



TEXAS CASA

FY25 NETWORK SALARY & BENEFIT SURVEY REPORT

We are pleased to present the Fiscal Year 2025 Network Salary and Benefit Survey Report, a collaborative effort between Texas CASA and the network of 74 local CASA programs.

The purpose of this report is to present a snapshot of compensation and benefits practices within the CASA programs in Texas. A primary and critical goal of nonprofit organizations is to attract, recruit and retain well-qualified professional and support staff—competitive compensation, attractive benefit packages and equitable policies support this goal. One of the challenges to developing such programs is locating accurate and comprehensive data on salaries and benefits in the nonprofit arena. This survey can assist in providing you with the information needed to evaluate your own benefit and compensation practices and determine what changes may be required in your own human resources programs.

When using the data in this report, we suggest you consider the following:

- The survey reports the compensation and benefit practices in effect between January 21 and February 28, 2025, as reported by 52 local CASA programs.
- The survey findings are representative of actual practices reported by the participants in the survey.
 - The survey, therefore, is not a scientifically selected sample from which conclusions can be drawn about all CASA programs in Texas.
 - Additionally, the results are not intended to represent an ideal of what compensation and benefits should be.
- When developing compensation or benefits programs, a nonprofit organization should consider the following in addition to the survey data provided:
 - Its compensation philosophy, in other words, the set of guiding principles that drive decision making about compensation. For example, where wages will fall in relation to the regional wage market.
 - Geographical norms, by obtaining salary and benefits information from other nonprofit organizations in your community of similar size and budget.
 - The internal value of each position.

SURVEY SUMMARY

Methods

- Network size: 74 programs
- Program responses received: 52
- Total response rate: 70%
- Data collection: Via third-party online survey collection site (Survey Monkey)
- Some sections are grouped in budget size categories to make it easier to do comparisons.
- This survey presents results for full-time employees only.
- To obtain a copy of the survey instrument, please contact Texas CASA's Network Services team at dbednar@texascasa.org

Response Rate by Budget Size Categories

Budgets are submitted to the Grants department at Texas CASA as part of funder requirements each fiscal year. Based on this information, Texas CASA has determined the number of programs in the main budget categories used in this survey. The following table presents the number of programs in each budget category as reported to Texas CASA in grants applications:

Operating Budget Size Category	Total Programs	Total Program Responses	Response Rate
\$0 - \$300,000	17	7	41%
\$300,001 - \$500,000	16	13	81%
\$500,001 - \$1,000,000	22	17	77%
\$1,000,001 and above	19	15	79%

SURVEY RESULTS

Number of Full-Time Employees in CASA Programs – by Budget Size

	All Programs	\$0 – \$300,000	\$300,001 – \$500,000	\$500,001 – \$1,000,000	\$1,000,001 and above
Average	9	2	5	7	19
Minimum	0	0	3	3	5
Median	6	2	5	6	14
Maximum	60	4	11	11	60

Percentage of CASA Programs Reporting Having Various CASA Positions – by Budget Size

	All Programs	\$0 – \$300,000	\$300,001 – \$500,000	\$500,001 – \$1,000,000	\$1,000,001 and above
Executive Director	96%	86%	100%	94%	100%
Program Director	73%	29%	69%	82%	87%
Team Lead	35%	0%	15%	24%	80%
Recruiter/Trainer	67%	0%	62%	71%	100%
Volunteer Supervisor	88%	43%	92%	94%	100%
Development Director	44%	0%	31%	35%	87%
Administrative Assistant	67%	29%	38%	82%	93%

Average Tenure in Years for CASA Positions – by Budget Size

	All Programs	\$0 – \$300,000	\$300,001 – \$500,000	\$500,001 – \$1,000,000	\$1,000,001 and above
Executive Director	9	8	5	8	12
Program Director	7	3	5	7	11
Team Lead	2	0	1	1	6
Recruiter/Trainer	4	0	2	4	7
Volunteer Supervisor	3	3	2	3	5
Development Director	2	0	1	1	4
Administrative Assistant	3	0	1	4	4

