

Independent Living Program

Catchment Area Values and Living Wage

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Washington State Department of
CHILDREN, YOUTH & FAMILIES

Agenda

- Welcome and House Keeping
- Catchment Areas
- Living Wages
- Wrap Up/Next Steps



Catchment Area Values

- DCYF will create service areas in a way that:
 - Provides enough work to ensure funding for a .5 FTE Supervisor through case load size
 - Ensures competitive wage funding through alignment with regionalized cost data, as possible
 - Enables providers to pay a living wage and retain staff



Rates and Wage Gaps

Social service rates are still recovering from the great recession

- The last four cost studies revealed there can be significant pay gaps for direct service and management positions when compared to similar positions in Washington state
- Direct service jobs are largely filled by women and people of color

Providers report that turn-over is the most significant factor

- Direct Care staff turn-over is understood to be one of the most critical elements in service quality and stability.
- Turnover impacts services where families and children of color are overrepresented.



DCYF Living Wage Question

- Increasing interest for DCYF to provide contractors with a “living wage” and to address wage fairness, especially for direct care staff.
- With no standard definition of living wage, DCYF is focusing on issues of Wage & Benefits as first step.
- Currently, DCYF includes these elements:
 - Personal time off
 - Ability to get health care, dental, & vision
 - Professional develop/continuing education
 - Washington State market wages

Wages & Benefits

- This is a complex topic that will require ongoing discussions and iterations of implementation.
- A Strategic Value of DCYF is to advance issues of equality and sustainability in the services we purchase.
- We are seeking input on ideas moving forward with wage and benefit standards that balances the following :
 - Service sustainability and stability
 - Transparent funding requests
 - Equality among Providers
 - Provider autonomy
 - Worker well-being



Wage & Benefit Example

Direct service staff will receive, on average, compensation equal to the wages and benefits identified in the rate model.

In this example, assume the wages and benefits for a full-time direct care staff totals \$59,600

	<u>Subcontracting model</u>		<u>Employment (W2) model</u>	
	Wages	Benefits	Wages	Benefits~
Staff one	\$52,000	\$0	\$42,400	\$9,600
Staff two	\$63,000	\$0	\$53,400	\$9,600
Staff three	\$64,000	\$0	\$54,400	\$9,600
Total Average Compensation*	\$59,600			

Opportunity for Feedback

DCYF is moving in this direction, and we want your help on how this looks and what to include:

- Does your agency currently do this? If so, how?
- What would come up for you to implement the living wage standards?



Questions

Please submit all questions to
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