

Spring 2002 -

NJAPA Salary Survey

As we did two years ago, during this Spring's Annual NJAPA Convention, The Long Range Planning Committee conducted a salary survey. We are pleased to offer to our membership, the all-important "hard numbers" that resulted from the survey, and review, at the end of the figures, some important points to consider.

Average Director's Salary (based on 61 responses)

Statewide Average Department Director's Salary: \$35,463.00 (\$17.04 per hr.)

Average Director's Salary by Region:

- **North:** \$36,702.00 (\$17.64 per hr.)
- **Central:** \$36,460.00 (\$17.52 per hr.)
- **South:** \$33,228.00 (\$15.97 per hr.)

High Salaries:

- | | |
|-----------------------------------|------------------------------------|
| • \$50,000 Monmouth County | • \$50,000 Middlesex County |
| 18 Years Experience, ADC | 15 Years Experience, CTRS |
| 120-150 Bed facility | 240-100 Bed facility |
| Staff of 15 | Staff of 12 |

Low Salaries:

- | | |
|--------------------------------------|-------------------------------------|
| • \$21,000 Central New Jersey | • \$20,000 Cumberland County |
| no cert. noted | 30 Years Experience, ADC |
| 1-60 Medical Day Care | Adult Day Care |
| Staff of 3 | Staff of 2 |

Average Assistant Director's Salary

(based on 35 responses)

Statewide Average Salary: \$26,800.00 (\$12.88 per hr.)

Average Assistant Director's Salary by Region:

- **North:** \$32,187.50 (\$15.47 per hr.)
- **Central:** \$24,048.00 (\$11.56 per hr.)
- **South:** \$25,817.25 (\$12.41 per hr.)

High Salaries:

- **\$40,000** Burlington County
..... ADPC
..... 241-300 bed facility
..... Staff of 30

- **\$39,500** Passaic County
..... ADC
..... 300+ bed facility
..... Staff of 21

Low Salaries:

- **\$18,200** Salem County
..... no cert. noted
..... 61-120 bed LTC facility
..... Staff of 6

- **\$18,720** Camden County
..... no cert. noted
..... 240 bed LTC facility
..... Staff of 18

Average Activity Assistant's Salary

(based on 71 responses)

Statewide Average Salary: \$21,220.04 (\$10.20 per hr.)

Average **Activity Assistant's** Salary by Region:

- **North:** \$21,778.40 (\$10.47 per hr.)
- **Central:** \$22,382.22 (\$10.76 per hr.)
- **South:** \$18,905.52 (\$9.08 per hr.)

High Salaries:

- **\$36,000** Central New Jersey
..... 12 Years Experience
..... 240-300 bed facility
.....

- **\$32,000** Central New Jersey
..... ADC
..... 240+ bed State Facility
..... Staff of 10

Low Salaries:

- **\$14,560** South Jersey
..... 1+ Year Experience
..... 1-60 bed LTC facility
..... (\$7.00 per hour-1 response)

- **\$13,520** Cumberland County
..... ? Years Experience
..... 120-180 bed LTC facility
..... (\$6.25 per hour-1 response)

In reviewing the above figures, here are some points you might want to keep in mind. In the survey conducted at the Spring 2000 Convention, there were only a total of 76 responses in all three job categories. This year there were 167 responses, and the highest number of responses came from those who identified their position as Activity Assistant. By State Region, the gaps in salaries seems to be narrowing, especially between North and Central, NJ. Also, the vast majority of respondents, in all three positions, were working in LTC settings. Finally, I know from firsthand experience recently helping two NJAPA members, that utilizing this Salary Survey has, and can, result in a higher salary than expected. Good Luck to All!

Bob Smaldore, ACC, Long Range Planning Chair
