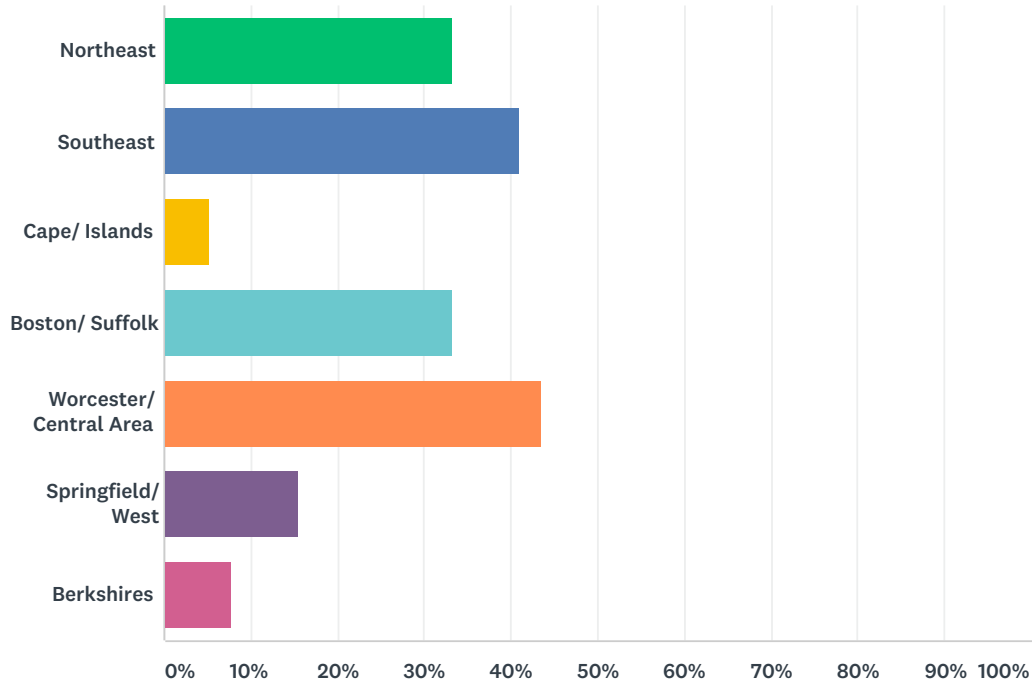


Q1 What is your coverage area?

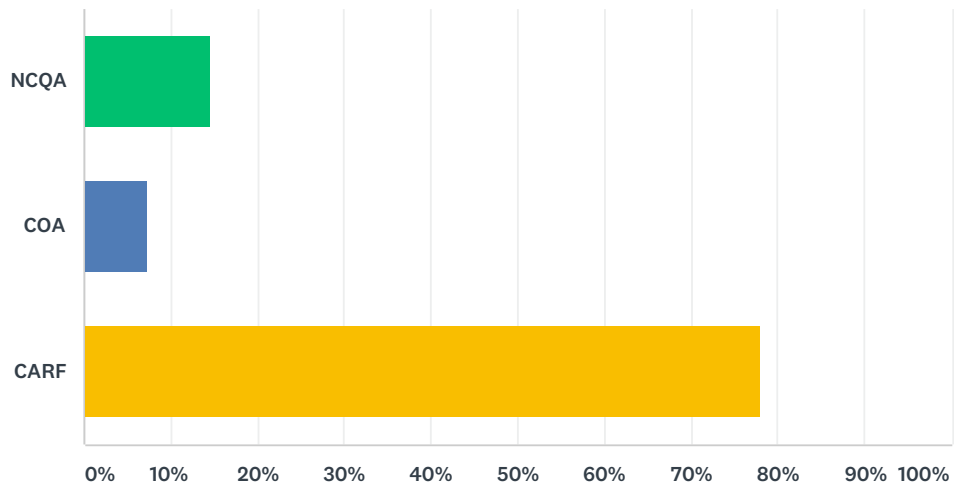
Answered: 39 Skipped: 2



ANSWER CHOICES	RESPONSES	
Northeast	33.33%	13
Southeast	41.03%	16
Cape/ Islands	5.13%	2
Boston/ Suffolk	33.33%	13
Worcester/ Central Area	43.59%	17
Springfield/ West	15.38%	6
Berkshires	7.69%	3
Total Respondents: 39		

Q2 Which accreditation agency has your AFC program chosen to work with?