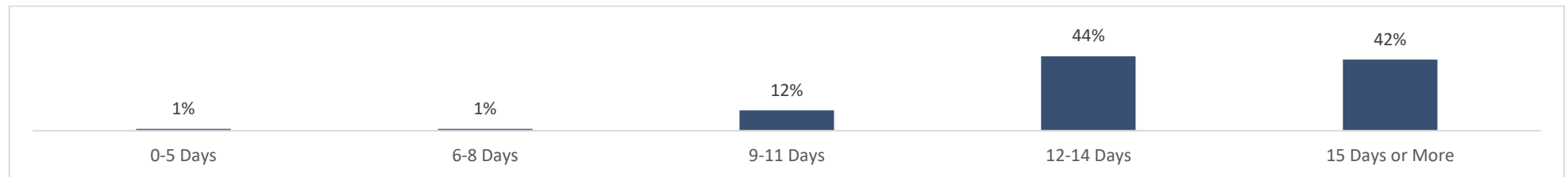
Salaries for CASA Positions (Reported Average, Minimum, Median, Maximum) – by Budget Size

		All Programs	\$0 – \$300,000	\$300,001 – \$500,000	\$500,001 – \$1,000,000	\$1,000,001 and above
Executive Director	Average	\$86,229	\$55,878	\$70,104	\$77,451	\$122,123
	Minimum	\$48,000	\$48,000	\$57,000	\$61,406	\$80,000
	Median	\$76,000	\$55,000	\$67,000	\$75,500	\$114,000
	Maximum	\$223,110	\$66,270	\$90,000	\$100,000	\$223,110
Program Director	Average	\$65,026	\$44,000	\$50,247	\$59,387	\$84,566
	Minimum	\$40,000	\$42,000	\$40,000	\$47,000	\$54,500
	Median	\$58,700	\$44,000	\$51,500	\$58,700	\$76,591
	Maximum	\$138,000	\$46,000	\$56,873	\$73,500	\$138,000
Team Lead	Average	\$56,953	\$0	\$52,500	\$48,049	\$60,663
	Minimum	\$42,600	\$0	\$50,000	\$42,600	\$49,000
	Median	\$56,374	\$0	\$52,500	\$45,299	\$60,000
	Maximum	\$77,900	\$0	\$55,000	\$59,000	\$77,900
Recruiter/Trainer	Average	\$48,857	\$0	\$41,630	\$45,160	\$55,816
	Minimum	\$32,876	\$0	\$32,876	\$33,000	\$40,000
	Median	\$45,750	\$0	\$42,189	\$45,050	\$54,160
	Maximum	\$78,819	\$0	\$49,000	\$65,000	\$78,819
Volunteer Supervisor	Average	\$45,904	\$42,167	\$42,372	\$45,679	\$49,853
	Minimum	\$25,000	\$25,000	\$34,875	\$40,000	\$41,000
	Median	\$44,500	\$44,500	\$42,864	\$43,444	\$50,124
	Maximum	\$63,500	\$57,000	\$52,000	\$63,500	\$61,000
Development Director	Average	\$61,829	\$0	\$44,500	\$54,458	\$71,589
	Minimum	\$42,000	\$0	\$42,000	\$44,000	\$45,000
	Median	\$52,877	\$0	\$43,500	\$49,500	\$70,040
	Maximum	\$136,594	\$0	\$49,000	\$70,000	\$136,594
Administrative Assistant	Average	\$40,320	\$26,000	\$40,852	\$37,524	\$45,659
	Minimum	\$15,000	\$16,000	\$34,261	\$15,000	\$28,080
	Median	\$41,500	\$26,000	\$41,000	\$38,523	\$46,405
	Maximum	\$60,073	\$36,000	\$47,000	\$56,386	\$60,073

