

**Advocacy Compensation  
SART Listserv  
October 2007**

**Issue:** Do programs (financially or otherwise) compensate sexual assault advocates for their time at the hospital? If so, how much compensation do they receive and what funding sources are used?

**California (Sacramento County)**

- SART advocates are paid on-call employees.
- We always have two advocates on-call, a primary responder and a back-up.
- They are compensated at a flat rate for being on-call and if called out, they are paid an additional \$15 an hour
- We also reimburse their mileage and register them in our Employee Assistance Program (EAP).
- WEAVE, Inc. on-call compensation policy for advocates, follows:

**WEAVE, Inc: SART Compensation and On-call Offer of Employment**

**Flat Rate:**

The flat rate is intended to compensate the advocate for being available to respond within the 6/12/18/24 hour shift that they are on-call for. The advocate will be compensated at the flat rate based on the compensation chart below.

24 hr. shift	primary	\$ 50.00	12 hr. shift	primary	\$ 25.00
	back-up	\$ 25.00		back-up	\$ 12.50
18 hr. shift	primary	\$ 37.50	6 hr. shift	primary	\$ 12.50
	back-up	\$ 18.75		back-up	\$ 6.25

**Hourly Rate:**

The advocate receives \$15.00/hour when called out for an accompaniment and for conducting follow-up services. **Non-exempt** employees who incur overtime will be paid as applicable to current wage and hour law. **Exempt** employees will receive a \$50 premium for responding to a SART call.

**Holiday Rate:**

The holiday rate for advocates is double the flat rate. When called out on an emergency response, the on-call employee will receive the same regular hourly rate.

Holiday shifts requiring additional compensation for SART advocates are:

New Year's Day

Veteran's Day

President's Day  
Memorial Day  
Fourth of July  
Martin Luther King Day  
Labor Day

Thanksgiving Day  
Day after Thanksgiving  
Christmas Eve  
Christmas Day

**Responding:**

The scheduled advocate must respond to being call/paged by Crisis Line within 10 minutes. In the event that the advocate does not respond to being called and has not already gone out, they will not be paid for that shift. If a third advocate is needed, and/or one of the scheduled advocates is unreachable, the responding advocate will be compensated at the hourly rate.

**On-call Agreement:**

**Voluntary Resignation:**

In the occurrence that 60 days have passed without participation in the SART schedule and without notification of the SART Manager, the agency will consider the employee to have abandoned employment and has voluntarily resigned.

**On-call Employment:**

On-call employees are not assigned to a regularly scheduled position within the agency. Such employees are contacted as needed to fill a position on a temporary basis, as needed. On-call employees are not eligible for WEAVE benefits with the exception of 401(k) in keeping with IRS regulations, and other benefits required by law.

**Acknowledgement:**

I have read and understand the conditions of the SART Compensation and On-call Offer of Employment. Further, I understand that if hired, my employment with WEAVE (agency) is at-will, and that I or the agency may terminate my employment at any time, with or without cause or notice

\_\_\_\_\_  
Employee Print Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
SART Manager Signature

\_\_\_\_\_  
Date

***\*Original copy to Human Resources.***

### **Florida (Alachua County)**

- We pay our on-call advocates a \$125.00 stipend for each after hour emergency call out to sexual assault victims only.
- Our advocates respond to the hospital, law enforcement agency or victim's home if the officer is on scene.
- When the advocates' respond to victims of other types of victimization such as victims of domestic violence, homicide survivors they are given compensatory time and/or allowed to flex their day.
- Funds received from the Rape Crisis Program Trust Funds are used to pay the 125.00 stipend.

### **Indiana**

- Most of the programs provide compensation hours in lieu of overtime for paid staff – advocates are classified as professional exempt (both salaried and hourly)

### **Military**

- I work for a contracting company that provides advocates for the military.
- "Flex" hours are used to maintain a 40-hour work week.

### **New Hampshire**

- Both volunteer advocates and staff advocates answer the crisis line and respond to hospital calls for both domestic violence and sexual violence.
- Additionally, Staff backs-up on-call volunteer advocates from 5 pm – 9 am.
- Staff time is compensated at a rate of 4 hours for every 12-hours on call.
- Any time over the four hours is compensated hour for hour.
- For weekend back-up, (Friday at 5 pm – Monday at 9 am), Staff are compensated at a rate of \$75 per weekend for the first 3 hours of phone or on site advocacy support.
- Anything over three hours is compensated the next week in extra time off.
- Volunteers generally cover the crisis line.
- Volunteers are provided with ongoing training, a staff mentor, and quarterly support groups to keep them engaged.
- The funding for staff working over 40-hours comes from grant funding sources, such as GTEA (Grants to Encourage Arrests)

### **New York (Broome County)**

- The majority of staff (counselors, program coordinators, the executive assistant, etc.) rotates on-call responsibility for on-site emergency responses. Staff uses comp time for extended, on-call hours. The funding comes out of the Crime Victims Board (CVB) monies and local contributions from Department of Social Services, hospital foundations, and our DA's office.
- For on site advocacy after hours, Staff is given a stipend of \$75 (\$69 after taxes) for the shift.

- Volunteers general answer the crisis line after hours.

### **New York**

- Our program compensates advocates \$2.00/hr for periods of non-activity and hotline calls and \$20.00 for time spent at the hospital, court, etc.
- The funding for compensation comes from grants

### **Maryland (Towson)**

- We have 4 senior advocates who carry pagers for 1 week
- The senior advocate gets \$200/week to handle all calls. The advocate calls out a volunteer on the schedule, or goes the hospital, as needed.
- The senior advocate also acts as a backup for consultation and support for volunteer advocates.
- All victim advocates are volunteers, and they receive a \$40 stipend anytime they go to the Emergency Department. This is to cover any expenses (mileage, parking, etc). We are in a very busy urban area (Baltimore) responding to victims of both sexual assault (13 and older) and domestic violence.
- We respond to a number of programs and hospitals and it can get very busy. (Last weekend we had six victims at one emergency department over several hours).
- Usually there are 2-3 volunteers available for each after-hour shift, so we are unable to pay everyone to be on-call.
- The volunteers seem to be happy with the arrangement - they stay with the program for at least 2+ years.

### **Texas**

- Our agency employs two full time advocates and utilizes volunteers.
- Basic job description of employee advocates and volunteer advocates is to respond to victims/clients/patients in crisis anywhere that is safe for the advocate. (Includes hospitals, law enforcement agencies, child protective services, public places, and victims' homes). Law enforcement must be present before advocates respond.
- Volunteers receive no financial compensation for responding.
- Employee advocates have their schedules adjusted to compensate for hours worked beyond a 40-hour work week.

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### **Location Unknown**

- I used to work at an agency that all the non-resident advocates responded to DV and SA calls.
- We took turns being on call for one week at a time.
- The week began on Thursday at 5 pm and ended on the following Thursday at 5pm.
- Advocates are given the following Friday off (regardless if they were called-out).

- Advocates who are called-out, can take hours off during the month for time worked beyond 40-hours.