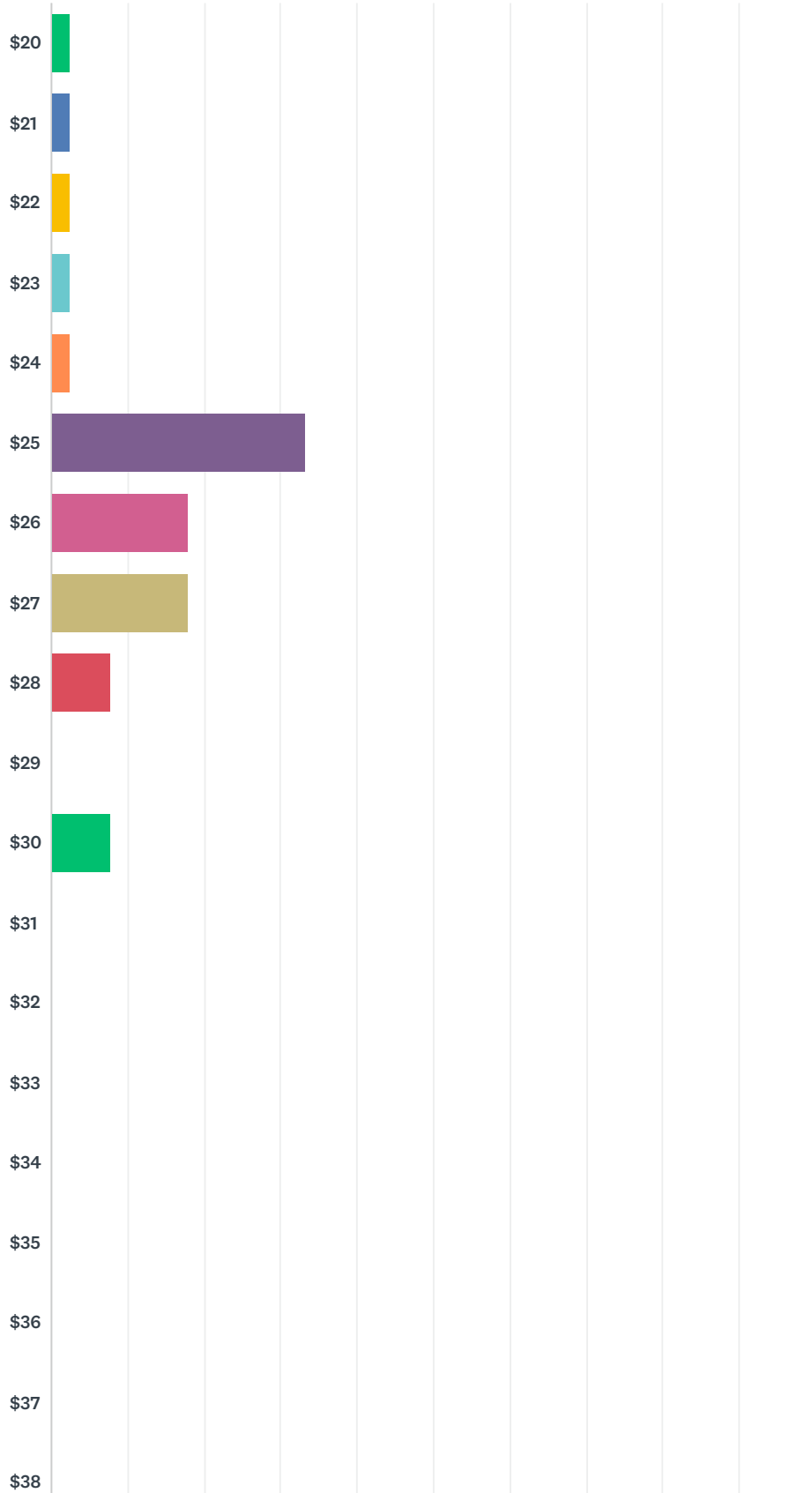
Answered: 41 Skipped: 0

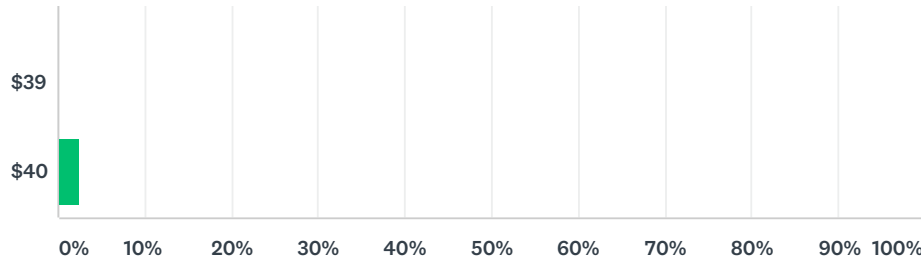


ANSWER CHOICES	RESPONSES
NCQA	14.63% 6
COA	7.32% 3
CARF	78.05% 32
TOTAL	41

Q3 Caregiver Stipend_ Level I

Answered: 39 Skipped: 2

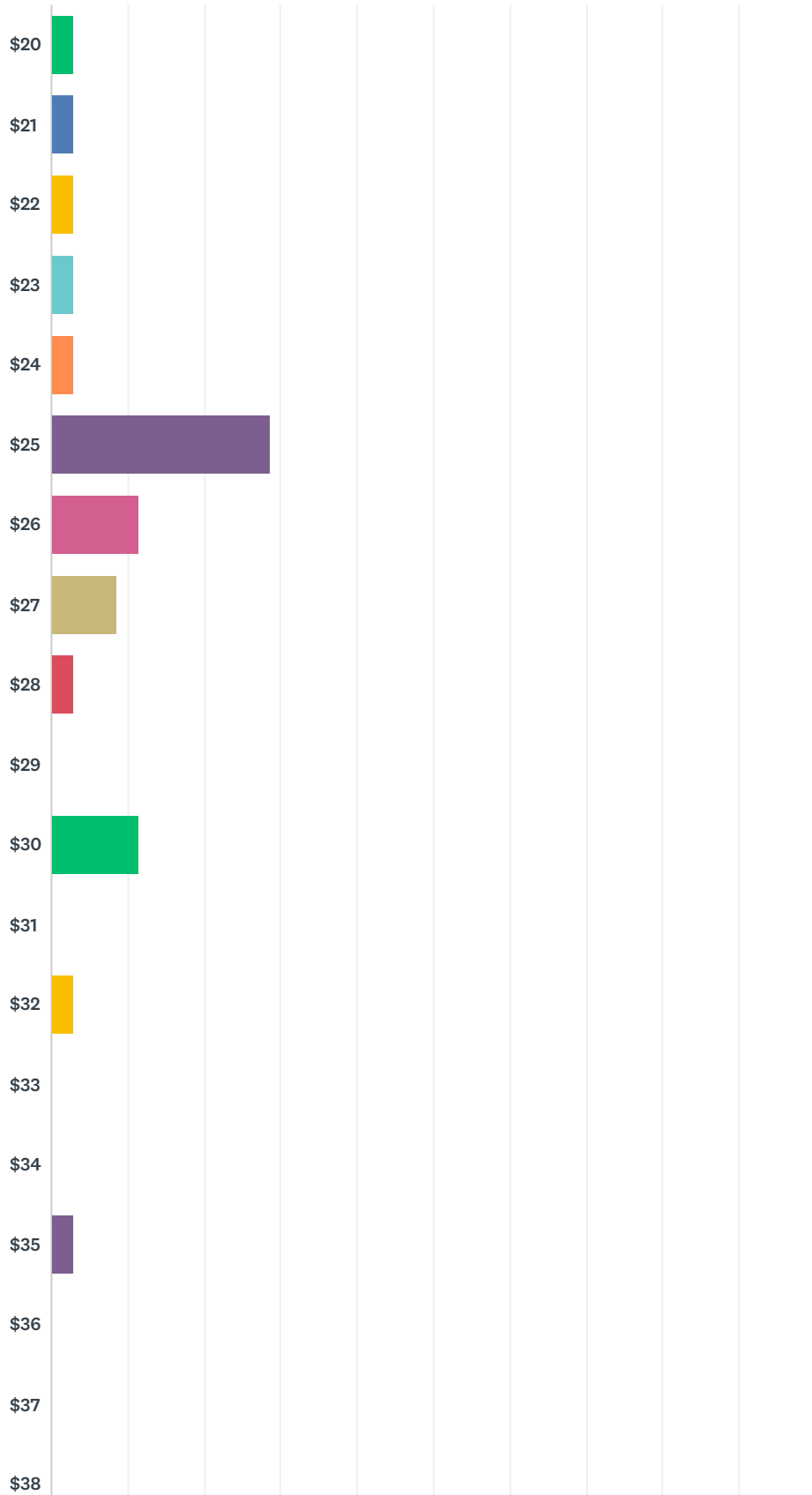


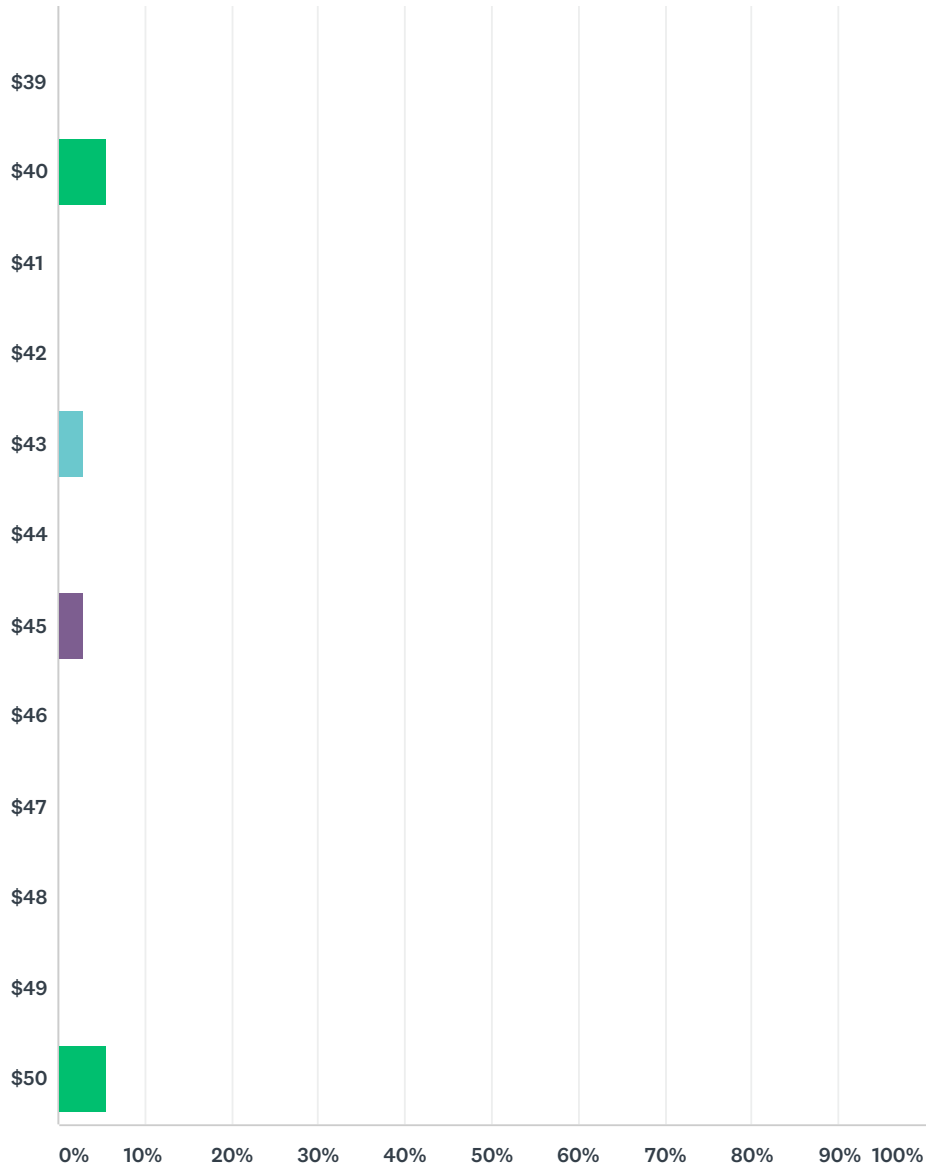


ANSWER CHOICES	RESPONSES	
\$20	2.56%	1
\$21	2.56%	1
\$22	2.56%	1
\$23	2.56%	1
\$24	2.56%	1
\$25	33.33%	13
\$26	17.95%	7
\$27	17.95%	7
\$28	7.69%	3
\$29	0.00%	0
\$30	7.69%	3
\$31	0.00%	0
\$32	0.00%	0
\$33	0.00%	0
\$34	0.00%	0
\$35	0.00%	0
\$36	0.00%	0
\$37	0.00%	0
\$38	0.00%	0
\$39	0.00%	0
\$40	2.56%	1
TOTAL		39