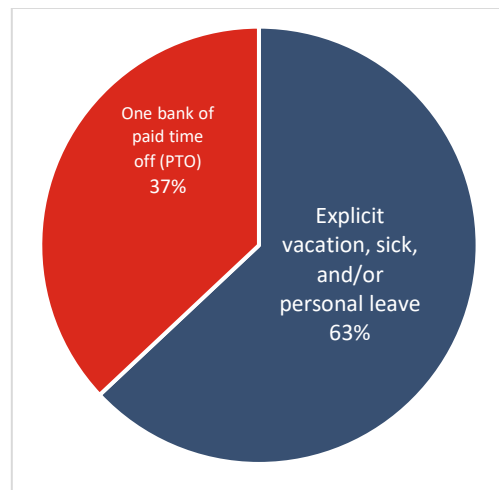
Education Requirements – by CASA Position

	No Education Requirements	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree
Executive Director	2%	6%	2%	87%	6%
Program Director	5%	14%	3%	81%	0%
Team Lead	6%	22%	11%	67%	0%
Recruiter/Trainer	8%	29%	13%	52%	0%
Volunteer Supervisor	11%	27%	19%	46%	0%
Development Director	4%	28%	0%	68%	4%
Administrative Assistant	29%	42%	13%	18%	0%

