 33.63	\$ 73,476	\$ 35.33	\$ 86,271	\$ 41.48
Executive Director	\$ 125,000	\$ 60.10	\$ 60,676	\$ 29.17	\$ 60,000	\$ 28.85	\$ 48,583	\$ 23.36	\$ 80,893	\$ 38.89
<b>Administrative</b>										
Administrative Assistant	\$ 32,504	\$ 15.63	\$ 34,674	\$ 16.67	\$ 30,053	\$ 14.45	\$ 35,124	\$ 16.89	\$ 32,760	\$ 15.75
Business Manager	\$ 29,211	\$ 14.04	\$ 48,466	\$ 23.30	\$ 33,889	\$ 16.29				
Document Maintenance	\$ 24,536	\$ 11.80	\$ 24,875	\$ 11.96	\$ 24,789	\$ 11.92				
Human Resources Director			\$ 73,346	\$ 35.26						
Human Resources Manager	\$ 29,517	\$ 14.19			\$ 48,330	\$ 23.24	\$ 44,768	\$ 21.52	\$ 50,983	\$ 24.51
Human Resources Staff	\$ 47,671	\$ 22.92	\$ 42,550	\$ 20.46	\$ 41,595	\$ 20.00	\$ 37,629	\$ 18.09	\$ 38,558	\$ 18.54
MIS Manager					\$ 42,179	\$ 20.28	\$ 56,179	\$ 27.01	\$ 51,783	\$ 24.90
MIS Staff	\$ 52,737	\$ 25.35	\$ 40,121	\$ 19.29	\$ 25,908	\$ 12.46	\$ 37,083	\$ 17.83	\$ 40,795	\$ 19.61
Office Manager	\$ 36,199	\$ 17.40	\$ 37,208	\$ 17.89	\$ 37,159	\$ 17.86	\$ 26,624	\$ 12.80	\$ 29,959	\$ 14.40
Quality Assurance Coordinator	\$ 49,350	\$ 23.73	\$ 50,032	\$ 24.05	\$ 48,463	\$ 23.30				
Quality Assurance Staff	\$ 61,682	\$ 29.65	\$ 46,435	\$ 22.32						
Receptionist	\$ 28,417	\$ 13.66	\$ 25,379	\$ 12.20	\$ 24,006	\$ 11.54	\$ 23,654	\$ 11.37	\$ 24,888	\$ 11.97
Secretary	\$ 27,640	\$ 13.29	\$ 31,001	\$ 14.90	\$ 30,957	\$ 14.88				
Staff Development / Training	\$ 68,705	\$ 33.03	\$ 27,548	\$ 13.24						
<b>Finance</b>										
Accountant	\$ 39,492	\$ 18.99	\$ 34,258	\$ 16.47			\$ 38,040	\$ 18.29	\$ 46,966	\$ 22.58
Bookkeeper	\$ 41,502	\$ 19.95	\$ 38,459	\$ 18.49	\$ 40,760	\$ 19.60	\$ 47,420	\$ 22.80		
Finance Director	\$ 65,448	\$ 31.47	\$ 62,729	\$ 30.16	\$ 59,303	\$ 28.51	\$ 79,947	\$ 38.44	\$ 69,649	\$ 33.49
Payroll Staff			\$ 31,496	\$ 15.14	\$ 43,114	\$ 20.73				
<b>Food Services</b>										
Dietitian			\$ 55,038	\$ 26.46						
Food Services Director	\$ 32,865	\$ 15.80								
Food Services Manager	\$ 30,883	\$ 14.85	\$ 30,755	\$ 14.79	\$ 31,419	\$ 15.11	\$ 32,305	\$ 15.53	\$ 41,774	\$ 20.08
Kitchen Staff	\$ 25,044	\$ 12.04	\$ 23,252	\$ 11.18	\$ 24,123	\$ 11.60	\$ 33,551	\$ 16.13	\$ 25,563	\$ 12.29
<b>Facilities</b>										
Facilities Management Director			\$ 35,303	\$ 16.97	\$ 43,800	\$ 21.06	\$ 27,500	\$ 13.22	\$ 53,817	\$ 25.87
Facilities Management Manager	\$ 27,000	\$ 12.98	\$ 30,000	\$ 14.42	\$ 52,059	\$ 25.03			\$ 58,171	\$ 27.97
Housekeeper	\$ 22,104	\$ 10.63	\$ 22,671	\$ 10.90	\$ 21,523	\$ 10.35			\$ 21,146	\$ 10.17
Maintenance	\$ 38,186	\$ 18.36	\$ 35,288	\$ 16.97	\$ 39,720	\$ 19.10	\$ 41,878	\$ 20.13	\$ 34,066	\$ 16.38
Security									\$ 33,958	\$ 16.33
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 43,627	\$ 20.97	\$ 44,323	\$ 21.31	\$ 35,951	\$ 17.28			\$ 37,709	\$ 18.13
Case Manager	\$ 31,129	\$ 14.97	\$ 35,247	\$ 16.95	\$ 35,427	\$ 17.03	\$ 37,569	\$ 18.06	\$ 33,855	\$ 16.28
Child Care Worker	\$ 25,794	\$ 12.40	\$ 25,295	\$ 12.16	\$ 27,545	\$ 13.24	\$ 26,335	\$ 12.66	\$ 27,287	\$ 13.12
Child Care Worker Manager	\$ 31,884	\$ 15.33	\$ 36,165	\$ 17.39	\$ 39,699	\$ 19.09	\$ 36,709	\$ 17.65	\$ 34,691	\$ 16.68
Independent Living Coordinator	\$ 35,000	\$ 16.83							\$ 34,920	\$ 16.79
Licensing Coordinator					\$ 58,922	\$ 28.33				
Licensing Specialist			\$ 35,951	\$ 17.28	\$ 46,702	\$ 22.45			\$ 27,494	\$ 13.22
Program Director	\$ 60,087	\$ 28.89	\$ 62,545	\$ 30.07	\$ 60,946	\$ 29.30	\$ 60,501	\$ 29.09	\$ 61,998	\$ 29.81
Program Manager	\$ 49,973	\$ 24.03	\$ 48,867	\$ 23.49	\$ 48,890	\$ 23.50	\$ 35,982	\$ 17.30	\$ 40,232	\$ 19.34
Recreation Manager	\$ 41,448	\$ 19.93	\$ 37,729	\$ 18.14	\$ 43,653	\$ 20.99	\$ 45,388	\$ 21.82	\$ 42,222	\$ 20.30
Recreation Staff	\$ 30,519	\$ 14.67	\$ 30,933	\$ 14.87	\$ 32,205	\$ 15.48	\$ 37,662	\$ 18.11	\$ 32,630	\$ 15.69
Transportation Staff	\$ 26,816	\$ 12.89	\$ 27,544	\$ 13.24	\$ 31,309	\$ 15.05			\$ 25,869	\$ 12.44
<b>Behavioral Health</b>										
Clinical Director	\$ 66,319	\$ 31.88	\$ 74,125	\$ 35.64	\$ 61,775	\$ 29.70	\$ 62,233	\$ 29.92	\$ 58,339	\$ 28.05
Clinical Staff					\$ 28,499	\$ 13.70				
Counselor	\$ 40,003	\$ 19.23	\$ 55,070	\$ 26.48	\$ 62,975	\$ 30.28				
Psychologist					\$ 59,750	\$ 28.73	\$ 99,193	\$ 47.69	\$ 166,538	\$ 80.07
Social Worker	\$ 44,005	\$ 21.16	\$ 39,323	\$ 18.91	\$ 49,121	\$ 23.62			\$ 44,595	\$ 21.44
Therapist	\$ 44,859	\$ 21.57	\$ 32,478	\$ 15.61	\$ 39,877	\$ 19.17	\$ 42,866	\$ 20.61	\$ 42,151	\$ 20.26
<b>Medical</b>										
Health Services Worker	\$ 23,654	\$ 11.37	\$ 28,744	\$ 13.82						
Licensed Practical Nurse	\$ 47,496	\$ 22.83	\$ 46,260	\$ 22.24	\$ 44,714	\$ 21.50	\$ 44,629	\$ 21.46	\$ 40,632	\$ 19.53
Medical Doctor / Physician					\$ 190,000	\$ 91.35			\$ 174,817	\$ 84.05
Medical Records Clerk			\$ 28,203	\$ 13.56			\$ 41,233	\$ 19.82	\$ 47,952	\$ 23.05
Psychiatrist	\$ 196,345	\$ 94.40	\$ 627,581	\$ 301.72	\$ 205,462	\$ 98.78			\$ 199,880	\$ 96.10
Registered Nurse	\$ 48,159	\$ 23.15	\$ 49,258	\$ 23.68	\$ 55,538	\$ 26.70			\$ 52,501	\$ 25.24
<b>Education</b>										
Principal	\$ 52,948	\$ 25.46	\$ 55,995	\$ 26.92	\$ 59,202	\$ 28.46	\$ 58,200	\$ 27.98	\$ 59,194	\$ 28.46
Teacher	\$ 38,426	\$ 18.47	\$ 36,631	\$ 17.61	\$ 37,692	\$ 18.12	\$ 37,647	\$ 18.10	\$ 37,108	\$ 17.84
Teacher Aide	\$ 27,100	\$ 13.03	\$ 25,510	\$ 12.26	\$ 28,889	\$ 13.89	\$ 27,573	\$ 13.26	\$ 27,106	\$ 13.03
<b>Fundraising/Development</b>										