Q4 Caregiver Stipend_ Level I Alternative

Answered: 35 Skipped: 6





ANSWER CHOICES	RESPONSES
\$20	2.86% 1
\$21	2.86% 1
\$22	2.86% 1
\$23	2.86% 1
\$24	2.86% 1
\$25	28.57% 10
\$26	11.43% 4
\$27	8.57% 3
\$28	2.86% 1
\$29	0.00% 0
\$30	11.43% 4

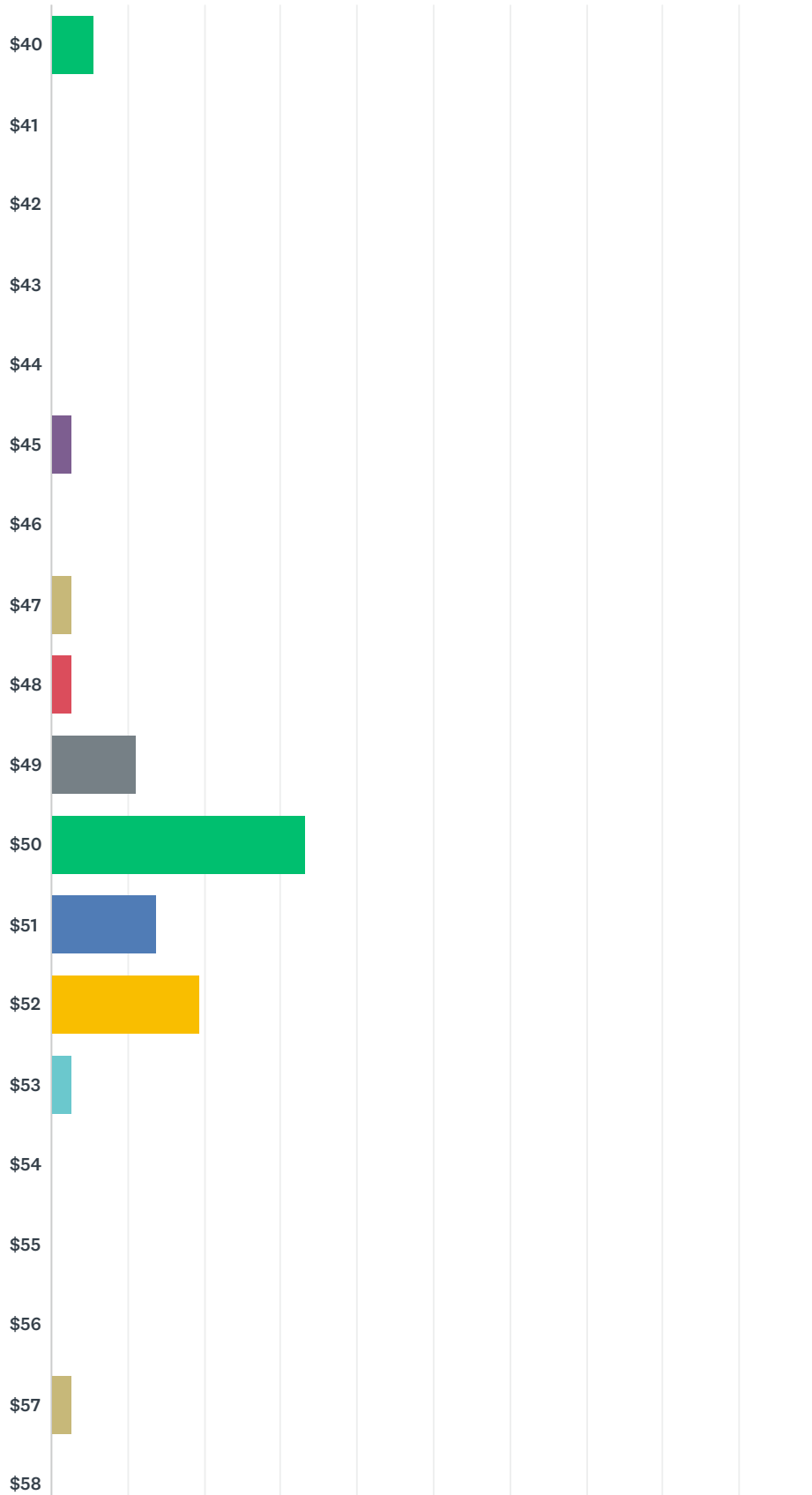
Program Information for MCAFC Member Comparison

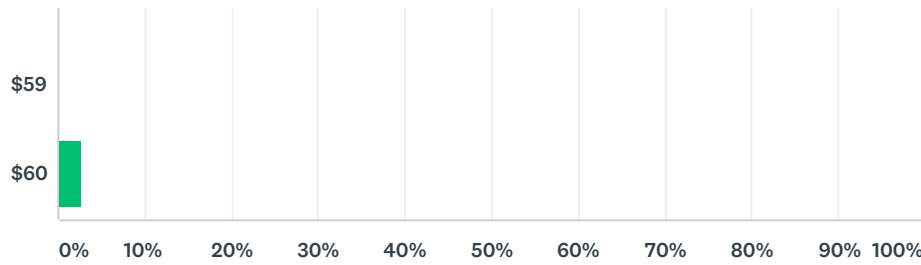
SurveyMonkey

\$31	0.00%	0
\$32	2.86%	1
\$33	0.00%	0
\$34	0.00%	0
\$35	2.86%	1
\$36	0.00%	0
\$37	0.00%	0
\$38	0.00%	0
\$39	0.00%	0
\$40	5.71%	2
\$41	0.00%	0
\$42	0.00%	0
\$43	2.86%	1
\$44	0.00%	0
\$45	2.86%	1
\$46	0.00%	0
\$47	0.00%	0
\$48	0.00%	0
\$49	0.00%	0
\$50	5.71%	2
TOTAL		35

