



BFAIR WAGES

WHAT WE DID AND WHERE WE GO FROM HERE

OVERVIEW OF RACKER

- SUPPORT OVER 3000 INDIVIDUALS
- PROGRAMS ARE OVERSEEN BY OPWDD, OCFS, OMH, SED AND DOH
- 950 EMPLOYEES, AROUND 600 F/T AND 350 P/T
- THREE COUNTIES-TIOGA, TOMPKINS AND CORTLAND-FINGER LAKES REGION
- 33 LOCATIONS
- NON-UNION

WHAT WE'RE FACING

- BEGINNING IN 2015 SHARP DECLINE IN APPLICATIONS; VACANCY RATES SOARED
 - COMPENSATION FOR ENTRY LEVEL POSITIONS A MAJOR ISSUE
- TOMPKINS COUNTY: A UNIQUE EXPERIENCE
 - 3.3% UNEMPLOYMENT RATE
 - TRANSIENT COMMUNITY AND 3 COLLEGES
- INCREASED MINIMUM WAGE AND THE FAST FOOD INDUSTRY

#BFAIR \$\$

- FUNNELED THE MONEY IN A STRAIGHT COMP WAY-A TOTAL \$1 RATE INCREASE FOR ALL
- BUMPED THE STARTING RATE FOR D/CSP POSITIONS FROM \$11 TO \$12
- SAW MIXED RESULTS IN STAFF REACTIONS
- NEW STARTING RATE MAKES US FAR MORE COMPETITIVE IN TIOGA AND CORTLAND COUNTIES
 - WE ARE STILL STRUGGLING IN TOMPKINS-THE MAJORITY OF OUR VACANCIES ARE IN TOMPKINS

MOVING FORWARD

- UNDER CONSIDERATION:
 - CONTINUED BASE RATE INCREASES-\$12 STILL ISN'T WHERE WE NEED TO BE
 - SKILL DIFFERENTIALS-SUCH AS MED CERT
 - CREDENTIALING PROGRAM WITH PAY ADJUSTMENT
 - NADSP
- BUT THE CHALLENGE REMAINS-HOW TO CHANGE THE TIDE OF VACANCIES AND PAY FOR THE NEW INITIATIVES