



NASW WI SALARY SURVEY OF MEMBERS Fall 2005

NASW WI's 2005 salary survey information was obtained through a 24-question survey that was emailed to members with working email addresses and mailed to those members for whom NASW WI did not have a working email address. Out of a total of 2,864 surveys distributed, 650 individuals responded for a response rate of 23%.

There are a number of limitations to this information. The survey was not a random sample of the membership, therefore we cannot say for certain that this survey is completely representative of our membership. Also, the individuals surveyed were NASW WI members (or recently lapsed members). It is possible that a survey of the 10,000 licensed and certified social workers in Wisconsin could yield different results. It would certainly be beneficial if such a survey could be accomplished.

Nonetheless a few conclusions can be drawn. First, given the years of experience of the salary respondents, the median social work salary of \$40,000-44,999 is low. Secondly, social work salaries seem to flatten after 15-19 years of experience. This is a disturbing finding that should be further explored. Third, as mentioned above those individuals with a Ph.D. degree and those individuals working in social work education make the highest salaries followed by those social workers who are administrators or managers and then licensed clinical social workers. Fourth, on average an MSW degree would result in a \$10,000 higher salary than a BSW degree.

Social work educators, social work administrators, licensed clinical social workers and those social workers with 15 years or more experience are the highest compensated social workers in WI. Social workers whose highest degree is a BSW, who perform case management, who work for non-sectarian non profit organizations and those with the fewest years of experience are the lowest compensated social workers. The median social work income in WI is \$40,000-\$44,999. These are some of the results from the NASW WI salary survey conducted in fall 2005.

NASW WI conducted the salary survey in order to obtain information that could help members negotiate for higher salaries. We hope the information we have gathered may be of assistance to our members. If you have additional questions that are not addressed in this report, please feel free to call Marc Herstand toll-free in WI at (866)462-7994 or (608) 257-6334, or email at marcherstand@tds.net.

DEMOGRAPHICS OF RESPONDENTS:

- 81% female, 19% male
- 95% White Caucasian, 5% minority
- 40% SE, 21% S. Central, 14% NE, 8% N. Central, 7% W. Central, 5% SW, 5% Racine/Kenosha
- 79% MSW, 14% BSW, 2% Ph.D./D.S.W., 3% pursuing social work degree, 1% associate member
- 55% LCSW, 20% CSW, 20% CAPSW, 10% CISW, 7% CADC, 5% CSSW, 3% BCD
- 26% of respondents have 25 or more years of experience, 51% have ten or more years experience
- 67% work full time

SUMMARY OF THE MOST SIGNIFICANT RESULTS FROM THE SURVEY:

- Men make on an average \$10,000 more than women but the median years of experience for men are 25 years or more compared to 10-14 years for women
- Those with a Ph.D./D.S.W. have the highest median income (\$65,000-\$69,999) followed by those with an M.S.W. degree (\$40,000-\$44,999) and then those with a BSW degree (\$30,000-\$34,999)
- Those members with a BCD or CISW credential had the highest mean income (\$50,000-\$54,999), followed by LCSW (\$50,000); CADC and CSSW (\$40,000-\$44,999) and CSW and CAPSW (\$35,000-\$39,999)
- Social work salaries increase with years of experience until 20-24 years. The median salary for social workers never increases higher than \$50,000-\$54,999 regardless of years of experience
- The highest salaries for social workers by setting was county/city government (\$49,999) followed by state government (\$44,999); private for-profit and private non profit sectarian (\$40,000-\$44,999) and then private non profit-other (\$35,000-\$39,999)

- Those working in social work education have the highest median salary (\$60,000-\$64,999) followed by private practice (\$49,999); schools (\$45,000-\$49,999); courts/criminal justice (\$44,999); mental health (\$40,000-\$44,999) and then aging, chemical dependency, human services and adoption (\$35,000-\$39,999)
- Those members working in teaching have the highest median salary (\$54,999) followed by administration/management (\$50,000-\$54,999); clinical direct practice, clinical supervision and other (\$40,000-\$44,999) and case management (\$30,000-\$34,999)
- There does not appear to be a significant difference in salary levels by region of the state.