Q5 Caregiver Stipend_ Level II

Answered: 36 Skipped: 5

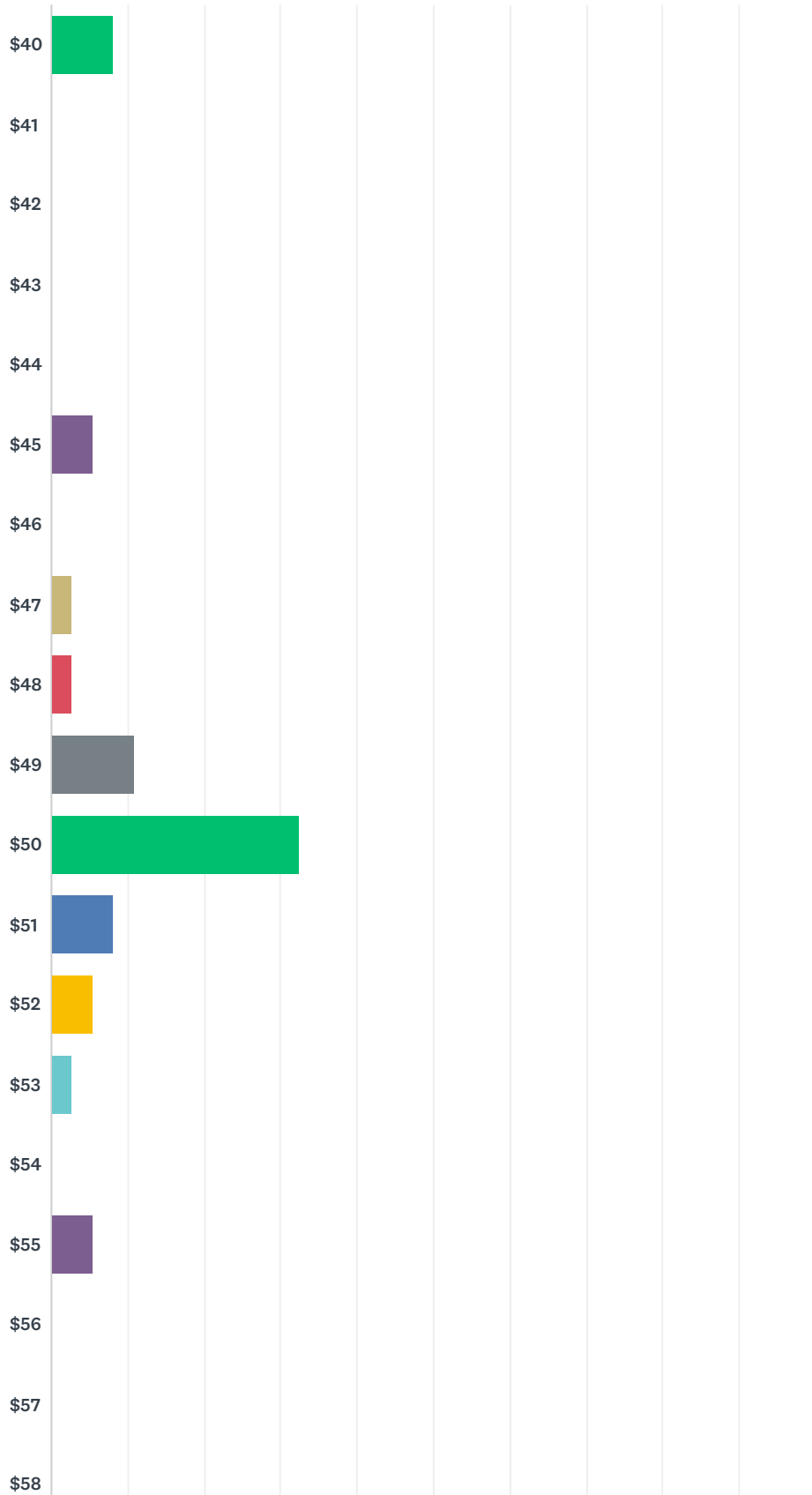


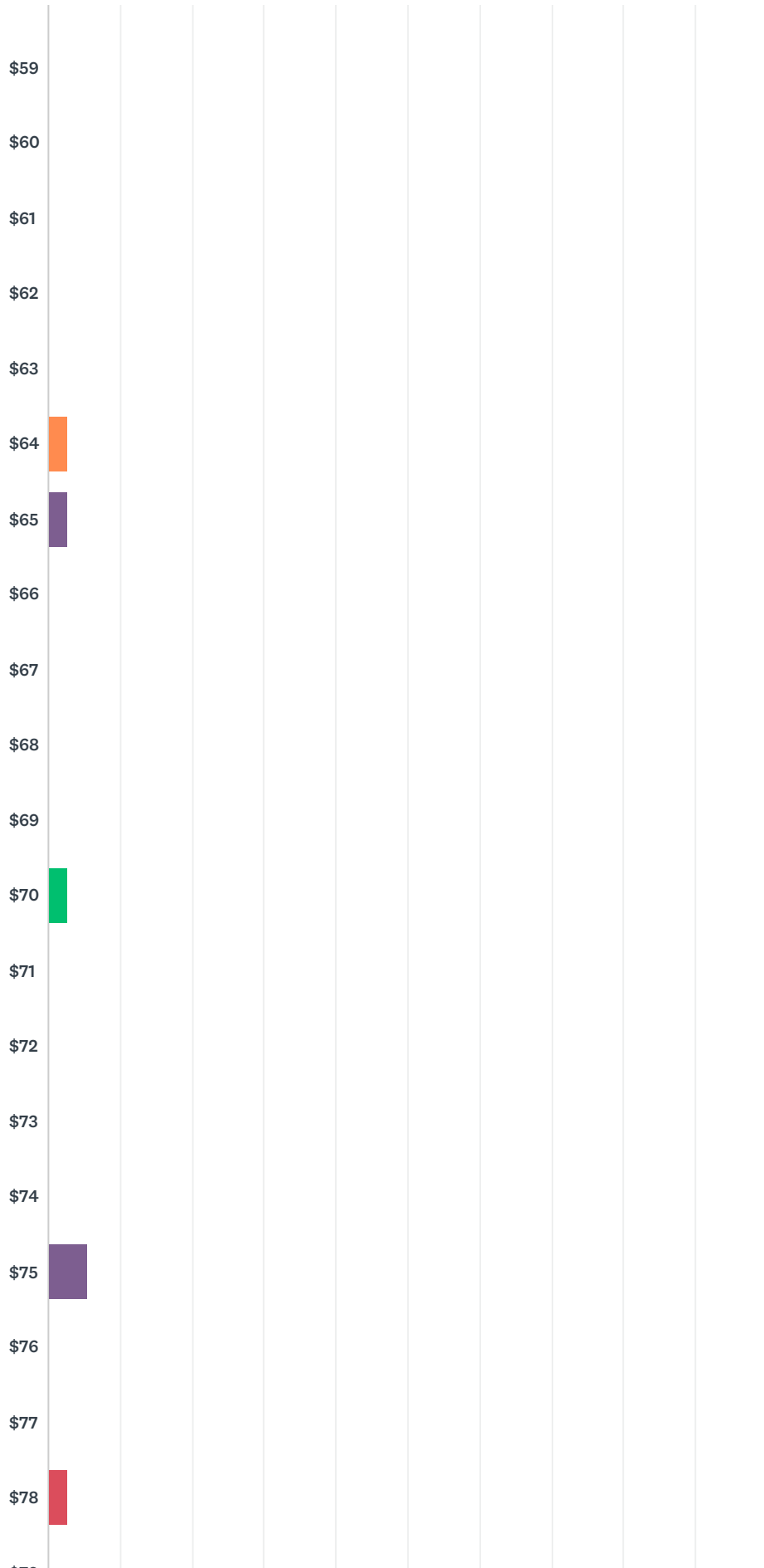


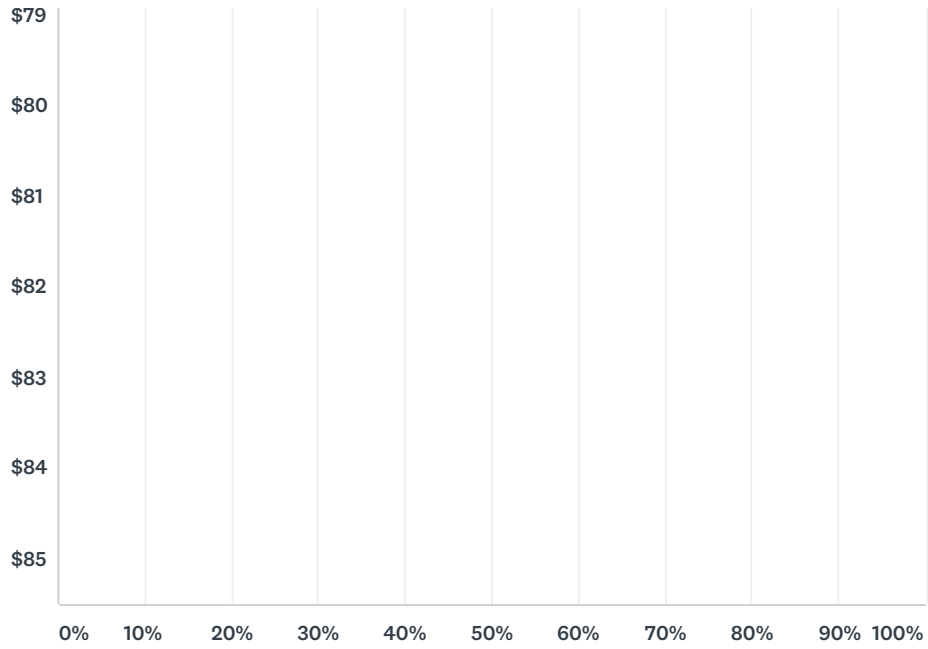
ANSWER CHOICES	RESPONSES	
\$40	5.56%	2
\$41	0.00%	0
\$42	0.00%	0
\$43	0.00%	0
\$44	0.00%	0
\$45	2.78%	1
\$46	0.00%	0
\$47	2.78%	1
\$48	2.78%	1
\$49	11.11%	4
\$50	33.33%	12
\$51	13.89%	5
\$52	19.44%	7
\$53	2.78%	1
\$54	0.00%	0
\$55	0.00%	0
\$56	0.00%	0
\$57	2.78%	1
\$58	0.00%	0
\$59	0.00%	0
\$60	2.78%	1
TOTAL		36

Q6 Caregiver Stipend_ Level II Alternative

Answered: 37 Skipped: 4







ANSWER CHOICES	RESPONSES
\$40	8.11% 3
\$41	0.00% 0
\$42	0.00% 0
\$43	0.00% 0
\$44	0.00% 0
