



Direct Care Employee Cost vs. DHS and State Rates

There are over 6,000 DD direct care employees in Oregon. On average, community organizations pay about two dollars more per hour than they receive from DHS, at a total cost of over 20 million dollars each year.

Community organizations cannot continue to supplement state rates to this degree. Without additional support, they will fail.

	<i>(DHS data)</i> Average Community pays to its employees	<i>(eff 4/1/06)</i> DHS Model Budget <small>(based on info from SPD)</small>	State-Operated (state employees)
Wages to Employee	\$ 9.60	\$ 9.07	\$12.27
Total Paid Time Off (for all reasons)	\$ 1.10 (29 days)	\$ 1.09 (12% "posting")	\$ 1.66 (35 days)
TOTAL WAGES:	\$10.70	\$10.16	\$13.93
Social Security/Medicare (7.65%):	\$ 0.82	\$ 0.78	\$ 1.07
Unemployment Insurance (2.5%):	\$ 0.27	\$ 0.25	\$ 0.35
Workers Compensation (3%)	\$ 0.32	\$ 0.30	\$ 0.42
Medical Insurance:	\$ 2.46 These costs have risen dramatically and our benefits have dropped considerably.	\$ 1.51 (remainder of 28% OPE, which is insufficient for a health plan)	\$ 4.45 (assume this is for "flexible benefits")
PERS:	no contribution	no contribution	\$ 1.91
TOTAL TAXES & BENEFITS	\$ 3.87	\$ 2.84	\$ 8.20
TOTAL COMPENSATION:	Community's Cost \$14.57	DHS Rate Paid \$13.00	State-Op Service \$22.13

ASSUMPTION: This data is based on a typical full-time direct care staff person employed at nonprofit community organization (information aggregated from over 2,000 community positions).