

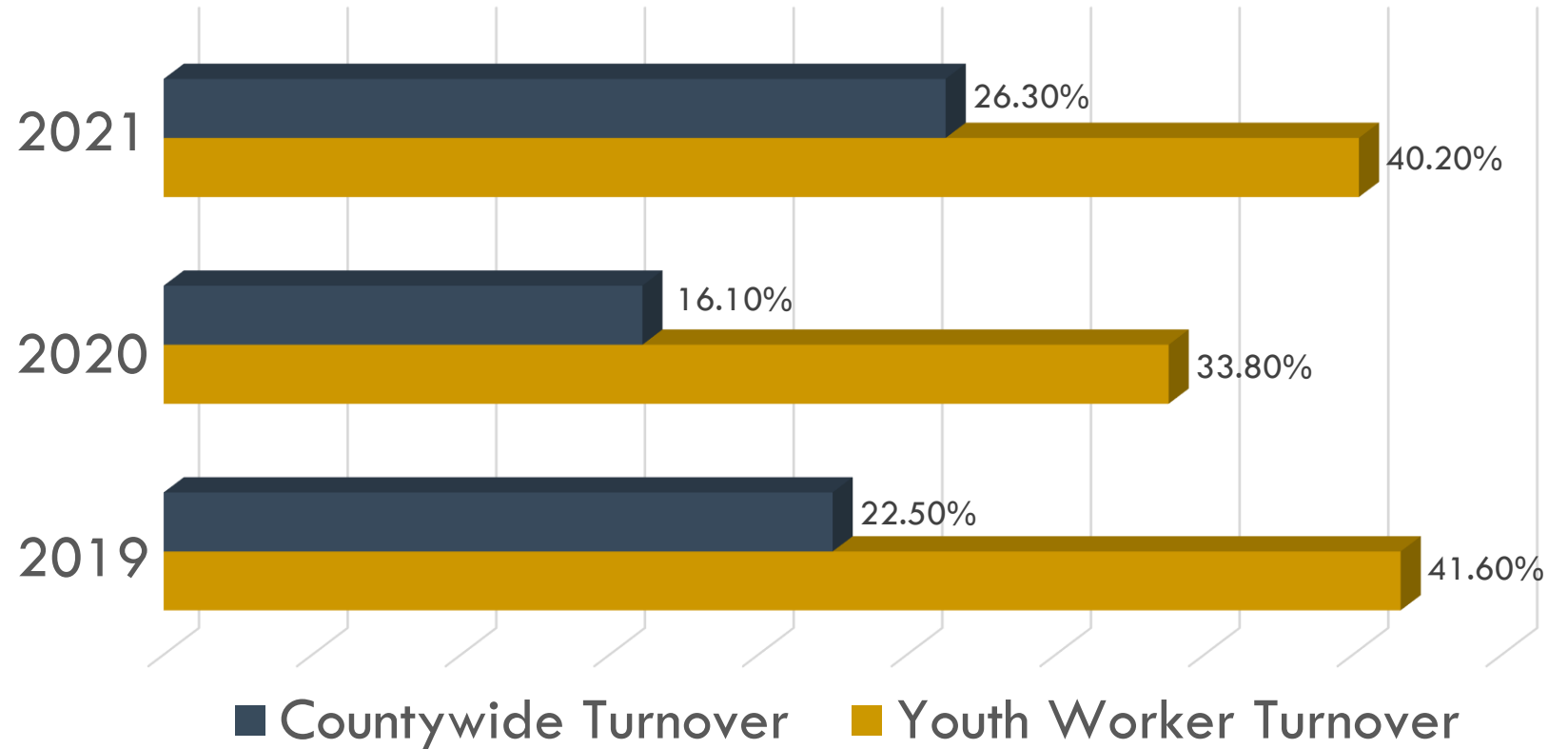
Division of Youth Services

Residential Pay Differential Proposal



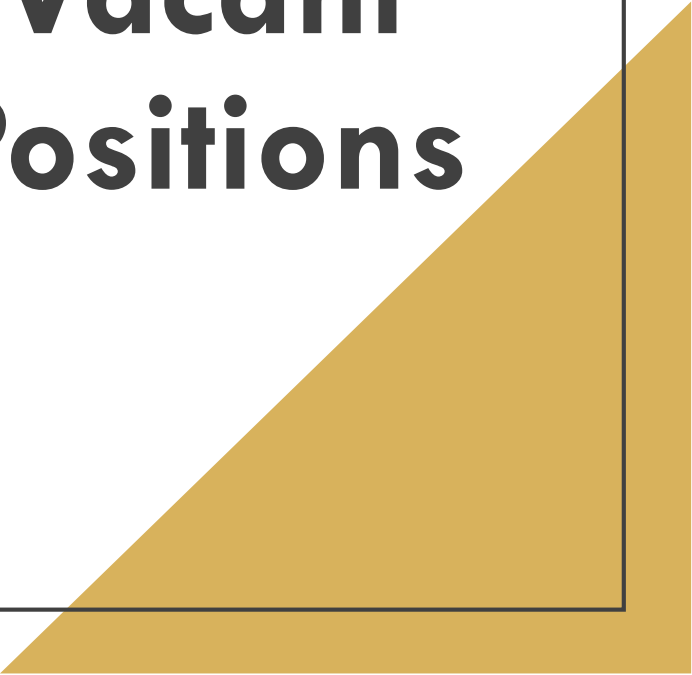
Youth Services Annual Turnover

Annual Turnover Rates



Year	Average Youth Worker Vacancies	Vacant Youth Worker Positions
2019	5-6 positions	3 FT Swing Shift 1 FT Graveyard Shift 1 PT Weekend Day Shift
2020	5-6 positions	3 PT Swing Shift 1 FT Swing Shift 1 PT Weekend Day Shift
2021	10-12 positions	2 Weekend Day Shift 2 FT Swing Shift 3 PT Swing Shift 2 PT Graveyard Shift 1 FT Graveyard Shift
2022	8 vacancies	2 FT Graveyard Shift 2 FT Swing Shift 4 PT Weekend Swing Shift

Youth Services Vacant Positions



Service Requirements

- 1:6 ratio
- Intakes 24/7
- High-risk youth
- Diversion for youth
- Behavior management
- Trauma-informed care



Youth Served Since July 1, 2018

- 2721 Shelter Care (ages infant-21)
- 3896 Crisis Residential (ages 10-17)
- 5767 Juvenile Receiving Center (ages 8-21)



Shift Work & Health

CDC NIOSH Science Blog **April 27, 2021**

- Increased cancer, type 2 diabetes, heart disease, stroke metabolic disorders and sleep disorders
- Increased risk for reproductive issues, such as irregular menstrual cycles, miscarriage, and preterm birth in women
- Digestive problems and some psychological issues, such as stress and depression
- Fatigue associated with night shift can lead to injuries, vehicle crashes, and industrial disasters

Forbes **April 11, 2022**

- Disruption of the circadian rhythm cycle = risk factor for obesity, diabetes, cardiovascular disease, and cancer