\$45	5.41% 2
\$46	0.00% 0
\$47	2.70% 1
\$48	2.70% 1
\$49	10.81% 4
\$50	32.43% 12
\$51	8.11% 3
\$52	5.41% 2
\$53	2.70% 1
\$54	0.00% 0
\$55	5.41% 2
\$56	0.00% 0
\$57	0.00% 0
\$58	0.00% 0
\$59	0.00% 0
\$60	0.00% 0

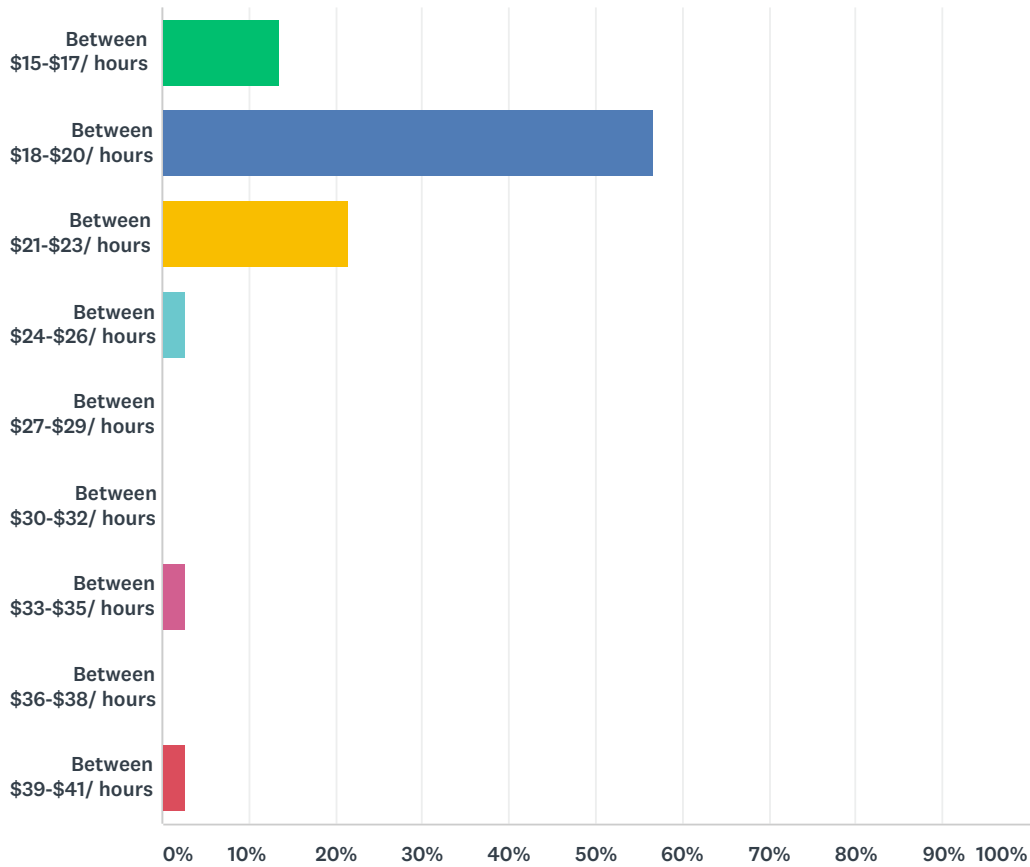
Program Information for MCAFC Member Comparison

SurveyMonkey

\$61	0.00%	0
\$62	0.00%	0
\$63	0.00%	0
\$64	2.70%	1
\$65	2.70%	1
\$66	0.00%	0
\$67	0.00%	0
\$68	0.00%	0
\$69	0.00%	0
\$70	2.70%	1
\$71	0.00%	0
\$72	0.00%	0
\$73	0.00%	0
\$74	0.00%	0
\$75	5.41%	2
\$76	0.00%	0
\$77	0.00%	0
\$78	2.70%	1
\$79	0.00%	0
\$80	0.00%	0
\$81	0.00%	0
\$82	0.00%	0
\$83	0.00%	0
\$84	0.00%	0
\$85	0.00%	0
TOTAL		37

