

## CEREBRAL PALSY CENTER: 2016 WAGE STUDY

Prepared for Julie Kozicke, Director of Human Resources  
April 2016 by Rikki Gingras, St. Norbert College

The goal of this wage study was to compare the salaries offered by the Cerebral Palsy Center to Green Bay market salaries. The Cerebral Palsy Center has thirty-eight positions that needed to be evaluated and compared with salaries offered in the Green Bay market. The study the CP Center conducted in 2013 comparing its specific positions' salaries to the area was used as a reference. This helped to illustrate how much the market wage has changed and served as a basis to compare newly researched data. A variety of resources were used to find the specific positions listed by the CP Center. Depending on how specific the position was, the search was refined to the position requirements and location.

The following six resources were used in order to find the precise salaries that were relative to the region and job specifications of the CP Center:

Glassdoor	<a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a>
PayScale Salary Calculator	<a href="http://www.payscale.com/salary-calculator">http://www.payscale.com/salary-calculator</a>
Fox Cities Wage Study	PDF Document
Bureau of Labor Statistics	<a href="http://www.bls.gov/oes/current/oes_24580.htm">http://www.bls.gov/oes/current/oes_24580.htm</a>
Indeed	<a href="http://www.indeed.com/">http://www.indeed.com/</a>
Google	<a href="http://www.google.com">www.google.com</a> -refine searches to Green Bay area

The Bureau of Labor Statistics, which contained May 2014 metropolitan and nonmetropolitan occupational wage estimates from Green Bay, was the most helpful to refine the search. In addition, it was useful to type in positions, followed by the Green Bay region, into Google if finding the position through other resources proved difficult. For example, in finding an accountant's salary, typing in "accounting Green Bay salaries" into Google proved fruitful.

The resources used the most were PayScale Salary Calculator, Glassdoor, Fox Valley Wage Study and the Bureau of Labor Statistics website. PayScale was used first because it gives the nationwide salary average for each position. Glassdoor, Fox Valley Wage Study, and the Bureau of Labor Statistics were used to refine the search. Glassdoor would allow a search for occupations posted just in the Green Bay area, and gave the salaries companies were offering with that position. Glassdoor was useful but at times, it would include national averages if there were not enough Green Bay data inputted by employers. The Fox Valley Wage Study included salaries

pertinent to Brown, Calumet, Fond du Lac, Outagamie, Waupaca and Winnebago counties. The Fox Valley Wage Study includes more local positions, but the positions listed in the study were very broad. Conversely, the Bureau of Labor Statistics website offered more specific occupations, such as positions that had certain experience or occupations that include working with individuals with disabilities. The Bureau of Labor Statistics included standard occupations in the Green Bay area, and within those standard occupations listed, it broke down the occupations by job, industry and experience. This was the most useful website, but it also required the most digging to find the exact salary needed.

Since some of the positions offered within the CP Center are unique, it was difficult to compare and research some of the occupations. Looking into the experience and education required in the CP Center's job description helped provide more context. Based on that information, searches were refined to specific requirements. For example, the Manager of Curriculum Development position required the employee to develop a curriculum and a corresponding schedule for a comprehensive Adult Services program for individuals with Cerebral Palsy disease. This was hard to compare to other occupations offered within the Green Bay area, so education, experience and certification requirements for the position were consulted, and the search was refined based on that information. In the Manager of Curriculum Development example, this position required a Bachelor's degree in business administration, education, instructional design, or the human service field. It also required some experience but no certification, so the median salaries that came up in sources were used.

Furthermore, each of the thirty-seven positions were broken down into hourly and salaried positions, and then further broken down into their grade level. The tables below represent a view of the salaries associated with the positions. Each position was associated with a certain grade level; the higher the grade level, the more responsibility, as well as pay, came with the job. Data was clumped into four tables. The hourly positions are broken down into two tables. The first table contains positions associated with lower-level grades and the second table contains positions with higher-level grades. The salary positions are broken down similarly with two tables, Table 1.3 and 1.4, representing positions with lower and higher-level grades respectively.