Organizational Holidays – across All Programs

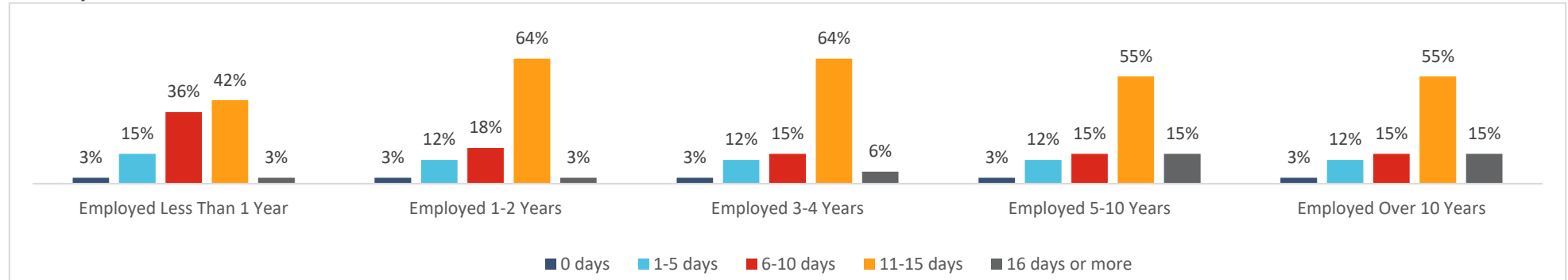


Structure of Leave Time across All Programs

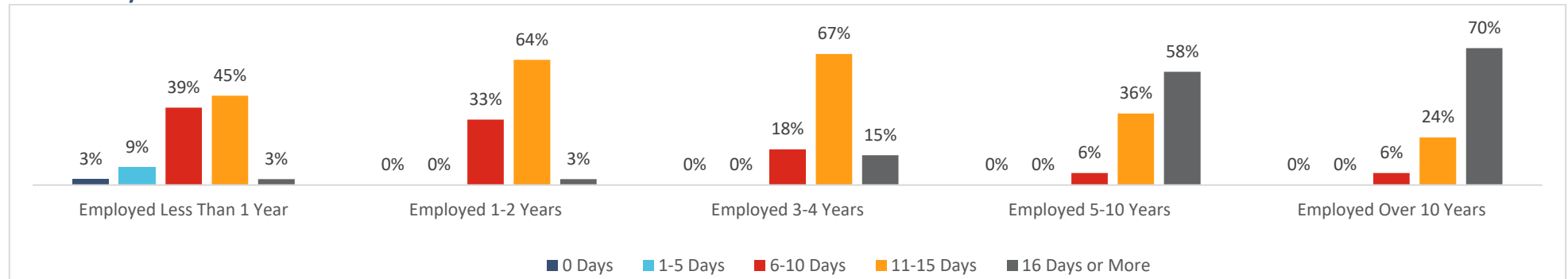


Overview of Explicit Vacation, Sick and Personal Leave – by Tenure

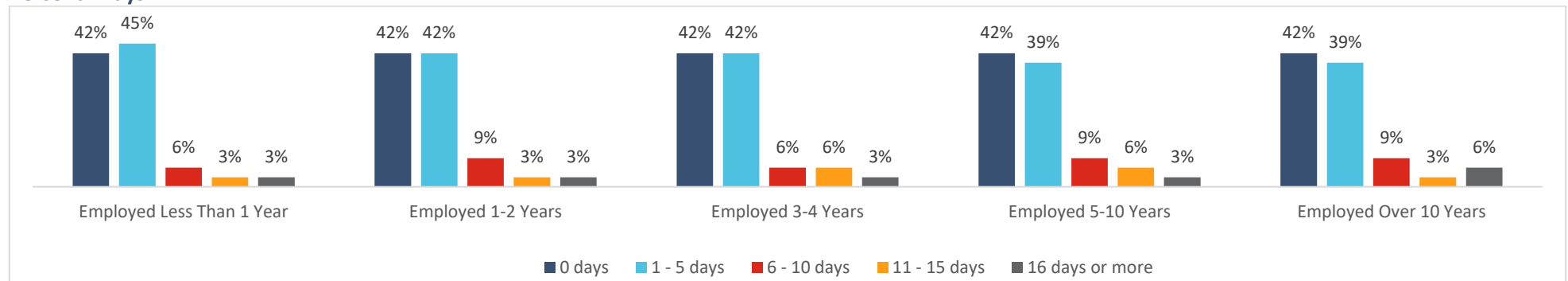
Sick Days



Vacation Days



Personal Days



Vacation Leave for Full-Time Staff -- by Budget Size

\$0 – \$300,000

	0 Days	1-5 Days	6-10 Days	11-15 Days	16 Days or More
Employed Less Than 1 Year	67%	33%	0%	0%	0%
Employed 1-2 Years	67%	33%	0%	0%	0%
Employed 3-4 Years	67%	33%	0%	0%	0%
Employed 5-10 Years	67%	33%	0%	0%	0%
Employed Over 10 Years	67%	33%	0%	0%	0%

\$1,000,001 and above

	0 Days	1-5 Days	6-10 Days	11-15 Days	16 Days or More
Employed Less Than 1 Year	22%	56%	11%	0%	11%
Employed 1-2 Years	22%	56%	11%	0%	11%
Employed 3-4 Years	22%	56%	11%	0%	11%
Employed 5-10 Years	22%	56%	11%	0%	11%
Employed Over 10 Years	22%	56%	11%	0%	11%

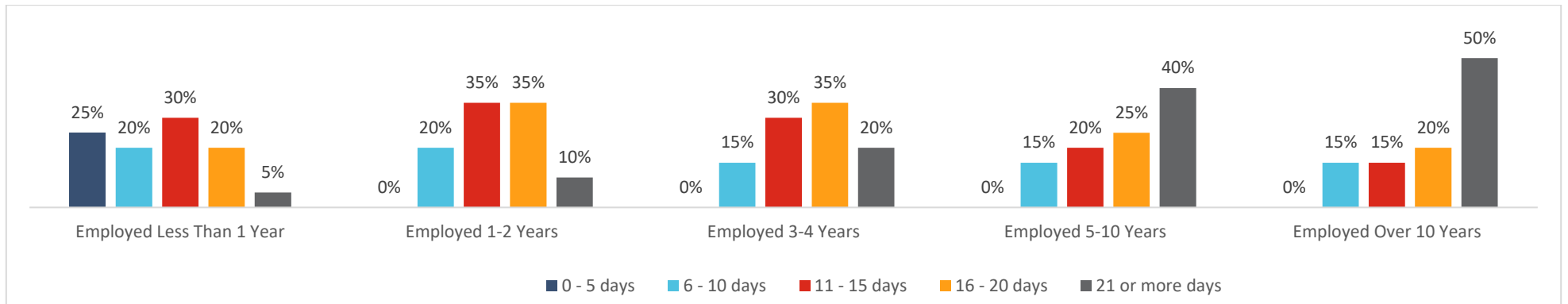
\$300,001 – \$500,000

	0 Days	1-5 Days	6-10 Days	11-15 Days	16 Days or More
Employed Less Than 1 Year	14%	71%	14%	0%	0%
Employed 1-2 Years	14%	57%	29%	0%	0%
Employed 3-4 Years	14%	57%	14%	14%	0%
Employed 5-10 Years	14%	57%	14%	14%	0%
Employed Over 10 Years	14%	57%	14%	0%	14%

