

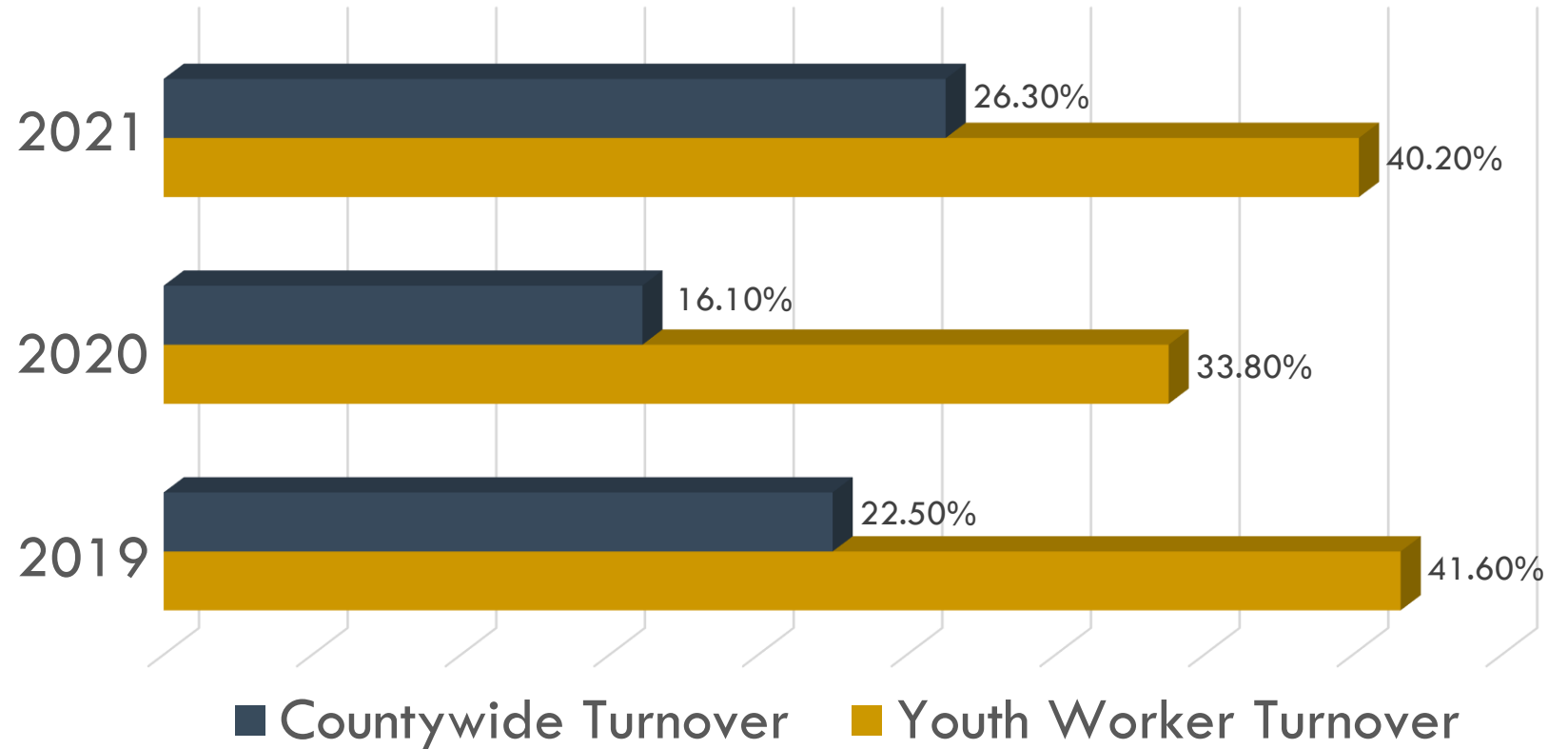
# Division of Youth Services

## 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<br>1 FT Graveyard Shift<br>1 PT Weekend Day Shift  |
| 2020 | 5-6 positions                  | 3 PT Swing Shift<br>1 FT Swing Shift<br>1 PT Weekend Day Shift  |
| 2021 | 10-12 positions                | 2 Weekend Day Shift<br>2 FT Swing Shift<br>3 PT Swing Shift<br>2 PT Graveyard Shift<br>1 FT Graveyard Shift |
| 2022 | 8 vacancies                    | 2 FT Graveyard Shift<br>2 FT Swing Shift<br>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<br>Per Hour | Youth<br>Worker   | Case<br>Manager  | Supervisor          | Annual Budget<br>Impact | 5-Month<br>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         |
|                     | <b>TOTALS</b>         | <b>\$ 137,384</b> | <b>\$ 14,040</b> | <b>\$ 18,200</b>    | <b>\$ 169,624</b>       | <b>\$ 70,677</b>  |
|                     |                       |                   |                  | Benefits 25%        | \$ 42,406               | \$ 17,669         |
|                     |                       |                   |                  | <b>Total Impact</b> | <b>\$ 212,030</b>       | <b>\$ 88,346</b>  |



# THANK YOU

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