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 7-B**  
All Indiana Based RTSPs & LCPAs  
NORTH CENTRAL REGION



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
Development Director			\$ 61,527	\$ 29.58						
Development Staff	\$ 149,255	\$ 71.76	\$ 58,360	\$ 28.06	\$ 62,641	\$ 30.12	\$ 61,872	\$ 29.75	\$ 52,975	\$ 25.47
Fundraising Staff	\$ 65,245	\$ 31.37	\$ 61,372	\$ 29.51	\$ 61,746	\$ 29.69	\$ 23,820	\$ 11.45		
Marketing Staff	\$ 132,887	\$ 63.89	\$ 90,173	\$ 43.35	\$ 90,972	\$ 43.74	\$ 59,272	\$ 28.50	\$ 62,243	\$ 29.92
Public Relations Staff	\$ 55,326	\$ 26.60	\$ 56,090	\$ 26.97						
<b>Other</b>										
Religious Instructor	\$ 38,246	\$ 18.39	\$ 41,703	\$ 20.05	\$ 40,027	\$ 19.24	\$ 31,896	\$ 15.33	\$ 36,414	\$ 17.51



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 7-C**  
All Indiana Based RTSPs & LCPAs  
NORTHEAST REGION



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 61,068	\$ 29.36	\$ 58,859	\$ 28.30	\$ 60,383	\$ 29.03	\$ 60,993	\$ 29.32	\$ 58,913	\$ 28.32
Chief Executive Officer	\$ 92,196	\$ 44.32	\$ 124,982	\$ 60.09	\$ 176,644	\$ 84.92	\$ 190,621	\$ 91.64	\$ 245,850	\$ 118.20
Chief Financial Officer	\$ 100,475	\$ 48.31	\$ 52,394	\$ 25.19	\$ 97,993	\$ 47.11	\$ 111,476	\$ 53.59	\$ 113,877	\$ 54.75
Chief Operations Officer	\$ 116,000	\$ 55.77	\$ 115,982	\$ 55.76	\$ 75,245	\$ 36.18	\$ 85,363	\$ 41.04		
Executive Director	\$ 79,386	\$ 38.17	\$ 87,897	\$ 42.26	\$ 92,236	\$ 44.34	\$ 100,075	\$ 48.11	\$ 98,075	\$ 47.15
<b>Administrative</b>										
Administrative Assistant	\$ 30,228	\$ 14.53	\$ 25,185	\$ 12.11	\$ 27,425	\$ 13.19	\$ 27,988	\$ 13.46	\$ 28,402	\$ 13.65
Business Manager	\$ 46,544	\$ 22.38	\$ 39,096	\$ 18.80	\$ 46,891	\$ 22.54	\$ 52,546	\$ 25.26	\$ 49,586	\$ 23.84
Document Maintenance	\$ 23,330	\$ 11.22								
Human Resources Director	\$ 45,028	\$ 21.65	\$ 48,862	\$ 23.49	\$ 55,411	\$ 26.64	\$ 79,808	\$ 38.37	\$ 76,997	\$ 37.02
Human Resources Manager	\$ 34,592	\$ 16.63	\$ 20,788	\$ 9.99	\$ 48,335	\$ 23.24	\$ 51,429	\$ 24.73	\$ 53,713	\$ 25.82
Human Resources Staff			\$ 40,831	\$ 19.63	\$ 41,601	\$ 20.00	\$ 37,467	\$ 18.01	\$ 39,663	\$ 19.07
MIS Manager					\$ 42,152	\$ 20.27	\$ 54,131	\$ 26.02	\$ 54,563	\$ 26.23
MIS Staff	\$ 42,647	\$ 20.50	\$ 42,394	\$ 20.38	\$ 36,550	\$ 17.57	\$ 44,625	\$ 21.45	\$ 46,364	\$ 22.29
Office Manager	\$ 35,803	\$ 17.21	\$ 44,642	\$ 21.46	\$ 42,658	\$ 20.51	\$ 52,639	\$ 25.31	\$ 41,770	\$ 20.08
Quality Assurance Coordinator	\$ 45,052	\$ 21.66	\$ 48,879	\$ 23.50	\$ 45,615	\$ 21.93	\$ 58,734	\$ 28.24	\$ 60,854	\$ 29.26
Quality Assurance Staff	\$ 37,612	\$ 18.08	\$ 35,039	\$ 16.85			\$ 46,735	\$ 22.47	\$ 35,411	\$ 17.02
Receptionist	\$ 24,718	\$ 11.88	\$ 22,652	\$ 10.89	\$ 23,039	\$ 11.08	\$ 22,868	\$ 10.99	\$ 24,581	\$ 11.82
Secretary	\$ 23,974	\$ 11.53	\$ 27,251	\$ 13.10	\$ 28,435	\$ 13.67	\$ 27,793	\$ 13.36	\$ 28,199	\$ 13.56
Staff Development / Training					\$ 49,055	\$ 23.58	\$ 51,168	\$ 24.60	\$ 43,607	\$ 20.96
<b>Finance</b>										
Accountant	\$ 35,865	\$ 17.24	\$ 30,130	\$ 14.49			\$ 32,512	\$ 15.63	\$ 42,543	\$ 20.45
Bookkeeper	\$ 38,333	\$ 18.43	\$ 38,329	\$ 18.43	\$ 40,767	\$ 19.60	\$ 48,957	\$ 23.54		
Controller	\$ 42,276	\$ 20.32								
Finance Director	\$ 60,000	\$ 28.85	\$ 59,985	\$ 28.84	\$ 59,305	\$ 28.51	\$ 77,038	\$ 37.04	\$ 68,488	\$ 32.93
Payroll Staff					\$ 43,131	\$ 20.74				
<b>Food Services</b>										
Food Services Director	\$ 36,326	\$ 17.46	\$ 31,692	\$ 15.24	\$ 38,532	\$ 18.52	\$ 38,175	\$ 18.35	\$ 39,328	\$ 18.91
Food Services Manager	\$ 28,126	\$ 13.52	\$ 42,384	\$ 20.38	\$ 21,087	\$ 10.14	\$ 40,016	\$ 19.24	\$ 38,475	\$ 18.50
Kitchen Staff	\$ 22,844	\$ 10.98	\$ 22,795	\$ 10.96	\$ 22,814	\$ 10.97	\$ 24,375	\$ 11.72	\$ 26,395	\$ 12.69
<b>Facilities</b>										
Facilities Management Director							\$ 63,323	\$ 30.44	\$ 56,754	\$ 27.29
Facilities Management Manager					\$ 58,147	\$ 27.96	\$ 40,628	\$ 19.53	\$ 54,574	\$ 26.24
Groundskeeper	\$ 23,985	\$ 11.53	\$ 20,955	\$ 10.07	\$ 20,975	\$ 10.08	\$ 22,820	\$ 10.97	\$ 23,344	\$ 11.22