Analyzing Table 1.1, which consisted of the hourly 23-28 grade positions, the majority of the positions were around \$10/hour. The positions that were higher, around \$12-16, were associated with a higher grade. These wages did not deviate much compared to the 2013 wage data analysis conducted by the CP Center. Table 1.2 consisted of four hourly positions that had a grade from 32-33. These positions rose slightly in their wages compared to the 2013 data, which is understandable since they have a higher grade and had to keep up with the Green Bay competitive market wage. In Table 1.3, salary grades 25-35 seemed to average around \$40,000-\$50,000.

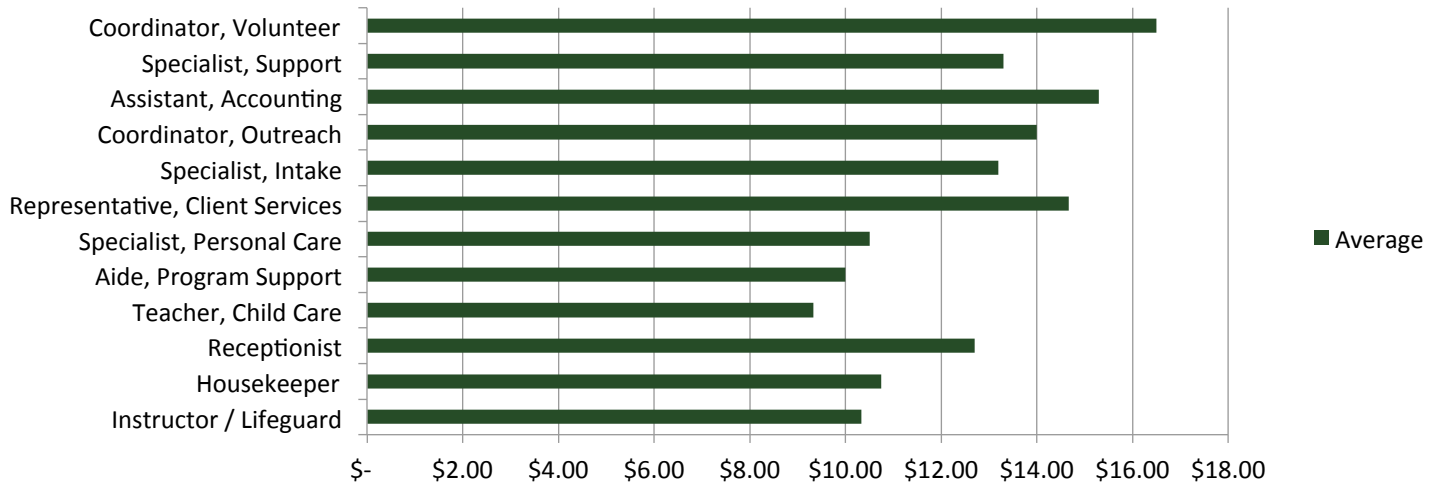
The lower level salary grades did not deviate as much as the higher grade-level positions listed in Table 1.4. The higher salary grade-level jobs, 36-40, all seemed to range from \$60,000-\$80,000, which was \$5,000-\$16,000 dollars higher than in 2013. The CP Center's previous data collection done in 2013 did not align with the higher grade jobs offered by the CP Center, and data from 2016 suggests that salary grades 36-40 should be offered more today than what they were offered in 2013:

<b>Position and Grade</b>	<b>2013 Data (Indeed)</b>	<b>2016 Data (DOL)</b>
Occupational Therapist, 38	\$68,000	\$75,000
Speech Therapist, 38	\$69,000	\$75,000
Physical Therapist, 39	\$69,000	\$85,000
Director of HR, 40	\$88,000	\$92,000