Q7 Staff Pay Rates_ Care Manager 2-3 years' experience

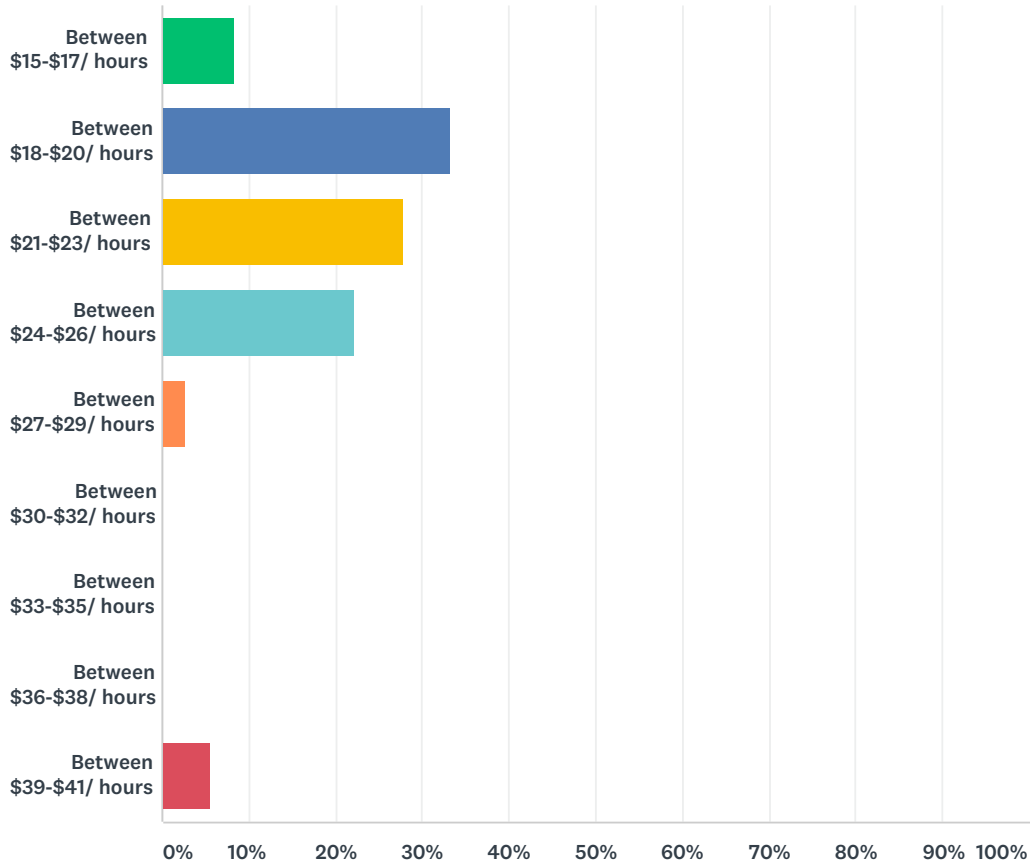
Answered: 37 Skipped: 4



ANSWER CHOICES	RESPONSES	
Between \$15-\$17/ hours	13.51%	5
Between \$18-\$20/ hours	56.76%	21
Between \$21-\$23/ hours	21.62%	8
Between \$24-\$26/ hours	2.70%	1
Between \$27-\$29/ hours	0.00%	0
Between \$30-\$32/ hours	0.00%	0
Between \$33-\$35/ hours	2.70%	1
Between \$36-\$38/ hours	0.00%	0
Between \$39-\$41/ hours	2.70%	1
TOTAL		37

Q8 Staff Pay Rates_ Care Manager 5+ years' experience

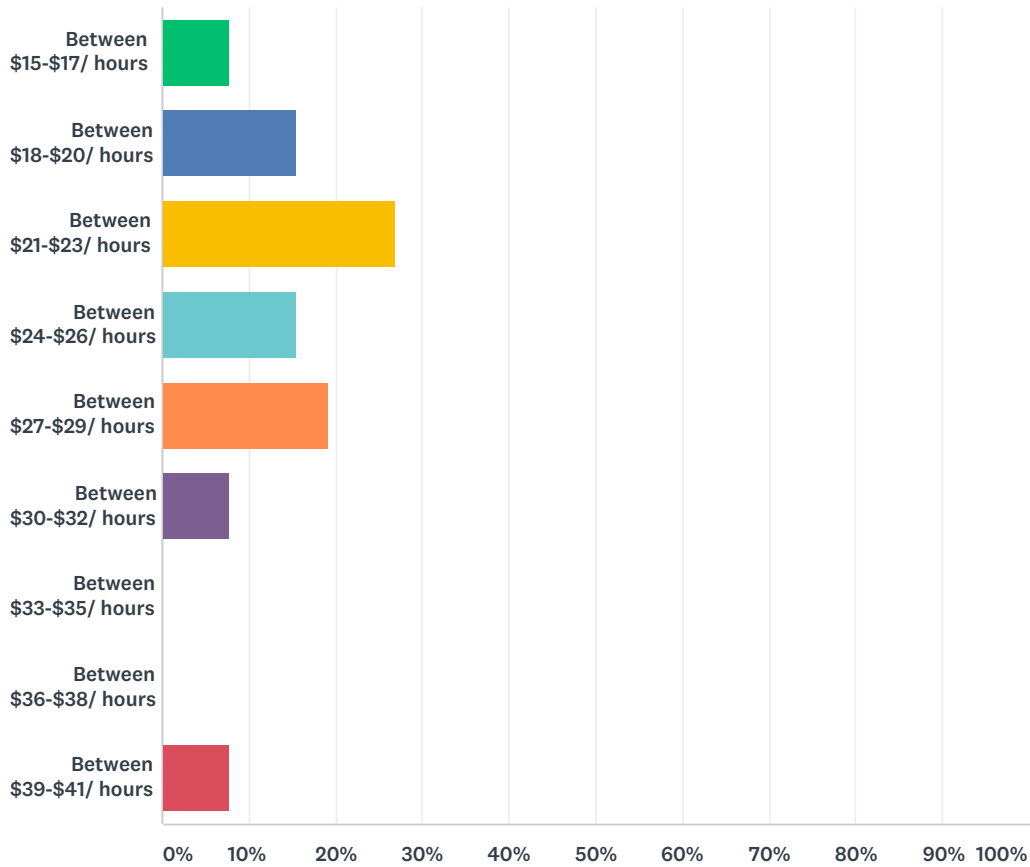
Answered: 36 Skipped: 5



ANSWER CHOICES	RESPONSES	
Between \$15-\$17/ hours	8.33%	3
Between \$18-\$20/ hours	33.33%	12
Between \$21-\$23/ hours	27.78%	10
Between \$24-\$26/ hours	22.22%	8
Between \$27-\$29/ hours	2.78%	1
Between \$30-\$32/ hours	0.00%	0
Between \$33-\$35/ hours	0.00%	0
Between \$36-\$38/ hours	0.00%	0
Between \$39-\$41/ hours	5.56%	2
TOTAL		36

Q9 Staff Pay Rates_ Care Manager with license in social work/ clinician

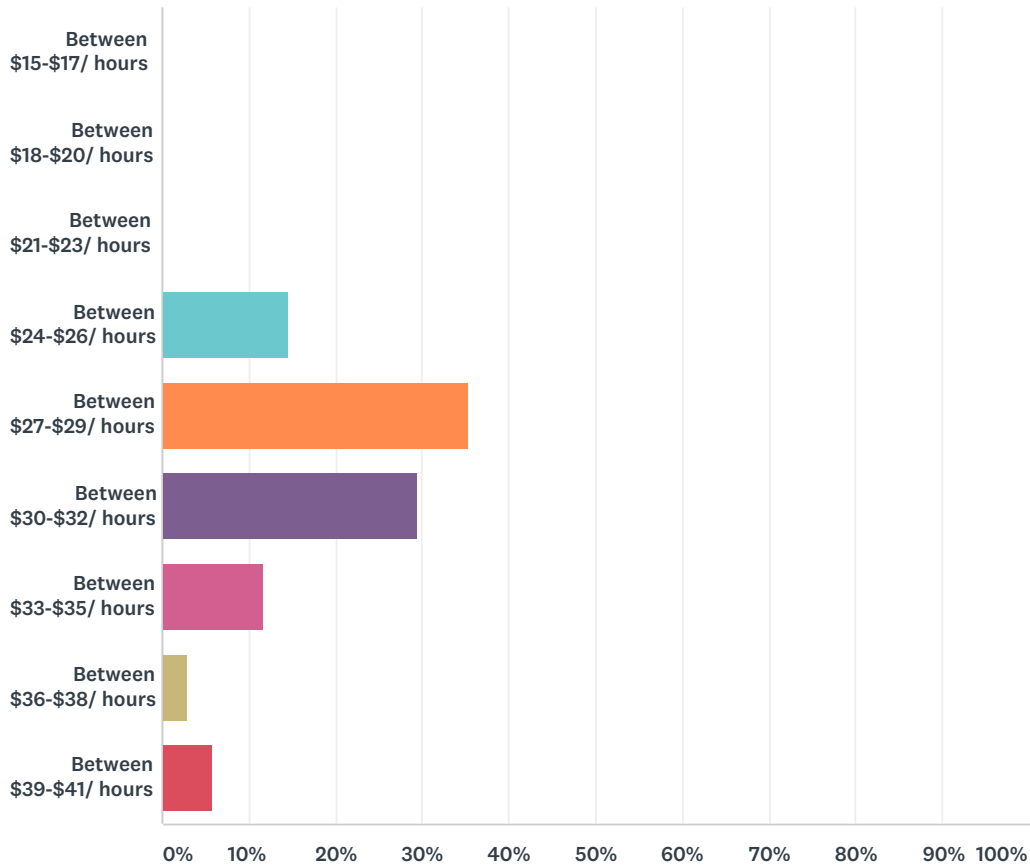
Answered: 26 Skipped: 15



ANSWER CHOICES	RESPONSES	
Between \$15-\$17/ hours	7.69%	2
Between \$18-\$20/ hours	15.38%	4
Between \$21-\$23/ hours	26.92%	7
Between \$24-\$26/ hours	15.38%	4
Between \$27-\$29/ hours	19.23%	5
Between \$30-\$32/ hours	7.69%	2
Between \$33-\$35/ hours	0.00%	0
Between \$36-\$38/ hours	0.00%	0
Between \$39-\$41/ hours	7.69%	2
TOTAL		26

