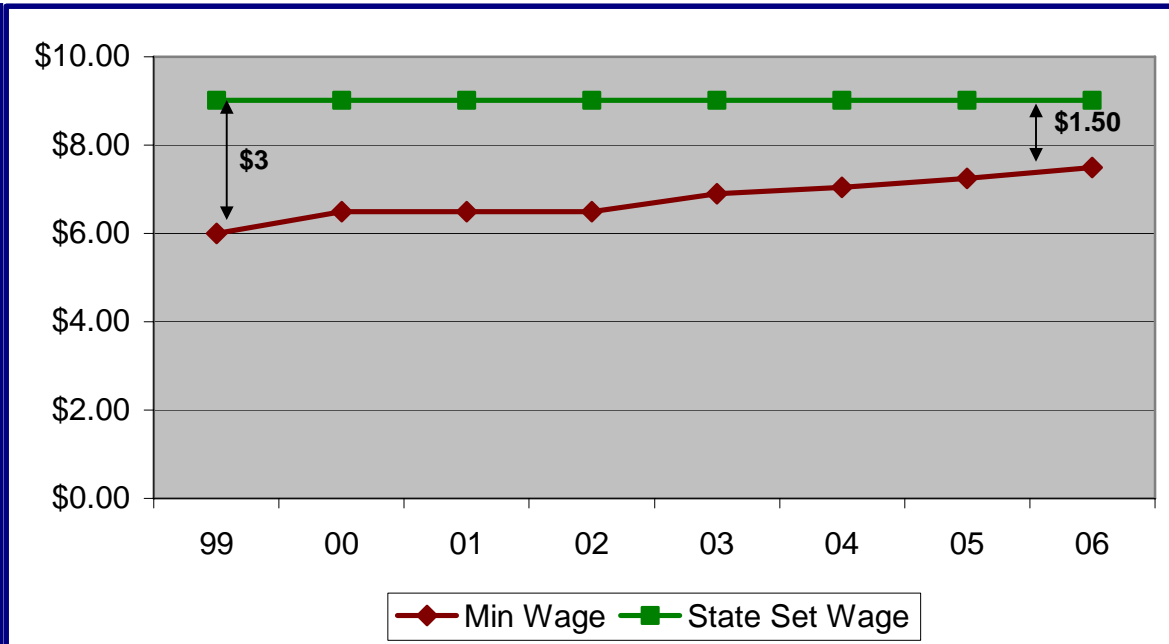




Minimum Wage Gap

State minimum wage began an open ended climb in 1999, narrowing the gap between State funded wages for community providers and minimum wage.



Minimum Wage as % of State Set Wage For Direct Care Employees in DD 24 Hour Services

The Direct Care work force pool is diminishing.

Demands of Direct Care workers in community programs require high levels of technical skill, maturity, and judgment.

Potential employees choosing jobs based on wages lean towards less stressful jobs.

With the Fairview closure plan in 1998-99, the State intended to fund direct care workers as paraprofessionals, and established a wage that was 50% higher than minimum wage. No COLAs and open-ended increases in minimum wage have seriously eroded this intention.

Losing our competitive edge with Minimum Wage, 1999-2006

OREGON MIN WAGE	STATE HRLY RATE	Min Wage As % of State
\$ 6.00	\$ 9.01	67%
\$ 6.50	\$ 9.01	72%
\$ 6.50	\$ 9.01	72%
\$ 6.50	\$ 9.01	72%
\$ 6.90	\$ 9.01	77%
\$ 7.05	\$ 9.01	78%
\$ 7.25	\$ 9.01	80%
\$ 7.50	\$ 9.01	83%

We used to pay \$3/hr more than Minimum Wage. Now we only pay \$1.50 above minimum wage.