Housekeeper					\$ 17,296	\$ 8.32				
Janitor	\$ 24,253	\$ 11.66	\$ 20,765	\$ 9.98	\$ 19,943	\$ 9.59	\$ 21,245	\$ 10.21	\$ 20,962	\$ 10.08
Laundry Staff	\$ 23,390	\$ 11.24	\$ 18,908	\$ 9.09	\$ 17,551	\$ 8.44				
Maintenance	\$ 36,071	\$ 17.34	\$ 29,059	\$ 13.97	\$ 27,559	\$ 13.25	\$ 30,379	\$ 14.61	\$ 30,623	\$ 14.72
Security									\$ 30,272	\$ 14.55
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 33,787	\$ 16.24	\$ 33,315	\$ 16.02	\$ 32,844	\$ 15.79	\$ 35,402	\$ 17.02	\$ 36,727	\$ 17.66
Case Manager	\$ 31,886	\$ 15.33	\$ 29,212	\$ 14.04	\$ 31,989	\$ 15.38	\$ 31,698	\$ 15.24	\$ 30,726	\$ 14.77
Child Care Worker	\$ 25,157	\$ 12.09	\$ 22,467	\$ 10.80	\$ 24,349	\$ 11.71	\$ 22,728	\$ 10.93	\$ 24,018	\$ 11.55
Child Care Worker Manager	\$ 46,670	\$ 22.44	\$ 43,278	\$ 20.81	\$ 43,152	\$ 20.75	\$ 42,572	\$ 20.47	\$ 40,892	\$ 19.66
Independent Living Coordinator									\$ 29,831	\$ 14.34
Licensing Coordinator	\$ 39,186	\$ 18.84	\$ 39,418	\$ 18.95	\$ 35,781	\$ 17.20	\$ 38,050	\$ 18.29	\$ 34,430	\$ 16.55
Licensing Specialist	\$ 34,234	\$ 16.46	\$ 33,834	\$ 16.27	\$ 34,198	\$ 16.44	\$ 32,047	\$ 15.41	\$ 38,113	\$ 18.32
Program Director	\$ 51,075	\$ 24.56	\$ 61,967	\$ 29.79	\$ 63,580	\$ 30.57	\$ 70,758	\$ 34.02	\$ 83,898	\$ 40.34
Program Manager	\$ 39,965	\$ 19.21	\$ 42,401	\$ 20.39	\$ 53,028	\$ 25.49	\$ 44,998	\$ 21.63	\$ 52,512	\$ 25.25
Recreation Manager	\$ 25,390	\$ 12.21	\$ 30,222	\$ 14.53	\$ 29,749	\$ 14.30	\$ 32,746	\$ 15.74	\$ 34,686	\$ 16.68
Recreation Staff	\$ 28,089	\$ 13.50	\$ 18,360	\$ 8.83	\$ 16,076	\$ 7.73	\$ 15,248	\$ 7.33	\$ 15,439	\$ 7.42
Transportation Staff	\$ 17,888	\$ 8.60	\$ 19,594	\$ 9.42	\$ 18,677	\$ 8.98	\$ 24,197	\$ 11.63	\$ 23,591	\$ 11.34
<b>Behavioral Health</b>										
Clinical Director	\$ 44,778	\$ 21.53	\$ 59,238	\$ 28.48	\$ 67,468	\$ 32.44	\$ 71,324	\$ 34.29	\$ 69,728	\$ 33.52
Clinical Staff	\$ 34,058	\$ 16.37								
Counselor	\$ 36,538	\$ 17.57	\$ 43,249	\$ 20.79	\$ 42,125	\$ 20.25	\$ 45,075	\$ 21.67	\$ 46,403	\$ 22.31
Psychologist			\$ 115,369	\$ 55.47	\$ 117,386	\$ 56.44	\$ 120,232	\$ 57.80	\$ 106,008	\$ 50.97
Social Worker	\$ 36,766	\$ 17.68	\$ 37,368	\$ 17.97			\$ 38,699	\$ 18.61	\$ 39,997	\$ 19.23
Therapist	\$ 25,931	\$ 12.47	\$ 36,562	\$ 17.58	\$ 40,943	\$ 19.68	\$ 43,975	\$ 21.14	\$ 47,706	\$ 22.94
<b>Medical</b>										
Health Services Worker	\$ 42,044	\$ 20.21	\$ 27,303	\$ 13.13	\$ 24,918	\$ 11.98	\$ 26,024	\$ 12.51	\$ 27,151	\$ 13.05
Licensed Practical Nurse					\$ 49,644	\$ 23.87	\$ 54,116	\$ 26.02	\$ 30,747	\$ 14.78
Medical Doctor / Physician	\$ 47,988	\$ 23.07	\$ 73,503	\$ 35.34	\$ 71,922	\$ 34.58	\$ 75,938	\$ 36.51		
Medical Records Clerk							\$ 37,367	\$ 17.96	\$ 50,943	\$ 24.49
Psychiatrist	\$ 160,100	\$ 76.97								
Registered Nurse	\$ 38,798	\$ 18.65	\$ 43,977	\$ 21.14	\$ 42,633	\$ 20.50	\$ 33,770	\$ 16.24	\$ 52,000	\$ 25.00
<b>Education</b>										
Principal	\$ 46,241	\$ 22.23	\$ 47,316	\$ 22.75	\$ 48,548	\$ 23.34	\$ 49,970	\$ 24.02	\$ 49,896	\$ 23.99



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 7-C**  
All Indiana Based RTSPs & LCPAs  
NORTHEAST REGION



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
Teacher	\$ 32,034	\$ 15.40	\$ 34,959	\$ 16.81	\$ 36,131	\$ 17.37	\$ 34,491	\$ 16.58	\$ 33,302	\$ 16.01
Teacher Aide	\$ 22,613	\$ 10.87	\$ 21,656	\$ 10.41	\$ 20,893	\$ 10.04	\$ 28,548	\$ 13.72	\$ 21,426	\$ 10.30
<b>Fundraising/Development</b>										
Development Staff	\$ 45,208	\$ 21.73	\$ 38,968	\$ 18.73	\$ 62,574	\$ 30.08	\$ 63,871	\$ 30.71	\$ 54,567	\$ 26.23
Fundraising Staff	\$ 60,000	\$ 28.85	\$ 59,960	\$ 28.83			\$ 28,700	\$ 13.80		
Marketing Staff	\$ 54,750	\$ 26.32	\$ 77,480	\$ 37.25	\$ 91,002	\$ 43.75	\$ 58,893	\$ 28.31	\$ 62,881	\$ 30.23
<b>Other</b>										
Religious Instructor	\$ 30,511	\$ 14.67	\$ 31,655	\$ 15.22	\$ 34,748	\$ 16.71	\$ 39,713	\$ 19.09	\$ 47,897	\$ 23.03
Volunteer Coordinator	\$ 24,560	\$ 11.81	\$ 18,045	\$ 8.68	\$ 21,007	\$ 10.10	\$ 20,998	\$ 10.09	\$ 20,993	\$ 10.09