SELECTED RESULTS FROM THE SURVEY:

What is your gender?	Responses	%
Male	121	19%
Female	527	81%
Totals	648	100%

What is your highest level of social work education?	Responses	%
B.S.W.	93	14%
M.S.W.	516	79%
Ph.D./D.S.W.	14	2%
None, I'm currently pursuing a social work degree	20	3%
None, I'm an Associate Member of NASW	7	1%
Totals	650	100%

Which of the following credentials do you have? *Check all that apply

CSW (Certified Social Worker)	117	20%
CAPSW (Certified Advanced Practice Social Worker)	113	20%
CISW (Certified Independent Social Worker)	58	10%
LCSW (Licensed Clinical Social Worker)	320	55%
CADC (Certified Alcohol and Drug Counselor)	40	7%
BCD (Board Certified Diplomate)	18	3%
CSSW (Certified School Social Worker)	27	5%

How many years of social work experience have you had since receiving your first social work degree?

Less than 2 years	73	11%
2-4 years	67	11%
5-9 years	89	14%
10-14 years	75	12%
15-19 years	85	13%
20-24 years	81	13%
25 years or more	165	26%
Totals	635	100%

How many total vacation, sick and personal days do you earn annually?

None	120	22%
1-5	15	3%
6-10	33	6%
11-15	40	7%
16-20	76	14%
21-25	75	13%
26-30	66	12%
30-35	38	7%
36-40	32	6%
41 or more	62	11%
Totals	557	100%

What is your individual social work income before taxes?

	Responses %	
Less than \$15,000	29	5%
\$15,000-19,999	22	4%
\$20,000-24,999	21	4%
\$25,000-29,999	3	7%
\$30,000-34,999	71	12%
\$35,000-39,999	60	11%
\$40,000-44,999	82	14%
\$45,000-49,999	46	8%
\$50,000-54,999	52	9%
\$55,000-59,999	36	6%
\$60,000-64,999	32	6%
\$65,000-69,999	23	4%
\$70,000-74,999	16	3%
\$75,000-79,999	6	1%
\$80,000-84,999	8	1%
\$85,000-89,999	4	1%
\$90,000-94,999	7	1%
\$95,000-99,999	6	1%
\$100,000 or more	9	2%
Totals	569	100%

What other benefits are you offered as part of your employment?

Medical Insurance	410	87%
Disability Insurance	292	62%
Dental Insurance	342	73%
Life Insurance	340	72%
Vision	175	37%
Continuing Education Funding	232	49%
Flex time	156	33%
401K	165	35%
Retirement Plan	281	60%
403B	130	28%
Comp Time	103	22%

MEDIAN PERCENTAGES FOR SURVEY:

Income by branch

Southeast	\$40,000-\$44,999
Northeast	\$40,000-\$44,999
Racine/Kenosha	\$35,000-\$39,000
North Central	\$40,000-\$44,999
South Central	\$40,000-\$44,999
West Central	\$40,000-\$44,999
Southwest	\$35,000-\$39,999

Income by level of social work education

B.S.W.	\$30,000-\$34,999
M.S.W.	\$40,000-\$44,999
Ph.D./D.S.W.	\$65,000-\$69,999

Income by credentials

CSW	\$35,000-\$39,999
CAPSW	\$35,000-\$39,000
CISW	\$50,000-\$54,999
LCSW	\$50,000
CADC	\$40,000-\$44,999
BCD	\$50,000-\$54,999
CSSW	\$40,000-\$44,999

Income by years of social work experience

Less than two years	\$25,000-\$29,999
2-4 years	\$30,000-\$34,999
5-9 years	\$35,000-\$39,999
10-14 years	\$40,000-\$44,999
15-19 years	\$50,000-\$54,999
20-24 years	\$49,999
25 years or more	\$50,000-\$54,999

Income by full-time social work setting

Private for profit	\$40,000-\$44,999
Private non profit (sectarian)	\$40,000-\$44,999
Private non profit (other)	\$35,000-\$39,999
Public/government (local)	\$49,999
Other	\$45,000-\$49,999

Income by primary field of practice

Schools	\$45,000-\$49,999
Social work education	\$60,000-\$64,999
Aging	\$35,000-\$39,999
Chemical Dependency	\$35,000-\$39,999
Courts/criminal justice	\$44,999
Private practice	\$49,999
Mental health	\$40,000-\$44,999
Human Services	\$35,000-\$39,999
Adoption	\$35,000-\$39,999

Income by role in primary practice area

Administration/management	\$50,000-\$54,999
Case management	\$30,000-\$34,999
Clinical/direct practice	\$40,000-\$44,999
Clinical supervision	\$40,000-\$44,999
Teaching	\$54,999