



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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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 FTE¹) and an Hourly Wage (Annualized Cost or Salary \div 2,080 hours worked²) for each reported position.

¹ 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

² 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)
Senior Management										
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
Administrative										
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
Finance										
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
Food Services										
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
Facilities										
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
Program Staff										
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
Behavioral Health										
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
Medical										
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



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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
Education										
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
Fundraising/Development										
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
Other										
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)
Senior Management										
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
Administrative										
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
Finance										
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
Food Services										
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
Facilities										
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
Program Staff										
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
Behavioral Health										
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
Medical										
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
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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
Education										
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
Fundraising/Development										
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
Other										
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
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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)
Senior Management										
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
Administrative										
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
Finance										
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
Food Services										
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
Facilities										
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
Program Staff										
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
Behavioral Health										
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
Medical										
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
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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
Education										
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								
Fundraising/Development										
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



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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)
Senior Management										
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
Administrative										
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
Finance										
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
Food Services										
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
Facilities										
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
Program Staff										
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
Behavioral Health										
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
Medical										
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
Education										
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
Fundraising/Development										
Development Staff									\$ 31,177	\$ 14.99
Public Relations Staff	\$ 40,802	\$ 19.62								
Other										
Volunteer Coordinator							\$ 23,221	\$ 11.16		



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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)
Senior Management										
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
Administrative										
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
Finance										
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
Food Services										
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
Facilities										
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
Program Staff										
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
Behavioral Health										
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
Medical										
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
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)
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
Education										
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
Fundraising/Development										
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
Other										
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)
Senior Management										
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
Administrative										
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
Finance										
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
Food Services										
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
Facilities										
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
Program Staff										
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
Behavioral Health										
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
Medical										
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



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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
Education										
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						
Fundraising/Development										
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
Other										
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)
Senior Management										
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
Administrative										
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
Finance										
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
Food Services										
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
Facilities										
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
Program Staff										
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
Behavioral Health										
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
Medical										
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
Education										



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
Fundraising/Development										
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
Other										
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)
Senior Management										
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						
Administrative										
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
Finance										
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
Food Services										
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
Facilities										
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
Program Staff										
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
Behavioral Health										
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
Medical										
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



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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
Education										
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						
Fundraising/Development										
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
Other										
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)
Senior Management										
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
Administrative										
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
Finance										
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				
Facilities										
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	\$ 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
Program Staff										
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
Behavioral Health										
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
Medical										
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
Education										
Teacher			\$ 31,271	\$ 15.03						
Tutor	\$ 29,063	\$ 13.97								
Fundraising/Development										
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
Other										



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)
Senior Management										
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
Administrative										
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	\$ 47,790	\$ 22.98	\$ 47,790	\$ 22.98
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
Finance										
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		
Food Services										
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
Facilities										
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						
Program Staff										
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
Behavioral Health										
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
Medical										
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
Education										
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						
Fundraising/Development										
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						
Other										
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)
Senior Management										
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
Administrative										
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						
Finance										
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				
Food Services										
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
Facilities										
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
Program Staff										
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
Behavioral Health										
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
Medical										
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
Education										
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
Fundraising/Development										



Indiana Department of Child Services
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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						
Other										
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)
Senior Management										
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
Administrative										
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
Finance										
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				
Food Services										
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
Facilities										
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
Program Staff										
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
Behavioral Health										
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
Medical										
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
Education										
Principal	\$ 46,241	\$ 22.23	\$ 47,316	\$ 22.75	\$ 48,548	\$ 23.34	\$ 49,970	\$ 24.02	\$ 49,896	\$ 23.99



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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
Fundraising/Development										
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
Other										
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



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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)
Senior Management										
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
Administrative										
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
Finance										
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
Food Services										
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
Facilities										
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
Program Staff										
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
Behavioral Health										
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
Medical										
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
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)
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
Education										
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						
Fundraising/Development										
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
Other										
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)
Senior Management										
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
Administrative										
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
Finance										
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
Food Services										
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
Facilities										
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
Program Staff										
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
Behavioral Health										
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
Medical										
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
Education										
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
Fundraising/Development										
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)
Senior Management										
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
Administrative										
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
Finance										
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
Food Services										
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
Facilities										
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
Program Staff										
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
Behavioral Health										
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
Medical										
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



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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)
Education										
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
Fundraising/Development										
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
Other										
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