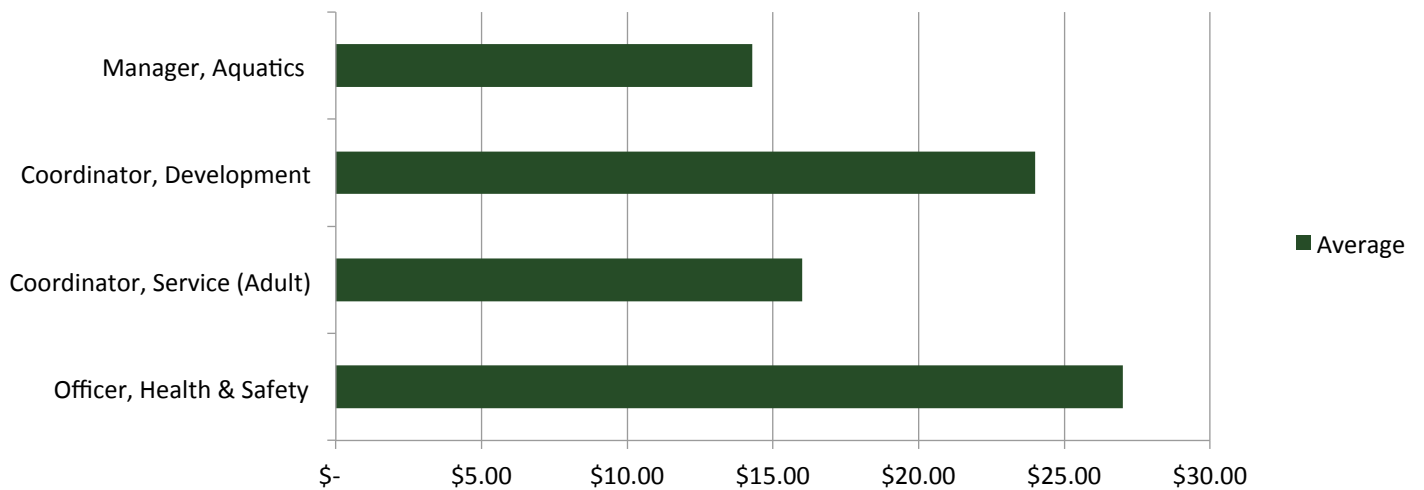
**CONCLUSION:** There are many sources available to research salaries, but three that proved the most useful were Glassdoor, Fox Valley Wage Study, and the Bureau of Labor Statistics. These studies and websites were the most successful because they contained salary information offered locally by other companies and allows researchers to specify the type of industry and education requirements needed for the job. After reviewing the data, generally all higher grade jobs offered by the CP Center had higher 2016 wages compared to the 2013 wage data analysis. In particular salary grades 36-40 experienced the largest jump in pay in the Green Bay area. Lower hourly and salary grade occupations did not deviate as much compared to the 2013 data. In conclusion, the sources used in the research behind these numbers serve as a reference for the CP Center to compare their wages to, but should not be the only source taken into account to determine 2016 wages.