# Indiana Department of Child Services

## Rate Setting Salary and Wage Guide

### Table 7-D

All Indiana Based RTSPs & LCPAs

CENTRAL REGION



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 47,789	\$ 22.98	\$ 54,202	\$ 26.06	\$ 54,586	\$ 26.24	\$ 69,735	\$ 33.53	\$ 72,465	\$ 34.84
Chief Executive Officer	\$ 174,041	\$ 83.67	\$ 136,678	\$ 65.71	\$ 164,676	\$ 79.17	\$ 165,060	\$ 79.36	\$ 209,605	\$ 100.77
Chief Financial Officer	\$ 122,187	\$ 58.74	\$ 83,780	\$ 40.28	\$ 80,928	\$ 38.91	\$ 115,220	\$ 55.39	\$ 124,063	\$ 59.65
Chief Operations Officer	\$ 136,994	\$ 65.86	\$ 81,372	\$ 39.12	\$ 73,949	\$ 35.55	\$ 86,821	\$ 41.74	\$ 76,038	\$ 36.56
Executive Director	\$ 100,199	\$ 48.17	\$ 85,649	\$ 41.18	\$ 98,664	\$ 47.43	\$ 82,879	\$ 39.85	\$ 85,794	\$ 41.25
<b>Administrative</b>										
Administrative Assistant	\$ 35,206	\$ 16.93	\$ 33,173	\$ 15.95	\$ 29,315	\$ 14.09	\$ 32,734	\$ 15.74	\$ 33,720	\$ 16.21
Business Manager	\$ 46,543	\$ 22.38	\$ 37,080	\$ 17.83	\$ 56,235	\$ 27.04	\$ 45,302	\$ 21.78	\$ 45,737	\$ 21.99
Document Maintenance	\$ 23,775	\$ 11.43	\$ 22,172	\$ 10.66	\$ 27,953	\$ 13.44	\$ 25,678	\$ 12.35	\$ 27,412	\$ 13.18
Human Resources Director	\$ 64,655	\$ 31.08	\$ 49,821	\$ 23.95	\$ 52,341	\$ 25.16	\$ 60,611	\$ 29.14	\$ 65,618	\$ 31.55
Human Resources Manager	\$ 37,222	\$ 17.90	\$ 45,961	\$ 22.10			\$ 47,920	\$ 23.04	\$ 47,124	\$ 22.66
Human Resources Staff	\$ 47,475	\$ 22.82	\$ 38,044	\$ 18.29	\$ 49,236	\$ 23.67	\$ 45,434	\$ 21.84	\$ 35,034	\$ 16.84
MIS Director	\$ 39,088	\$ 18.79	\$ 64,630	\$ 31.07	\$ 35,998	\$ 17.31	\$ 40,231	\$ 19.34		
MIS Manager	\$ 52,596	\$ 25.29	\$ 39,190	\$ 18.84	\$ 46,766	\$ 22.48	\$ 48,584	\$ 23.36	\$ 51,216	\$ 24.62
MIS Staff	\$ 39,161	\$ 18.83	\$ 47,537	\$ 22.85	\$ 59,167	\$ 28.45	\$ 33,069	\$ 15.90	\$ 34,858	\$ 16.76
Office Manager	\$ 43,984	\$ 21.15	\$ 34,961	\$ 16.81	\$ 33,245	\$ 15.98	\$ 36,770	\$ 17.68	\$ 39,622	\$ 19.05
Quality Assurance Coordinator	\$ 47,954	\$ 23.05	\$ 52,691	\$ 25.33	\$ 55,688	\$ 26.77	\$ 51,064	\$ 24.55	\$ 50,779	\$ 24.41
Quality Assurance Staff	\$ 37,204	\$ 17.89	\$ 40,782	\$ 19.61	\$ 42,447	\$ 20.41	\$ 42,732	\$ 20.54	\$ 46,748	\$ 22.48
Receptionist	\$ 22,614	\$ 10.87	\$ 26,578	\$ 12.78	\$ 24,694	\$ 11.87	\$ 23,464	\$ 11.28	\$ 23,739	\$ 11.41
Secretary	\$ 29,113	\$ 14.00	\$ 27,359	\$ 13.15	\$ 25,003	\$ 12.02	\$ 26,396	\$ 12.69	\$ 28,759	\$ 13.83
Staff Development / Training	\$ 40,171	\$ 19.31	\$ 41,161	\$ 19.79	\$ 49,633	\$ 23.86	\$ 42,408	\$ 20.39	\$ 41,767	\$ 20.08
<b>Finance</b>										
Accountant	\$ 62,924	\$ 30.25	\$ 46,917	\$ 22.56	\$ 58,758	\$ 28.25	\$ 44,622	\$ 21.45	\$ 45,215	\$ 21.74
Bookkeeper	\$ 35,733	\$ 17.18	\$ 36,968	\$ 17.77	\$ 32,461	\$ 15.61	\$ 32,987	\$ 15.86	\$ 35,299	\$ 16.97
Controller	\$ 70,813	\$ 34.04	\$ 54,929	\$ 26.41	\$ 62,485	\$ 30.04	\$ 60,285	\$ 28.98	\$ 68,373	\$ 32.87
Finance Director	\$ 84,309	\$ 40.53	\$ 80,127	\$ 38.52	\$ 76,267	\$ 36.67	\$ 89,241	\$ 42.90	\$ 87,969	\$ 42.29
Finance Manager	\$ 52,121	\$ 25.06	\$ 34,520	\$ 16.60	\$ 38,649	\$ 18.58	\$ 58,119	\$ 27.94	\$ 86,062	\$ 41.38
Payroll Staff	\$ 57,827	\$ 27.80	\$ 34,514	\$ 16.59	\$ 41,878	\$ 20.13	\$ 39,415	\$ 18.95	\$ 51,804	\$ 24.91
<b>Food Services</b>										
Dietitian	\$ 60,706	\$ 29.19	\$ 1,437,084	\$ 690.91	\$ 94,083	\$ 45.23	\$ 72,467	\$ 34.84	\$ 95,632	\$ 45.98
Food Services Director	\$ 54,177	\$ 26.05	\$ 69,975	\$ 33.64			\$ 76,540	\$ 36.80	\$ 64,994	\$ 31.25
Food Services Manager	\$ 31,632	\$ 15.21	\$ 33,610	\$ 16.16	\$ 32,211	\$ 15.49	\$ 34,028	\$ 16.36	\$ 34,378	\$ 16.53
Kitchen Staff	\$ 21,044	\$ 10.12	\$ 22,714	\$ 10.92	\$ 23,822	\$ 11.45	\$ 21,402	\$ 10.29	\$ 21,393	\$ 10.29
<b>Facilities</b>										
Facilities Management Director	\$ 72,516	\$ 34.86	\$ 54,070	\$ 26.00	\$ 55,399	\$ 26.63	\$ 60,581	\$ 29.13	\$ 61,565	\$ 29.60
Facilities Management Manager	\$ 43,876	\$ 21.09	\$ 43,883	\$ 21.10	\$ 36,301	\$ 17.45	\$ 38,856	\$ 18.68	\$ 42,026	\$ 20.20
Groundskeeper	\$ 17,120	\$ 8.23	\$ 40,230	\$ 19.34	\$ 38,279	\$ 18.40	\$ 39,130	\$ 18.81		
Housekeeper	\$ 20,830	\$ 10.01	\$ 24,702	\$ 11.88	\$ 23,100	\$ 11.11	\$ 21,842	\$ 10.50	\$ 22,817	\$ 10.97
Janitor	\$ 22,622	\$ 10.88	\$ 20,669	\$ 9.94	\$ 24,868	\$ 11.96	\$ 24,756	\$ 11.90	\$ 21,812	\$ 10.49
Laundry Staff	\$ 24,137	\$ 11.60	\$ 23,234	\$ 11.17	\$ 26,174	\$ 12.58	\$ 26,272	\$ 12.63	\$ 29,890	\$ 14.37
Maintenance	\$ 30,291	\$ 14.56	\$ 33,673	\$ 16.19	\$ 32,490	\$ 15.62	\$ 32,480	\$ 15.62	\$ 33,117	\$ 15.92
Security	\$ 30,246	\$ 14.54	\$ 26,389	\$ 12.69	\$ 21,940	\$ 10.55	\$ 24,925	\$ 11.98	\$ 22,907	\$ 11.01
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 44,800	\$ 21.54	\$ 45,164	\$ 21.71	\$ 40,065	\$ 19.26	\$ 42,068	\$ 20.22	\$ 48,734	\$ 23.43
Case Manager	\$ 37,148	\$ 17.86	\$ 37,366	\$ 17.96	\$ 38,599	\$ 18.56	\$ 34,638	\$ 16.65	\$ 34,085	\$ 16.39
Child Care Worker	\$ 24,198	\$ 11.63	\$ 25,272	\$ 12.15	\$ 27,552	\$ 13.25	\$ 25,980	\$ 12.49	\$ 25,986	\$ 12.49
Child Care Worker Manager	\$ 32,733	\$ 15.74	\$ 34,323	\$ 16.50	\$ 33,360	\$ 16.04	\$ 33,949	\$ 16.32	\$ 35,521	\$ 17.08
Independent Living Coordinator	\$ 45,130	\$ 21.70	\$ 35,602	\$ 17.12			\$ 36,749	\$ 17.67	\$ 34,408	\$ 16.54
Licensing Coordinator	\$ 44,421	\$ 21.36	\$ 41,714	\$ 20.06	\$ 40,379	\$ 19.41	\$ 35,029	\$ 16.84	\$ 43,995	\$ 21.15
Licensing Specialist	\$ 35,161	\$ 16.90	\$ 44,508	\$ 21.40	\$ 43,450	\$ 20.89	\$ 40,011	\$ 19.24	\$ 36,945	\$ 17.76
Program Director	\$ 60,771	\$ 29.22	\$ 58,329	\$ 28.04	\$ 65,026	\$ 31.26	\$ 57,842	\$ 27.81	\$ 64,698	\$ 31.10
Program Manager	\$ 35,016	\$ 16.83	\$ 37,913	\$ 18.23	\$ 40,583	\$ 19.51	\$ 43,029	\$ 20.69	\$ 46,055	\$ 22.14
Recreation Manager	\$ 22,796	\$ 10.96	\$ 21,707	\$ 10.44			\$ 47,158	\$ 22.67		
Recreation Staff	\$ 33,844	\$ 16.27	\$ 28,830	\$ 13.86					\$ 41,418	\$ 19.91
Transportation Staff	\$ 24,778	\$ 11.91	\$ 24,126	\$ 11.60	\$ 30,241	\$ 14.54	\$ 27,018	\$ 12.99	\$ 26,774	\$ 12.87
<b>Behavioral Health</b>										
Clinical Director	\$ 61,309	\$ 29.48	\$ 63,912	\$ 30.73	\$ 66,322	\$ 31.89	\$ 86,945	\$ 41.80	\$ 82,571	\$ 39.70
Clinical Staff	\$ 40,136	\$ 19.30	\$ 40,641	\$ 19.54	\$ 38,542	\$ 18.53	\$ 49,482	\$ 23.79	\$ 30,668	\$ 14.74
Counselor	\$ 39,870	\$ 19.17	\$ 36,329	\$ 17.47	\$ 39,659	\$ 19.07	\$ 41,188	\$ 19.80	\$ 38,703	\$ 18.61
Psychologist	\$ 52,213	\$ 25.10	\$ 80,474	\$ 38.69	\$ 96,511	\$ 46.40	\$ 79,938	\$ 38.43	\$ 92,671	\$ 44.55
Social Services Director	\$ 42,933	\$ 20.64	\$ 53,525	\$ 25.73	\$ 42,386	\$ 20.38			\$ 48,159	\$ 23.15
Social Worker	\$ 39,352	\$ 18.92	\$ 38,008	\$ 18.27	\$ 40,355	\$ 19.40	\$ 41,676	\$ 20.04	\$ 43,979	\$ 21.14
Therapist	\$ 41,225	\$ 19.82	\$ 38,200	\$ 18.37	\$ 43,479	\$ 20.90	\$ 42,814	\$ 20.58	\$ 45,280	\$ 21.77
<b>Medical</b>										
Health Services Worker	\$ 27,128	\$ 13.04	\$ 30,805	\$ 14.81	\$ 28,806	\$ 13.85	\$ 27,402	\$ 13.17	\$ 27,819	\$ 13.37
Licensed Practical Nurse	\$ 41,989	\$ 20.19	\$ 45,823	\$ 22.03	\$ 38,224	\$ 18.38	\$ 38,632	\$ 18.57	\$ 41,903	\$ 20.15
Medical Doctor / Physician	\$ 192,207	\$ 92.41	\$ 287,058	\$ 138.01	\$ 305,163	\$ 146.71	\$ 226,443	\$ 108.87	\$ 120,319	\$ 57.85
Medical Records Clerk	\$ 29,819	\$ 14.34	\$ 36,177	\$ 17.39	\$ 31,435	\$ 15.11	\$ 33,324	\$ 16.02	\$ 33,715	\$ 16.21