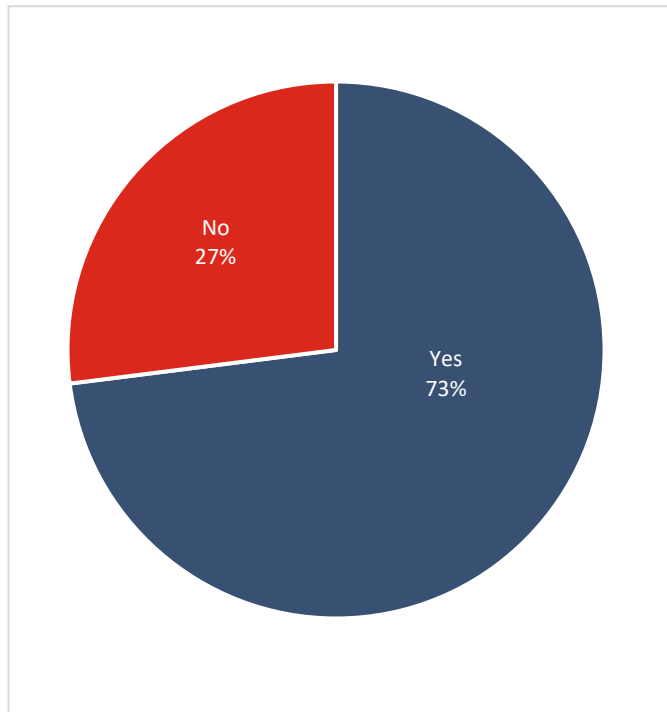
\$500,001 – \$1,000,000

	0 Days	1-5 Days	6-10 Days	11-15 Days	16 Days or More
Employed Less Than 1 Year	62%	31%	0%	8%	0%
Employed 1-2 Years	62%	31%	0%	8%	0%
Employed 3-4 Years	62%	31%	0%	8%	0%
Employed 5-10 Years	62%	23%	8%	8%	0%
Employed Over 10 Years	62%	23%	8%	8%	0%

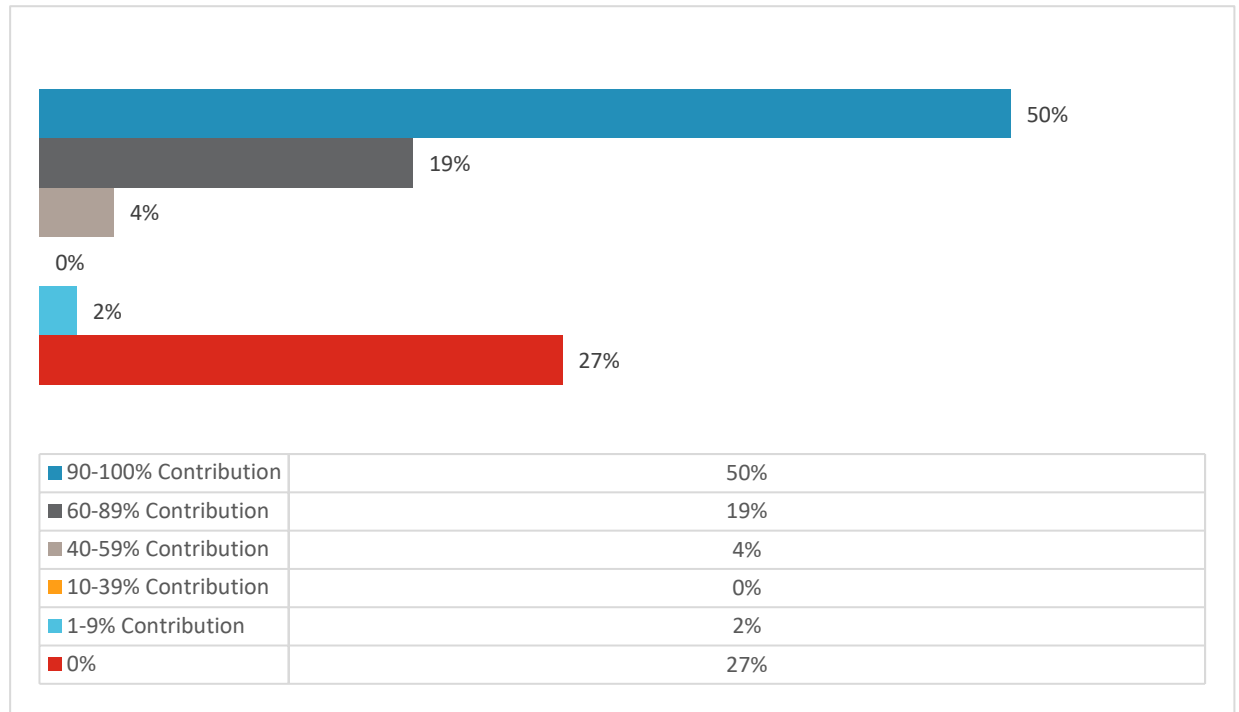
Overview of One Bank of Paid Time Off (PTO) – by Tenure