Q10 Staff Pay Rates_ RN with 2-3 years' experience

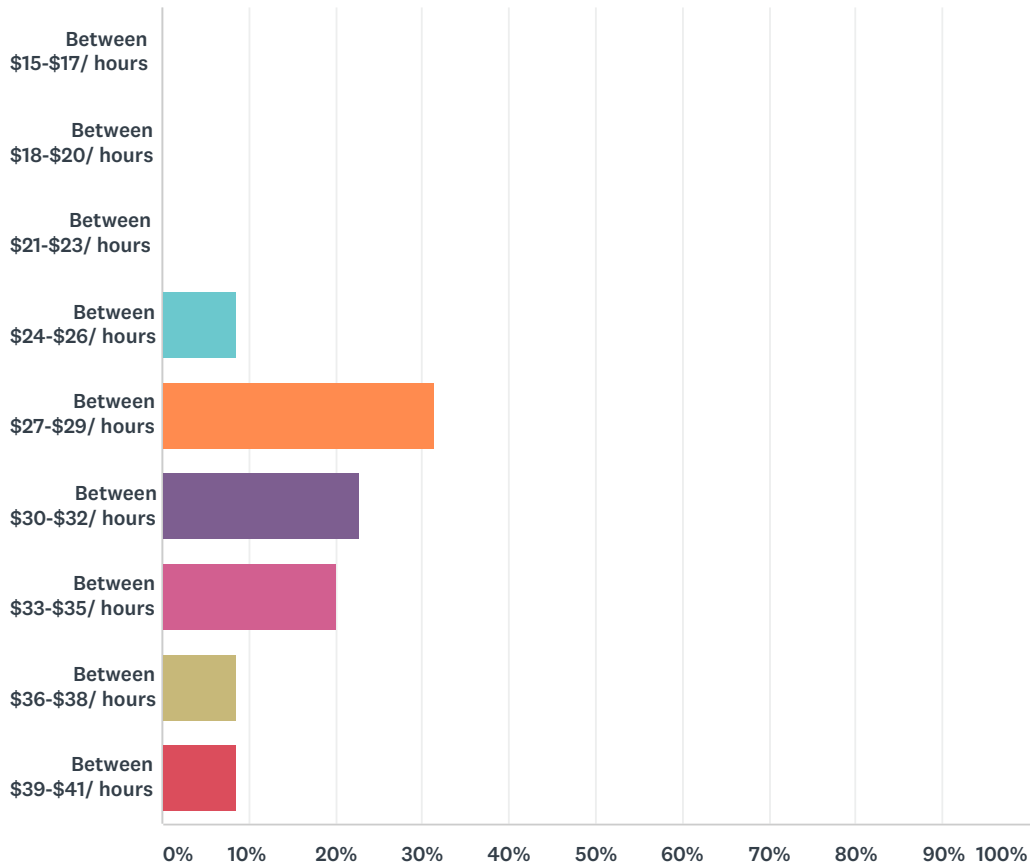
Answered: 34 Skipped: 7



ANSWER CHOICES	RESPONSES
Between \$15-\$17/ hours	0.00% 0
Between \$18-\$20/ hours	0.00% 0
Between \$21-\$23/ hours	0.00% 0
Between \$24-\$26/ hours	14.71% 5
Between \$27-\$29/ hours	35.29% 12
Between \$30-\$32/ hours	29.41% 10
Between \$33-\$35/ hours	11.76% 4
Between \$36-\$38/ hours	2.94% 1
Between \$39-\$41/ hours	5.88% 2
TOTAL	34

Q11 Staff Pay Rates_ RN with 5+ years' experience

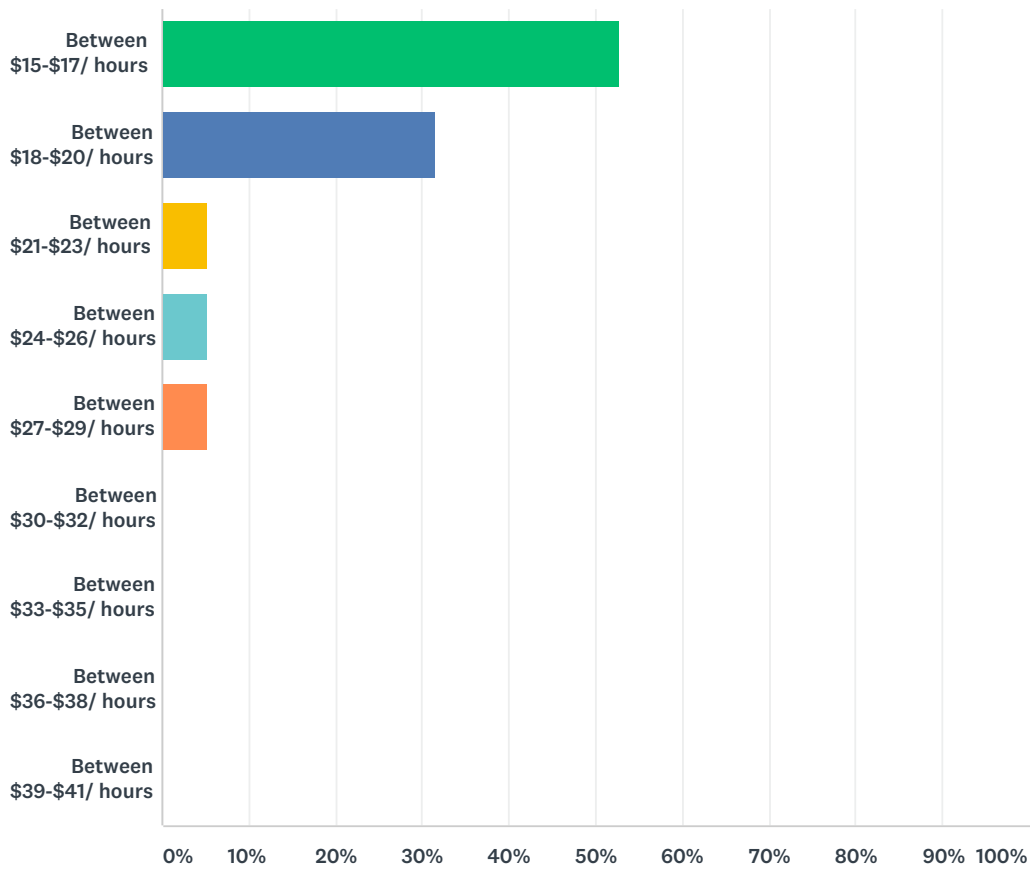
Answered: 35 Skipped: 6



ANSWER CHOICES	RESPONSES
Between \$15-\$17/ hours	0.00% 0
Between \$18-\$20/ hours	0.00% 0
Between \$21-\$23/ hours	0.00% 0
Between \$24-\$26/ hours	8.57% 3
Between \$27-\$29/ hours	31.43% 11
Between \$30-\$32/ hours	22.86% 8
Between \$33-\$35/ hours	20.00% 7
Between \$36-\$38/ hours	8.57% 3
Between \$39-\$41/ hours	8.57% 3
TOTAL	35

