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### Compensation Data Definition of Terms

**Company Size:** "Large" = 250+ employees at local, "Medium" = 100-249 employees, "Small" = under 100 employees

**Union:** Union designation was selected for each job title by each organization.

**Average Rate:** The average figure reported by each organization are totaled and then divided by the number of organizations reporting.

**Weighted Average Rate Paid:** The average rate paid weighted by the number of employees reported for the position. For each company, the average rate is multiplied by the number of employees in that position. These figures are then averaged to create the weighted average.

**Median Average Rate Paid:** The value in a set that is the fiftieth percentile (i.e. one half of the values reported are *above* this number and one half are *below* this number). Each average rate reported by each company is ranked in numerical order, from lowest to highest. The middle figure represents the median. When the set contains an even number, the median is the average of the two central values.

**Starting rate:** The minimum pay rate at each organization for this job title; typically the rate of pay offered to new hires (often equivalent to a salary range minimum).

**Lowest Paid:** The actual minimum (lowest) rate of pay for any employee in this job title at the organization. Reported only if more than one incumbent.

**Highest Paid:** The actual maximum (highest) rate of pay for any employee in this job title at the organization. Reported only if more than one incumbent.

**Number of Incumbents:** The total number of people reported in a given job.

## Explanations of Compensation Report Statistics

**Average Starting Rate:** The average of the Starting Rate reported by all participants.

**Average Lowest Paid:** The average of the Lowest Paid reported by all participants.

**Average Highest Paid:** The average of the Highest Paid reported by all participants.

**Average Hourly Rate:** Average of the Average Hourly Rate reported by all participants.

**Weighted Average Hourly Rate:** The Average Hourly Rate weighted by the number of employees in this job at each company (see formula below).

Number of companies that reported that job: N

Average Pay Rate for this job at company C:  $S_c$

Number of employees in this job at company x:  $e_x$

Total number of employees in this job: E

$$\text{Weighted Avg. Rate} = \frac{\sum_{x=1}^N (S_c \times e_x)}{E}$$

**Note:** The Weighted Avg. Hourly/Annual Rate can vary significantly from the other average rates, when a few companies with many employees in this job pay very high/ low rate.

**Median:** The Median is calculated by company, not by the number of employees.

Example: If 23 companies provided data for a job, the median is the Avg. Hourly/Annual Rate of the 12<sup>th</sup> company.

**Note:** If less than five (5) organizations reported data on a specific job, the job was dropped from this report.

### *Comments on data entry and reporting rules:*

- Participants were instructed to report compensation as of **August 1** of the survey year.
- If an organization did not provide data for the columns Starting Rate, Lowest Paid, or Highest Paid, it was left blank and omitted from computations.
- If an organization provided data for Starting Rate, Lowest Paid, Highest Paid, we made no assumptions for the Average Hourly Rate.
- Data for Lowest Paid and Highest Paid were only provided for positions with more than one incumbent reported by each organization; this is done to reflect actual pay variations in job titles with multiple incumbents.

## 2016 DDAWNY Compensation Report

### Participating Organizations List

Company:	Location:	Industry:	Size:
ARC of Orleans	Albion	Health Care & Human Services	large
Aspire of WNY	Getzville	Health Care & Human Services	large
Autism Services Inc.	Williamsville	Health Care & Human Services	large
Baker Victory Services	Lackawanna	Health Care & Human Services	large
Buffalo Hearing & Speech Center	Buffalo	Health Care & Human Services	large
Cantalican Center	Depew	Health Care & Human Services	large
Community Services	Buffalo	Health Care & Human Services	large
Genesee County ARC	Batavia	Health Care & Human Services	large
Heritage Centers	Buffalo	Health Care & Human Services	large
Lifetime Assistance	Rochester	Health Care & Human Services	large
Lutheran Social Services (Grace Community Services)	Jamestown	Health Care & Human Services	large
Opportunities Unlimited of Niagara	Niagara Falls	Health Care & Human Services	large
People Inc.	Williamsville	Health Care & Human Services	large
Suburban Adult Services Inc.	Elma	Health Care & Human Services	large
The Summit Center	Getzville	Health Care & Human Services	large

## 2016 DDAWNY Compensation Report

### Nurse, Licensed LPN

Care for ill, injured, convalescent, or disabled persons in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

	Union: Yes	Union: No	Small < 50 ee	Medium 50-249 ee	Large 250+ ee	All
# Organizations	1	7	0	0	10	10
# Employees	19	129	0	0	148	148
% FLSA Exempt	0%	0%	0%	0%	0%	0%
Average Starting Rate		15.69			15.73	15.73
Average Lowest Paid		15.49			15.55	15.55
Average Highest Paid		20.35			20.38	20.38
<b>Average Hourly Rate</b>		<b>17.64</b>			<b>17.75</b>	<b>17.75</b>
Weighted Average Rate		17.90			17.98	17.98
25th Percentile		16.67			16.75	16.75
<i>Median (50-tile) Rate</i>		17.00			17.32	17.32
75th Percentile		18.53			18.74	18.74

### Nurse, Registered RN

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required.

	Union: Yes	Union: No	Small < 50 ee	Medium 50-249 ee	Large 250+ ee	All
# Organizations	2	12	0	0	15	15
# Employees	37	203	0	0	240	240
% FLSA Exempt	50%	50%	0%	0%	47%	47%
Average Starting Rate		20.32			20.58	20.58
Average Lowest Paid		22.07			22.51	22.51
Average Highest Paid		27.07			27.06	27.06
<b>Average Hourly Rate</b>		<b>23.82</b>			<b>24.03</b>	<b>24.03</b>
Weighted Average Rate		24.85			25.08	25.08
25th Percentile		22.51			22.61	22.61
<i>Median (50-tile) Rate</i>		23.71			24.25	24.25
75th Percentile		24.81			24.90	24.90