- DNA damage and higher risk of cancer among night shift workers
- Women – 40% increase in risk of coronary heart disease
- World Health Organization classifies night shift work as a “carcinogenic hazard to humans”

Recommendation

- These programs require coverage 24 hours a day, 7 days a week.
- A pay differential is proposed for staff working in the residential and crisis facilities for swing, graveyard and weekend shifts.
- Based on market research of the public and private sector, SLCo Human Resources recommends using a flat dollar rate over a percentage calculation – more prevalent in the market, is equitable and allows for more accurate budgeting.

Shift	Flat Rate Total
Swing – Weekday	1.00
Graveyard – Weekday	2.00
Day – Weekend	1.00
Swing – Weekend	2.00
Graveyard – Weekend	3.00

Budget Impact

Shift	Flat Rate Per Hour	Youth Worker	Case Manager	Supervisor	Annual Budget Impact	5-Month Impact
Swing – Weekday	\$ 1	\$ 26,000	\$ 2,600	\$ 4,160	\$ 32,760	\$ 13,650
Graveyard – Weekday	\$ 2	\$ 47,840	\$ 4,160	\$ 4,160	\$ 56,160	\$ 23,400
Day – Weekend	\$ 1	\$ 11,024	\$ 2,080	\$ 2,600	\$ 15,704	\$ 6,543
Swing – Weekend	\$ 2	\$ 22,256	\$ 2,080	\$ 4,160	\$ 28,496	\$ 11,873
Graveyard – Weekend	\$ 3	\$ 30,264	\$ 3,120	\$ 3,120	\$ 36,504	\$ 15,210
	TOTALS	\$ 137,384	\$ 14,040	\$ 18,200	\$ 169,624	\$ 70,677
				Benefits 25%	\$ 42,406	\$ 17,669
				Total Impact	\$ 212,030	\$ 88,346

THANK YOU

Karen Crompton, Human Services Department Director

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