**Indiana Department of Child Services**  
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**Table 7-D**  
All Indiana Based RTSPs & LCPAs  
CENTRAL REGION



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
Pharmacist	\$ 67,961	\$ 32.67	\$ 75,372	\$ 36.24	\$ 73,503	\$ 35.34	\$ 75,993	\$ 36.54	\$ 76,761	\$ 36.90
Psychiatrist	\$ 120,573	\$ 57.97	\$ 212,189	\$ 102.01	\$ 220,228	\$ 105.88	\$ 191,024	\$ 91.84	\$ 192,083	\$ 92.35
Registered Nurse	\$ 47,455	\$ 22.81	\$ 48,764	\$ 23.44	\$ 51,200	\$ 24.62	\$ 52,950	\$ 25.46	\$ 66,729	\$ 32.08
<b>Education</b>										
Principal	\$ 59,585	\$ 28.65	\$ 50,001	\$ 24.04	\$ 48,163	\$ 23.16	\$ 50,238	\$ 24.15	\$ 53,214	\$ 25.58
Teacher	\$ 40,354	\$ 19.40	\$ 35,409	\$ 17.02	\$ 36,350	\$ 17.48	\$ 35,451	\$ 17.04	\$ 34,909	\$ 16.78
Teacher Aide	\$ 26,523	\$ 12.75	\$ 26,080	\$ 12.54	\$ 24,536	\$ 11.80	\$ 22,385	\$ 10.76	\$ 24,645	\$ 11.85
Tutor	\$ 26,677	\$ 12.83	\$ 15,121	\$ 7.27						
<b>Fundraising/Development</b>										
Development Director	\$ 36,539	\$ 17.57	\$ 57,801	\$ 27.79	\$ 34,270	\$ 16.48	\$ 72,268	\$ 34.74	\$ 87,482	\$ 42.06
Development Staff	\$ 59,314	\$ 28.52	\$ 44,584	\$ 21.43	\$ 38,679	\$ 18.60	\$ 49,666	\$ 23.88	\$ 47,146	\$ 22.67
Fundraising Staff					\$ 32,629	\$ 15.69	\$ 55,272	\$ 26.57		
Marketing Staff	\$ 39,292	\$ 18.89	\$ 49,958	\$ 24.02	\$ 42,854	\$ 20.60	\$ 43,978	\$ 21.14	\$ 50,689	\$ 24.37
Public Relations Staff	\$ 42,091	\$ 20.24	\$ 42,240	\$ 20.31			\$ 57,485	\$ 27.64	\$ 47,988	\$ 23.07
Fundraising Director									\$ 148,650	\$ 71.47
<b>Other</b>										
Mentor	\$ 17,752	\$ 8.53								
Religious Instructor	\$ 51,567	\$ 24.79	\$ 43,849	\$ 21.08						
Vocational Instructor	\$ 17,600	\$ 8.46								
Volunteer Coordinator	\$ 39,254	\$ 18.87	\$ 35,351	\$ 17.00	\$ 34,075	\$ 16.38	\$ 35,272	\$ 16.96	\$ 48,053	\$ 23.10