Q12 Staff Pay Rates_ Community Health Worker with 2-3 years' experience

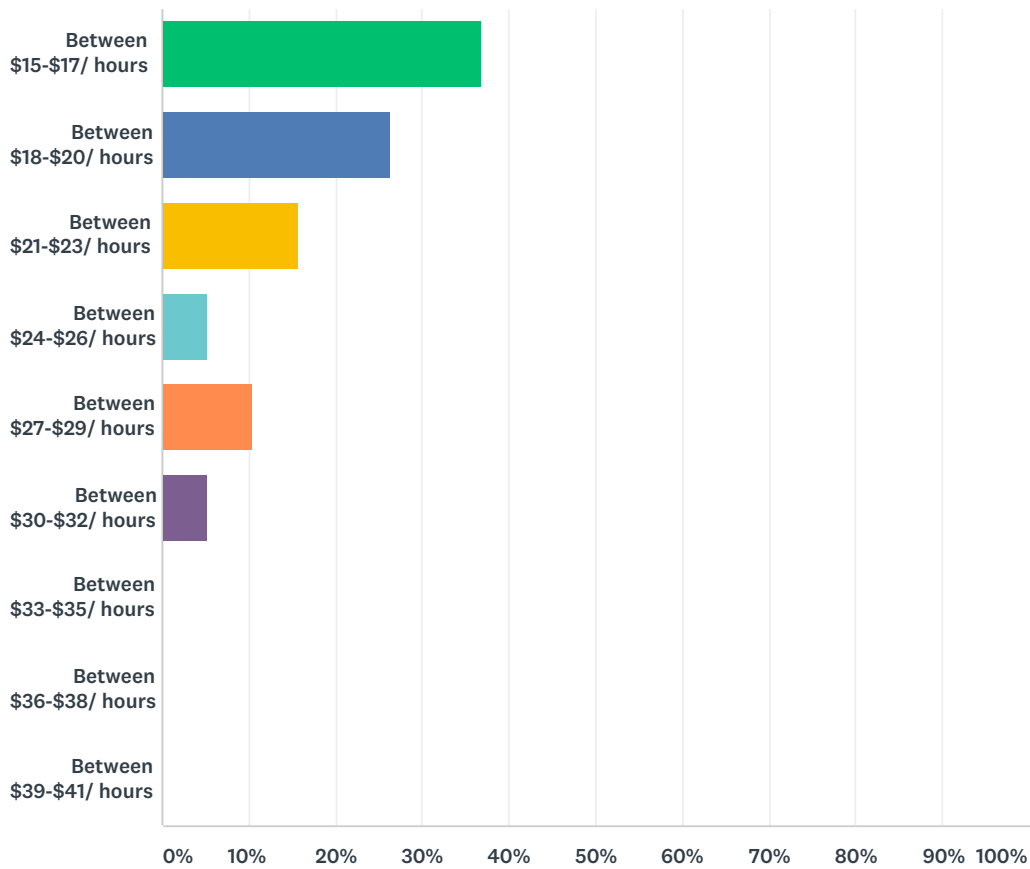
Answered: 19 Skipped: 22



ANSWER CHOICES	RESPONSES	
Between \$15-\$17/ hours	52.63%	10
Between \$18-\$20/ hours	31.58%	6
Between \$21-\$23/ hours	5.26%	1
Between \$24-\$26/ hours	5.26%	1
Between \$27-\$29/ hours	5.26%	1
Between \$30-\$32/ hours	0.00%	0
Between \$33-\$35/ hours	0.00%	0
Between \$36-\$38/ hours	0.00%	0
Between \$39-\$41/ hours	0.00%	0
TOTAL		19

Q13 Staff Pay Rates_ Community Health Worker with 5+ years' experience

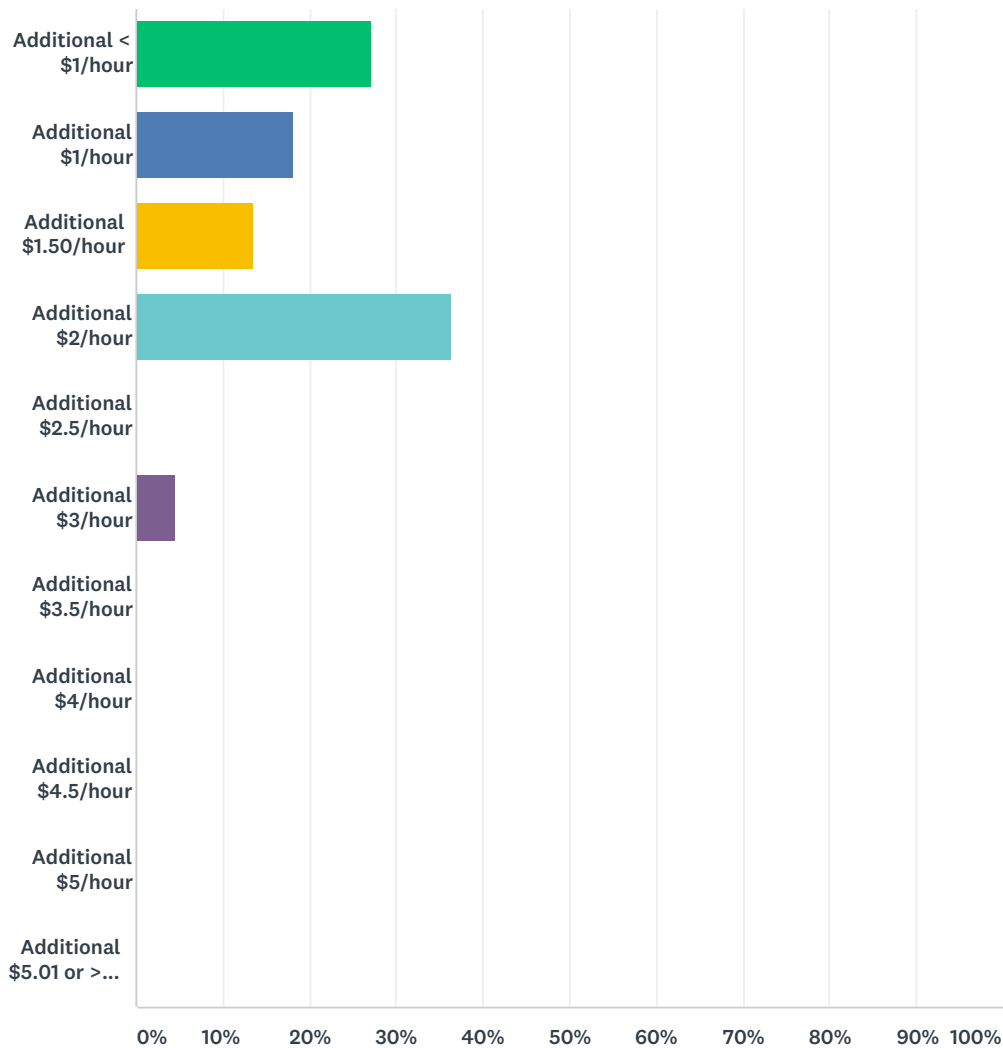
Answered: 19 Skipped: 22



ANSWER CHOICES	RESPONSES	
Between \$15-\$17/ hours	36.84%	7
Between \$18-\$20/ hours	26.32%	5
Between \$21-\$23/ hours	15.79%	3
Between \$24-\$26/ hours	5.26%	1
Between \$27-\$29/ hours	10.53%	2
Between \$30-\$32/ hours	5.26%	1
Between \$33-\$35/ hours	0.00%	0
Between \$36-\$38/ hours	0.00%	0
Between \$39-\$41/ hours	0.00%	0
TOTAL		19

Q14 How much more does your company consider paying when someone is bi-lingual?

Answered: 22 Skipped: 19



ANSWER CHOICES	RESPONSES	
Additional < \$1/hour	27.27%	6
Additional \$1/hour	18.18%	4
Additional \$1.50/hour	13.64%	3
Additional \$2/hour	36.36%	8
Additional \$2.5/hour	0.00%	0
Additional \$3/hour	4.55%	1
Additional \$3.5/hour	0.00%	0
Additional \$4/hour	0.00%	0
Additional \$4.5/hour	0.00%	0

Additional \$5/hour	0.00%	0
Additional \$5.01 or > /hour	0.00%	0
TOTAL		22

Q15 Please comment on additional pay considerations

Answered: 8 Skipped: 33