



Date: August 22, 2018

Attn.: Social Services Appropriations Committee Members; Legislative Fiscal Analyst; DSPD; and DHS

Utah Association of Community Services (UACS) member agencies continue to see overall decreases in turnover rates during the four years since the Utah State Legislature has funded a plan to increase direct care staff compensation. UACS member agencies began 2015 with an annual turnover rate of 86%. That rate dropped to **57% in FY2016** - a 29-point decrease following the first year of increased funding, and **49% in FY2017** - an 8-point decrease following the second year of increased funding.

During the third year of funding in FY2018 the committee only appropriated \$2,000,000, rather than the \$5,000,000 for FY2016 and FY2017. During this year of partial funding, against the backdrop of an extremely competitive labor market, the turnover ticked up to **62% in FY2018**.

The same methodology was used to calculate the 86% baseline turnover percentage leading up to the first year of increases (4th quarter of FY2015 along with FY2016). The methodology formula was consistent across providers and was consistent between the baseline and FY2016 surveys:

Total number of separations (departing employees) for FY2018  
\_\_\_\_\_ = FY2018 Turnover Rate

Monthly average of Utah-based employees for FY2018

The correlating numbers are:

$$\frac{3,706}{5,981} = 62\%$$

The Utah State Legislature funded \$1,500,000 for FY2019 and \$2,000,000 for FY2018 of the \$5,000,000 request for the third year of the three-year funding plan. Less turnover of direct care staff provides more stability to the lives of Utahns with intellectual and developmental disabilities. We hope that the Legislature will see the success of the two full funding years in FY2016 and FY2017, and the partial funding in FY2018 and FY2019, and fund the remaining \$1,500,000 in FY2020.

Please contact Charlie Luke, Executive Director, Utah Association of Community Services, with any questions: [charlieluke@uacs.org](mailto:charlieluke@uacs.org) or (801) 554-5442