**Hourly Tables:**

**Table 1.1 Hourly Grades 23-28**

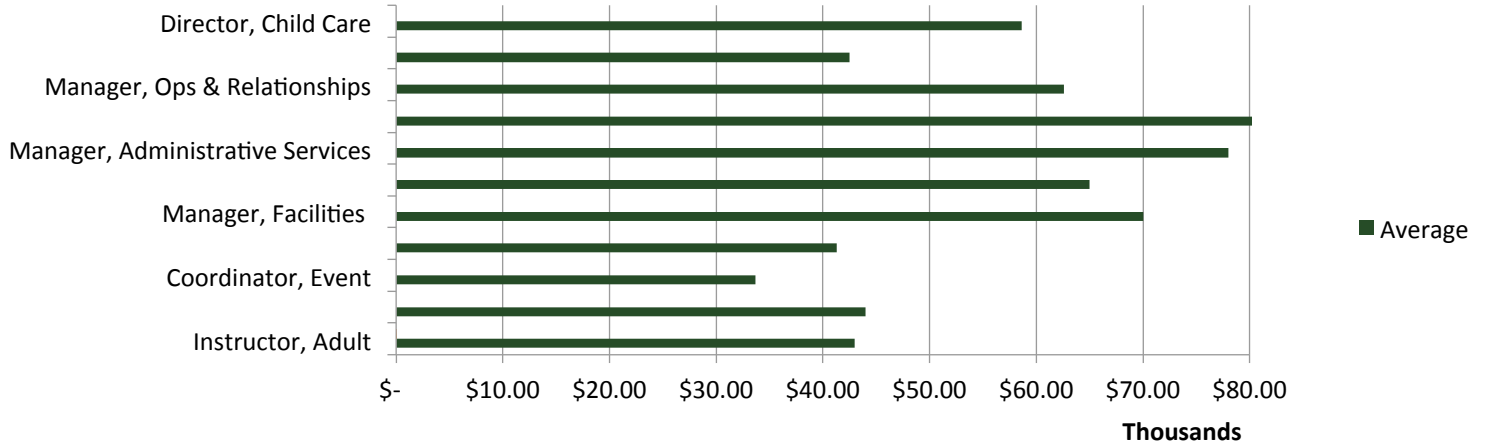


**Table 1.2 Hourly Grades 32-33**

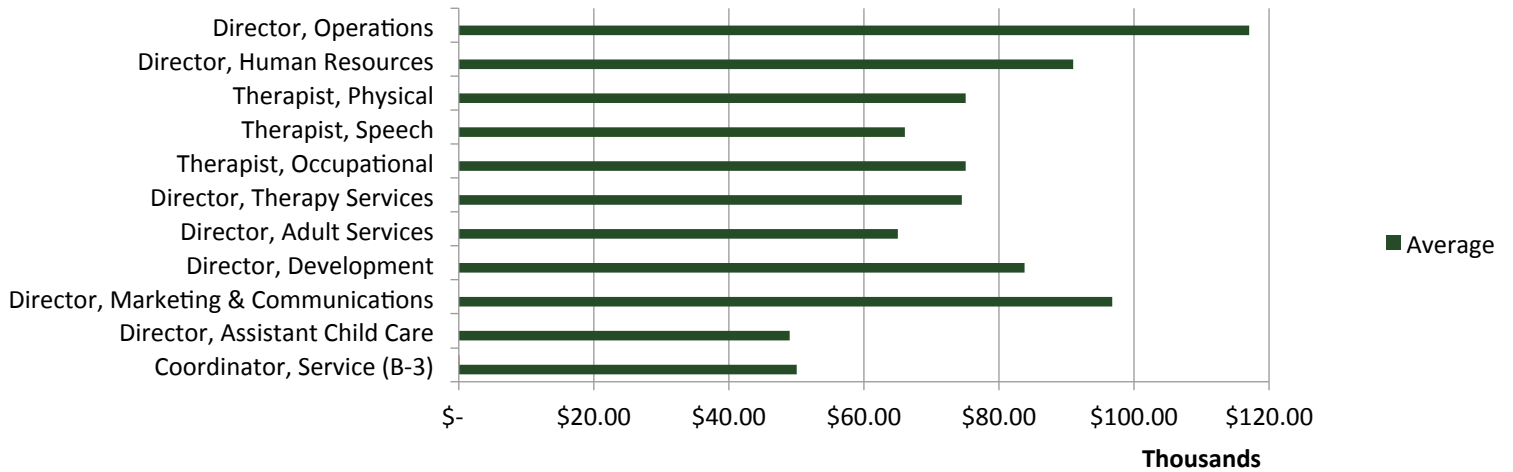


**Salary Tables:**

**Table 1.3 Salary Grades 25-35**



**Table 1.4 Salary Grades 36-40**



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