



WISCONSIN COALITION AGAINST SEXUAL ASSAULT

A Population-based Staffing Model for State-Funded Sexual Assault Prevention & Victim Services *March 2017*

Goal:

Provide standardized, core sexual assault prevention initiatives and victim services in every county in Wisconsin.

Solution:

To meet this goal, this brief's Population-based Staffing Model shows the need to increase funding for the Sexual Assault Victim Services (SAVS) grant program, from \$2.138 million General Purpose Revenue (GPR) to **\$5.88 million** annually GPR.ⁱ

An additional 5% of the annual SAVS funding (**\$0.294 million** annually GPR, based on \$5.88 million) should be appropriated to support the Wisconsin Coalition Against Sexual Assault (WCASA) in meeting the need for increased training and technical assistance to SAVS grantees. WCASA is the only state-wide membership, training and technical assistance agency in Wisconsin for sexual assault service provider agencies. WCASA receives no state and limited federal funds to provide technical assistance and training.

Rationale:

Each county needs at least a minimum number of SAVS-funded, full-time employees (FTEs) based on the population of the county, per the first table below. SAVS grantees cannot sufficiently serve even the least-populated county with less than one FTE. Baseline funding for one FTE should be at least \$40,000 per year, including benefits.ⁱⁱ As illustrated by the second table below, SAVS' current funding level clearly does not provide for the necessary staffing levels to meet the goal.

Background:

Administered by the Wisconsin Department of Justice, SAVS is Wisconsin's **only state program that funds sexual assault prevention initiatives and response services for survivors** and their families. Grantees' core activities include providing 24/7 crisis hotlines, personal support, guidance in the medical and criminal justice processes, and prevention and education initiatives.

These service providers also **play a key role in the reporting and eventual prosecution of sexual violence crimes**. Survivors who work with a community-based advocate are more likely to engage with the criminal justice system, which increases the ability of the system to hold perpetrators accountable and to make our communities safer.

In Wisconsin:

- **390,000** women have experienced rape in their lifetime
- **912,000** women have experienced sexual violence other than rape
- **507,000** men have experienced sexual violence other than rape.ⁱⁱⁱ

In 2015, SAVS grantees had **only enough funds to serve 12,223 survivors**.^{iv} Sexual assault services are stretched so thin that survivors often encounter **long waiting lists** and long drives to get the help they need.

In addition to the human cost,^v **the economic cost of rape ranges from \$87,000 to \$240,776 per sexual assault**, accounting for medical and victim services, loss of productivity, decreased quality of life, and law enforcement resources.^{vi} Rape has the **highest annual victim costs at \$127 billion** (excluding child sex abuse), followed by assault at \$93 billion, murder (excluding arson and drunk driving deaths) at \$71 billion, drunk driving (including fatalities) at \$61 billion, and child abuse at \$56 billion.^{vii}

Table 1. Population-FTE Scale

County Population	SAVS-Funded FTEs Needed
4,000 to 10,000	1
10,000 > to 150,000	2
150,000 > to 250,000	2.5
250,000 > to 400,000	3
400,000 > to 600,000	3.5
600,000 > to 1 million	4

Table 2. Minimum Necessary SAVS-Funded Staffing by County

Population^{viii}	County	Minimum FTEs Needed^{ix}	Estimated FTEs (2015 SAVS Funding)^x
4,481	Florence	1	0
4,522	Menominee	1	.44
5,917	Iron	1	.98
7,335	Pepin	1	.38
9,127	Forest	1	.28
13,188	Buffalo	2	0
13,675	Price	2	.37
14,333	Rusk	2	.37
14,985	Bayfield	2	.49
15,050	Marquette	2	.73
15,328	Burnett	2	.32
15,694	Washburn	2	.37
16,103	Ashland	2	.49
16,392	Crawford	2	.48
16,437	Sawyer	2	0
16,853	Lafayette	2	.37
17,662	Richland	2	.48
18,836	Green Lake	2	.37
19,410	Langlade	2	.84
20,215	Adams	2	.73
20,444	Kewaunee	2	.87
20,540	Taylor	2	.59
20,652	Jackson	2	.37
21,398	Vilas	2	.28
23,825	Iowa	2	.55
24,178	Waushara	2	0
26,395	Juneau	2	.73
27,766	Door	2	.74
28,493	Lincoln	2	.86
29,509	Trempealeau	2	1.01
30,362	Vernon	2	.48
34,423	Clark	2	.36
35,563	Oneida	2	.28
37,063	Green	2	.37
37,417	Oconto	2	.74
40,958	Pierce	2	.36
41,298	Marinette	2	.74
41,579	Shawano	2	.44