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 7-E**  
All Indiana Based RTSPs & LCPAs  
SOUTHWEST REGION



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director							\$ 46,471	\$ 22.34		
Chief Executive Officer	\$ 80,000	\$ 38.46	\$ 240,014	\$ 115.39	\$ 133,597	\$ 64.23	\$ 115,000	\$ 55.29	\$ 125,000	\$ 60.10
Chief Financial Officer	\$ 40,000	\$ 19.23	\$ 120,007	\$ 57.70	\$ 21,334	\$ 10.26	\$ 73,000	\$ 35.10	\$ 115,000	\$ 55.29
Executive Director	\$ 78,189	\$ 37.59	\$ 76,152	\$ 36.61	\$ 66,401	\$ 31.92	\$ 69,077	\$ 33.21	\$ 83,280	\$ 40.04
<b>Administrative</b>										
Administrative Assistant	\$ 20,734	\$ 9.97	\$ 21,931	\$ 10.54	\$ 22,278	\$ 10.71	\$ 27,338	\$ 13.14	\$ 28,320	\$ 13.62
Office Manager	\$ 25,035	\$ 12.04	\$ 27,975	\$ 13.45	\$ 28,952	\$ 13.92	\$ 28,696	\$ 13.80	\$ 36,227	\$ 17.42
Quality Assurance Coordinator									\$ 22,832	\$ 10.98
Quality Assurance Staff									\$ 22,834	\$ 10.98
Secretary	\$ 24,358	\$ 11.71	\$ 25,934	\$ 12.47	\$ 25,050	\$ 12.04	\$ 30,791	\$ 14.80	\$ 21,038	\$ 10.11
<b>Finance</b>										
Accountant							\$ 48,407	\$ 23.27	\$ 49,644	\$ 23.87
Bookkeeper	\$ 41,404	\$ 19.91	\$ 45,167	\$ 21.72	\$ 35,470	\$ 17.05	\$ 17,993	\$ 8.65	\$ 20,755	\$ 9.98
Controller	\$ 31,391	\$ 15.09	\$ 26,802	\$ 12.89	\$ 22,415	\$ 10.78	\$ 23,988	\$ 11.53	\$ 26,329	\$ 12.66
<b>Food Services</b>										
Food Services Director	\$ 33,097	\$ 15.91	\$ 41,666	\$ 20.03	\$ 41,372	\$ 19.89	\$ 41,334	\$ 19.87	\$ 42,175	\$ 20.28
Food Services Manager	\$ 20,685	\$ 9.94	\$ 20,862	\$ 10.03	\$ 20,728	\$ 9.97	\$ 20,826	\$ 10.01	\$ 25,168	\$ 12.10
Kitchen Staff	\$ 21,255	\$ 10.22	\$ 21,082	\$ 10.14	\$ 21,087	\$ 10.14	\$ 24,043	\$ 11.56	\$ 20,263	\$ 9.74
<b>Facilities</b>										
Facilities Management Director	\$ 48,809	\$ 23.47	\$ 48,354	\$ 23.25	\$ 65,854	\$ 31.66	\$ 65,740	\$ 31.61	\$ 70,172	\$ 33.74
Facilities Management Manager	\$ 39,407	\$ 18.95	\$ 41,018	\$ 19.72	\$ 26,382	\$ 12.68	\$ 29,995	\$ 14.42	\$ 29,608	\$ 14.23
Groundskeeper	\$ 26,229	\$ 12.61								
Housekeeper	\$ 22,338	\$ 10.74	\$ 25,612	\$ 12.31	\$ 22,920	\$ 11.02	\$ 22,845	\$ 10.98		
Maintenance	\$ 24,964	\$ 12.00	\$ 24,864	\$ 11.95	\$ 29,722	\$ 14.29	\$ 30,869	\$ 14.84	\$ 28,748	\$ 13.82
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 33,216	\$ 15.97	\$ 34,393	\$ 16.54	\$ 32,755	\$ 15.75	\$ 31,616	\$ 15.20	\$ 34,765	\$ 16.71
Case Manager	\$ 29,107	\$ 13.99	\$ 30,931	\$ 14.87	\$ 30,684	\$ 14.75	\$ 28,393	\$ 13.65	\$ 32,858	\$ 15.80
Child Care Worker	\$ 20,559	\$ 9.88	\$ 23,893	\$ 11.49	\$ 22,187	\$ 10.67	\$ 22,025	\$ 10.59	\$ 21,896	\$ 10.53
Child Care Worker Manager	\$ 25,500	\$ 12.26	\$ 24,951	\$ 12.00	\$ 27,604	\$ 13.27	\$ 35,277	\$ 16.96	\$ 31,460	\$ 15.12
Independent Living Coordinator			\$ 26,428	\$ 12.71	\$ 28,448	\$ 13.68	\$ 28,860	\$ 13.87	\$ 24,393	\$ 11.73
Licensing Coordinator			\$ 26,922	\$ 12.94	\$ 27,200	\$ 13.08	\$ 25,556	\$ 12.29	\$ 32,238	\$ 15.50
Program Director	\$ 39,505	\$ 18.99	\$ 48,281	\$ 23.21	\$ 48,844	\$ 23.48	\$ 49,886	\$ 23.98	\$ 39,226	\$ 18.86
Program Manager	\$ 30,767	\$ 14.79	\$ 37,541	\$ 18.05	\$ 36,444	\$ 17.52	\$ 50,209	\$ 24.14	\$ 39,189	\$ 18.84
Recreation Manager	\$ 38,620	\$ 18.57	\$ 42,171	\$ 20.27	\$ 42,617	\$ 20.49	\$ 42,901	\$ 20.63	\$ 41,303	\$ 19.86
Recreation Staff	\$ 26,306	\$ 12.65	\$ 18,326	\$ 8.81	\$ 27,654	\$ 13.30	\$ 35,319	\$ 16.98	\$ 29,096	\$ 13.99
Transportation Staff			\$ 28,005	\$ 13.46	\$ 28,081	\$ 13.50	\$ 30,091	\$ 14.47	\$ 28,633	\$ 13.77
<b>Behavioral Health</b>										
Clinical Director									\$ 62,580	\$ 30.09
Counselor	\$ 38,802	\$ 18.65	\$ 41,469	\$ 19.94	\$ 38,681	\$ 18.60	\$ 43,705	\$ 21.01	\$ 43,047	\$ 20.70
Social Worker									\$ 36,086	\$ 17.35
Therapist	\$ 36,422	\$ 17.51	\$ 36,623	\$ 17.61	\$ 32,129	\$ 15.45	\$ 39,882	\$ 19.17	\$ 36,996	\$ 17.79
<b>Medical</b>										
Health Services Worker			\$ 31,760	\$ 15.27	\$ 32,983	\$ 15.86	\$ 34,530	\$ 16.60	\$ 38,045	\$ 18.29
Licensed Practical Nurse	\$ 30,543	\$ 14.68	\$ 35,011	\$ 16.83	\$ 34,790	\$ 16.73	\$ 37,828	\$ 18.19	\$ 34,670	\$ 16.67
Medical Records Clerk	\$ 20,380	\$ 9.80	\$ 21,617	\$ 10.39	\$ 24,216	\$ 11.64	\$ 21,057	\$ 10.12	\$ 25,392	\$ 12.21
Registered Nurse	\$ 31,641	\$ 15.21	\$ 24,097	\$ 11.58	\$ 40,541	\$ 19.49	\$ 39,667	\$ 19.07	\$ 42,321	\$ 20.35
<b>Education</b>										
Principal	\$ 45,501	\$ 21.88	\$ 47,887	\$ 23.02	\$ 48,359	\$ 23.25	\$ 48,905	\$ 23.51	\$ 49,278	\$ 23.69
Teacher	\$ 31,267	\$ 15.03	\$ 34,400	\$ 16.54	\$ 34,100	\$ 16.39	\$ 31,881	\$ 15.33	\$ 28,028	\$ 13.47
Teacher Aide	\$ 26,623	\$ 12.80	\$ 20,575	\$ 9.89	\$ 21,700	\$ 10.43	\$ 21,948	\$ 10.55	\$ 22,430	\$ 10.78
Tutor	\$ 26,873	\$ 12.92	\$ 23,879	\$ 11.48					\$ 26,414	\$ 12.70
<b>Fundraising/Development</b>										
Development Director	\$ 27,792	\$ 13.36							\$ 28,057	\$ 13.49
Marketing Staff	\$ 22,128	\$ 10.64	\$ 25,000	\$ 12.02	\$ 20,808	\$ 10.00	\$ 22,036	\$ 10.59	\$ 21,115	\$ 10.15
Public Relations Staff			\$ 26,145	\$ 12.57	\$ 27,395	\$ 13.17	\$ 28,274	\$ 13.59	\$ 28,132	\$ 13.53