CASA Programs Offering Health Insurance



Percentage Contribution to Health Insurance



Contribution to Health Insurance – by Budget Size

	\$0 – \$300,000	\$300,001 – \$500,000	\$500,001 – \$1,000,000	\$1,000,001 and above
No Contribution	71%	46%	18%	0%
0-9%	0%	0%	6%	0%
10-39%	0%	0%	0%	0%
40-59%	0%	0%	12%	0%
60-89%	0%	0%	24%	33%
90-100%	29%	54%	41%	67%

CASA Programs Providing Retirement Benefits – by Budget Size

	\$0 – \$300,000	\$300,001 – \$500,000	\$500,001 – \$1,000,000	\$1,000,001 and above
Yes	29%	31%	59%	93%
No	71%	69%	41%	7%

Types of Retirement Plans – by Budget Size

\$0 – \$300,000

Employer contributes a specific percent (regardless of employee contribution)	0%
Employer matches employee contribution (up to a certain percent)	50%
Employer does not contribute	50%

\$1,000,001 and above

Employer contributes a specific percent (regardless of employee contribution)	36%
Employer matches employee contribution (up to a certain percent)	50%
Employer does not contribute	14%

\$300,001 – \$500,000

Employer contributes a specific percent (regardless of employee contribution)	50%
Employer matches employee contribution (up to a certain percent)	50%
Employer does not contribute	0%

\$500,001 – \$1,000,000

Employer contributes a specific percent (regardless of employee contribution)	10%
Employer matches employee contribution (up to a certain percent)	70%
Employer does not contribute	20%

Other Employer Benefits Offered by CASA Programs – By Budget Size

	\$0 – \$300,000	\$300,001 – \$500,000	\$500,001 – \$1,000,000	\$1,000,001 and above
Dental Insurance	14%	46%	39%	88%
Vision Insurance	14%	46%	28%	88%
Short-term Disability	0%	15%	11%	75%
Long-term Disability	0%	15%	17%	38%
Life Insurance	14%	31%	28%	88%
Flexible Spending Account	0%	0%	0%	25%
Tuition Reimbursement	0%	0%	17%	0%
Cell Phone Reimbursement	57%	69%	61%	63%
Work-issued Cell Phone	14%	31%	44%	13%
Mileage Reimbursement	71%	85%	94%	100%
Paid Parental Leave	29%	15%	17%	25%
Children Allowed at Work	14%	31%	39%	50%
Paid Time Off Allowance for Health/Wellness Matters	29%	8%	17%	38%
Health/wellness stipend	14%	0%	28%	13%
Remote Work	57%	77%	67%	88%
Flexible Hours	71%	77%	83%	88%
COVID Special Accommodations	29%	8%	0%	13%