Population ^{viii}	County	Minimum FTEs Needed ^{ix}	Estimated FTEs (2015 SAVS Funding) ^x
43,437	Polk	2	.32
43,698	Douglas	2	1.14
44,305	Dunn	2	.38
45,379	Monroe	2	.66
45,455	Barron	2	0
49,491	Calumet	2	.41
51,829	Grant	2	.55
52,066	Waupaca	2	.70
56,615	Columbia	2	.73
63,379	Sauk	2	.73
63,460	Chippewa	2	.67
70,482	Portage	2	.70
73,608	Wood	2	1.30
80,160	Manitowoc	2	.70
84,395	Jefferson	2	1.25
86,759	St. Croix	2	.36
87,470	Ozaukee	2	1.02
88,574	Dodge	2	1.04
101,564	Eau Claire	2	.67
101,759	Fond du Lac	2	2.04
103,527	Walworth	2	.99
115,290	Sheboygan	2	1.07
118,011	La Crosse	2	.75
133,251	Washington	2	.89
135,780	Marathon	2	.87
161,188	Rock	2.5	.37
168,068	Kenosha	2.5	1.50
169,511	Winnebago	2.5	1.76
182,006	Outagamie	2.5	.41
195,163	Racine	2.5	1.25
256,670	Brown	3	.74
395,118	Waukesha	3	.63
516,284	Dane	3.5	1.88
956,406	Milwaukee	4	3.70
		TOTAL: 147	

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The Wisconsin Coalition Against Sexual Assault, Inc. (WCASA) is a membership agency comprised of 54 sexual assault service provider agencies across the state working to end sexual violence in Wisconsin. WCASA works to ensure that every victim in Wisconsin gets the support and care they need. WCASA's mission is to create the social change necessary to end sexual violence.

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- ⁱ Calculation: 147 FTEs x \$40,000 per FTE per year = \$5.88 million per year.
- ⁱⁱ FTE compensation based on End Domestic Abuse Wisconsin's Salary Survey, December 2015, and the Wisconsin Governor's Council on Domestic Abuse *2014-2020 Long Range Plan for a Safe Wisconsin*, Appendix: Operating a Domestic Violence Program: a Fair Minimum. Regarding the latter, see Client Services / Advocacy Staff under Nonresidential Program (\$80,000/year for two FTEs). Note: sexual assault victim advocates and domestic violence staff have different training, skill sets and responsibilities; however, their pay should be commensurate.
- ⁱⁱⁱ Prevalence estimates from the National Intimate Partner and Sexual Violence Survey: 2010 Summary Report. Published 2011. Centers for Disease Control and Prevention.
- ^{iv} Email correspondence with Wisconsin Department of Justice, April 21, 2016.
- ^v a) As a result of sexual assault, survivors are: 3 times more likely to suffer from depression; 6 times more likely to suffer from post-traumatic stress disorder; 13 times more likely to abuse alcohol; 26 times more likely to abuse drugs; and 4 times more likely to contemplate suicide.
--World Health Organization. (2002). <https://www.rainn.org/get-information/statistics/sexual-assault-victims>
- b) Survivors of childhood sexual abuse experience significant problems with educational attainment, job performance, and earnings.
--MacMillan, R. (2000). Adolescent victimization and income deficits in adulthood: Rethinking the costs of criminal violence from a life-course perspective, *Criminology*, 38, 553-588. Anda et al. (2004). Childhood abuse, household dysfunction, and indicators of impaired worker performance in adulthood. *The Permanente Journal*, 8(1), 30-38.
<http://xnet.kp.org/permanentejournal/winter04/childhood.pdf>
- ^{vi} Each study uses a slightly different methodology. The White House Council on Women and Girls. "Rape and Sexual Assault: A Renewed Call to Action." (January 2014).
http://www.whitehouse.gov/sites/default/files/docs/sexual_assault_report_1-21-14.pdf
- ^{vii} Although it is an older source, "Victim Costs and Consequences" is helpful because it compares the costs of sexual assault to that of other violent crimes. This study's data was also included in the White House report. Miller et al. (1996). Victim costs and consequences: A new look (NCJ 155282).
<https://www.ncjrs.gov/pdffiles/victcost.pdf>
- ^{viii} Wisconsin population estimates via US Census Bureau, American Fact Finder, Table: PEPANNRES - Annual Estimates of the Resident Population: April 1, 2010 to July 1, 2014.
- ^{ix} Based on the Population-FTE Scale.
- ^x These are estimated staffing levels (portions of a full-time employee [FTE]) calculated with certain assumptions and therefore may not reflect actual staffing levels. In the case of multiple counties receiving one grant, we assumed equal division of the grant among counties. This may not be how the grants are actually divided. See the Wisconsin Department of Justice's 2015 data for the SAVS grant program (January 1 – December 31, 2015).