**Indiana Department of Child Services**  
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**Table 7-F**  
All Indiana Based RTSPs & LCPAs  
SOUTHEAST REGION



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Senior Management</b>										
Assistant Executive Director	\$ 34,685	\$ 16.68	\$ 44,727	\$ 21.50	\$ 48,967	\$ 23.54	\$ 42,788	\$ 20.57	\$ 43,378	\$ 20.85
Chief Executive Officer	\$ 119,199	\$ 57.31	\$ 122,619	\$ 58.95	\$ 86,464	\$ 41.57	\$ 104,486	\$ 50.23	\$ 135,090	\$ 64.95
Chief Financial Officer	\$ 87,746	\$ 42.19	\$ 90,181	\$ 43.36	\$ 127,276	\$ 61.19	\$ 67,452	\$ 32.43	\$ 90,788	\$ 43.65
Chief Operations Officer	\$ 58,893	\$ 28.31	\$ 70,902	\$ 34.09	\$ 65,146	\$ 31.32	\$ 67,889	\$ 32.64	\$ 73,037	\$ 35.11
Executive Director	\$ 61,365	\$ 29.50	\$ 76,660	\$ 36.86	\$ 74,196	\$ 35.67	\$ 78,977	\$ 37.97	\$ 57,847	\$ 27.81
<b>Administrative</b>										
Administrative Assistant	\$ 23,363	\$ 11.23	\$ 30,531	\$ 14.68	\$ 34,913	\$ 16.79	\$ 28,397	\$ 13.65	\$ 24,887	\$ 11.96
Business Manager	\$ 29,731	\$ 14.29	\$ 37,701	\$ 18.13	\$ 45,615	\$ 21.93	\$ 29,097	\$ 13.99		
Document Maintenance	\$ 33,436	\$ 16.08	\$ 29,234	\$ 14.05						
Human Resources Director			\$ 80,095	\$ 38.51			\$ 42,999	\$ 20.67	\$ 46,744	\$ 22.47
Human Resources Manager	\$ 40,238	\$ 19.35	\$ 43,980	\$ 21.14	\$ 37,231	\$ 17.90			\$ 49,459	\$ 23.78
Human Resources Staff	\$ 36,985	\$ 17.78	\$ 30,782	\$ 14.80	\$ 39,592	\$ 19.03	\$ 43,749	\$ 21.03	\$ 29,364	\$ 14.12
MIS Director			\$ 59,421	\$ 28.57	\$ 61,488	\$ 29.56				
MIS Manager									\$ 56,316	\$ 27.07
MIS Staff	\$ 47,389	\$ 22.78	\$ 48,854	\$ 23.49						
Office Manager	\$ 26,546	\$ 12.76	\$ 36,295	\$ 17.45	\$ 34,574	\$ 16.62	\$ 34,583	\$ 16.63	\$ 32,645	\$ 15.69
Quality Assurance Coordinator	\$ 59,072	\$ 28.40			\$ 34,847	\$ 16.75	\$ 51,018	\$ 24.53		
Quality Assurance Staff					\$ 26,152	\$ 12.57	\$ 32,000	\$ 15.38	\$ 42,803	\$ 20.58
Receptionist	\$ 27,710	\$ 13.32	\$ 25,721	\$ 12.37	\$ 27,249	\$ 13.10	\$ 25,358	\$ 12.19	\$ 27,516	\$ 13.23
Secretary	\$ 25,652	\$ 12.33	\$ 31,516	\$ 15.15					\$ 36,197	\$ 17.40
Staff Development / Training	\$ 52,516	\$ 25.25	\$ 51,104	\$ 24.57	\$ 24,556	\$ 11.81	\$ 28,810	\$ 13.85	\$ 50,476	\$ 24.27
<b>Finance</b>										
Accountant	\$ 43,427	\$ 20.88	\$ 42,491	\$ 20.43	\$ 48,630	\$ 23.38	\$ 46,819	\$ 22.51	\$ 30,744	\$ 14.78
Bookkeeper	\$ 28,135	\$ 13.53	\$ 29,516	\$ 14.19	\$ 33,792	\$ 16.25	\$ 35,924	\$ 17.27	\$ 30,763	\$ 14.79
Controller	\$ 61,107	\$ 29.38	\$ 39,382	\$ 18.93	\$ 47,395	\$ 22.79				
Finance Director					\$ 66,088	\$ 31.77			\$ 81,765	\$ 39.31
Finance Manager	\$ 56,512	\$ 27.17	\$ 56,332	\$ 27.08					\$ 60,194	\$ 28.94
Payroll Staff	\$ 29,871	\$ 14.36	\$ 31,252	\$ 15.03	\$ 45,996	\$ 22.11			\$ 37,453	\$ 18.01
<b>Food Services</b>										
Dietitian			\$ 215,650	\$ 103.68	\$ 109,638	\$ 52.71	\$ 94,638	\$ 45.50		
Food Services Director	\$ 27,270	\$ 13.11	\$ 27,466	\$ 13.20			\$ 27,899	\$ 13.41		
Food Services Manager	\$ 22,798	\$ 10.96	\$ 27,903	\$ 13.42	\$ 28,933	\$ 13.91	\$ 27,299	\$ 13.12	\$ 27,614	\$ 13.28
Kitchen Staff	\$ 20,024	\$ 9.63	\$ 22,556	\$ 10.84	\$ 24,012	\$ 11.54	\$ 25,580	\$ 12.30	\$ 21,035	\$ 10.11
<b>Facilities</b>										
Facilities Management Director	\$ 51,312	\$ 24.67	\$ 51,386	\$ 24.70			\$ 47,678	\$ 22.92	\$ 36,454	\$ 17.53
Facilities Management Manager	\$ 25,040	\$ 12.04	\$ 29,926	\$ 14.39	\$ 31,026	\$ 14.92	\$ 32,114	\$ 15.44	\$ 35,969	\$ 17.29
Groundskeeper	\$ 30,636	\$ 14.73								
Housekeeper	\$ 19,485	\$ 9.37	\$ 23,712	\$ 11.40	\$ 26,812	\$ 12.89	\$ 22,476	\$ 10.81	\$ 23,814	\$ 11.45
Laundry Staff	\$ 16,730	\$ 8.04								
Maintenance	\$ 25,620	\$ 12.32	\$ 29,688	\$ 14.27	\$ 31,420	\$ 15.11	\$ 29,970	\$ 14.41	\$ 30,212	\$ 14.53
Security	\$ 28,169	\$ 13.54	\$ 24,971	\$ 12.01	\$ 26,121	\$ 12.56	\$ 34,358	\$ 16.52	\$ 34,324	\$ 16.50
<b>Program Staff</b>										
Admissions / Intake Staff	\$ 36,572	\$ 17.58	\$ 45,637	\$ 21.94	\$ 52,028	\$ 25.01	\$ 33,281	\$ 16.00	\$ 38,996	\$ 18.75
Case Manager	\$ 28,803	\$ 13.85	\$ 27,993	\$ 13.46	\$ 28,654	\$ 13.78	\$ 29,567	\$ 14.21	\$ 29,355	\$ 14.11
Child Care Worker	\$ 20,605	\$ 9.91	\$ 22,188	\$ 10.67	\$ 23,020	\$ 11.07	\$ 23,301	\$ 11.20	\$ 23,316	\$ 11.21
Child Care Worker Manager	\$ 27,587	\$ 13.26	\$ 26,927	\$ 12.95	\$ 31,680	\$ 15.23	\$ 26,004	\$ 12.50	\$ 30,154	\$ 14.50
Independent Living Coordinator			\$ 23,393	\$ 11.25						
Licensing Coordinator	\$ 28,228	\$ 13.57	\$ 29,504	\$ 14.18	\$ 30,138	\$ 14.49	\$ 30,241	\$ 14.54	\$ 32,485	\$ 15.62
Program Director	\$ 45,545	\$ 21.90	\$ 51,156	\$ 24.59	\$ 44,514	\$ 21.40	\$ 46,363	\$ 22.29	\$ 49,483	\$ 23.79
Program Manager	\$ 36,231	\$ 17.42	\$ 35,880	\$ 17.25	\$ 38,378	\$ 18.45	\$ 32,641	\$ 15.69	\$ 45,412	\$ 21.83
Recreation Manager			\$ 52,020	\$ 25.01						
Recreation Staff	\$ 38,505	\$ 18.51								
Transportation Staff	\$ 24,564	\$ 11.81	\$ 20,921	\$ 10.06	\$ 23,921	\$ 11.50	\$ 21,826	\$ 10.49	\$ 28,132	\$ 13.52
<b>Behavioral Health</b>										
Clinical Director	\$ 43,171	\$ 20.76	\$ 43,668	\$ 20.99	\$ 49,745	\$ 23.92				
Clinical Staff			\$ 27,458	\$ 13.20	\$ 34,897	\$ 16.78	\$ 23,475	\$ 11.29	\$ 31,610	\$ 15.20
Counselor	\$ 36,040	\$ 17.33	\$ 38,066	\$ 18.30	\$ 36,175	\$ 17.39	\$ 35,661	\$ 17.14	\$ 37,629	\$ 18.09
Psychologist	\$ 37,699	\$ 18.12					\$ 28,717	\$ 13.81		
Social Services Director			\$ 52,852	\$ 25.41	\$ 54,913	\$ 26.40	\$ 56,291	\$ 27.06	\$ 57,318	\$ 27.56
Social Worker	\$ 38,813	\$ 18.66	\$ 41,218	\$ 19.82			\$ 33,619	\$ 16.16		
Therapist	\$ 36,586	\$ 17.59	\$ 38,145	\$ 18.34	\$ 42,246	\$ 20.31	\$ 42,038	\$ 20.21	\$ 43,873	\$ 21.09
<b>Medical</b>										
Health Services Worker									\$ 28,998	\$ 13.94
Licensed Practical Nurse	\$ 35,977	\$ 17.30	\$ 34,078	\$ 16.38	\$ 35,547	\$ 17.09	\$ 39,834	\$ 19.15	\$ 39,391	\$ 18.94
Medical Doctor / Physician	\$ 575,000	\$ 276.44								
Medical Records Clerk					\$ 48,766	\$ 23.45	\$ 38,487	\$ 18.50	\$ 51,182	\$ 24.61
Psychiatrist	\$ 83,664	\$ 40.22	\$ 89,159	\$ 42.87	\$ 86,566	\$ 41.62	\$ 82,706	\$ 39.76	\$ 185,291	\$ 89.08
Registered Nurse	\$ 55,517	\$ 26.69	\$ 53,976	\$ 25.95	\$ 55,633	\$ 26.75	\$ 52,888	\$ 25.43	\$ 54,122	\$ 26.02



**Indiana Department of Child Services**  
Rate Setting Salary and Wage Guide

**Table 7-F**  
All Indiana Based RTSPs & LCPAs  
SOUTHEAST REGION



POSITION	CY 2010		CY 2011		CY 2012		CY 2013		CY 2014	
	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)	Annual Salary (Average)	Hourly Wage (Average)
<b>Education</b>										
Teacher	\$ 34,927	\$ 16.79	\$ 32,971	\$ 15.85	\$ 31,428	\$ 15.11	\$ 34,189	\$ 16.44		
Teacher Aide					\$ 29,060	\$ 13.97			\$ 23,510	\$ 11.30
<b>Fundraising/Development</b>										
Development Director	\$ 53,086	\$ 25.52	\$ 47,659	\$ 22.91	\$ 41,223	\$ 19.82	\$ 45,524	\$ 21.89	\$ 66,943	\$ 32.18
Development Staff	\$ 52,377	\$ 25.18	\$ 23,081	\$ 11.10	\$ 50,261	\$ 24.16	\$ 51,375	\$ 24.70	\$ 36,095	\$ 17.35
Fundraising Staff	\$ 37,567	\$ 18.06	\$ 35,773	\$ 17.20						
Public Relations Staff	\$ 40,802	\$ 19.62	\$ 42,958	\$ 20.65					\$ 40,573	\$ 19.51
<b>Other</b>										
Volunteer Coordinator							\$ 23,221	\$ 11.16		

# Indiana Economic Development Corporation Regions

The Indiana Economic Development Corporation (IEDC) is the State of Indiana's lead economic development agency. The IEDC has divided the state into six (6) regions. These regions were grouped according to several factors, including, but not limited to, businesses in the geographical area, population characteristics, individual income, housing data, employment and employer statistics, etc... These regions were used to group the data reported on the Indiana DCS Rate Setting Cost Reports for each Child Placing Agency and Residential Treatment Services Provider program. Each Indiana Economic Development Corporation Region is briefly described below.

## Indiana Economic Development Corporation Region - Northwest

Jasper, Lake, LaPorte, Newton, Porter, Pulaski, and Starke



## Indiana Economic Development Corporation Region - North Central

Elkhart, Fulton, Kosciusko, Marshall, and St. Joseph



## Indiana Economic Development Corporation Region - Northeast

Adams, Allen, DeKalb, Grant, Huntington, LaGrange, Noble, Steuben, Wabash, Wells, and Whitley



## Indiana Economic Development Corporation Region - Central

Benton, Blackford, Boone, Brown, Carroll, Cass, Clay, Clinton, Delaware, Fayette, Fountain, Hamilton, Hancock, Hendricks, Henry, Howard, Jay, Johnson, Madison, Marion, Miami, Monroe, Montgomery, Morgan, Owen, Parke, Putnam, Randolph, Rush, Shelby, Sullivan, Tippecanoe, Tipton, Union, Vermillion, Vigo, Warren, Wayne, and White



## Indiana Economic Development Corporation Region - Southwest

Daviess, Dubois, Gibson, Greene, Knox, Lawrence, Martin, Orange, Perry, Pike, Posey, Spencer, Vanderburgh, and Warrick



## Indiana Economic Development Corporation Region - Southeast

Bartholomew, Clark, Crawford, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland, and Washington

