



Utah Department of  
**HUMAN  
RESOURCE**  
Management

utah department of  
**human services**

# Direct Care Staff Salaries for State Employees

---

# HCBS/ICF Appropriations Impact on Wages

## HCBS FY15 - FY19

- Starting Wage
  - \$8.03 → \$11.21
- Average Wage
  - \$10.17 → \$14.09

## ICF

- Average Wage & Benefits
  - \$13.87 → \$15.37

Source: National Core Indicators, Staff Stability Survey

Source: <https://le.utah.gov/interim/2019/pdf/00004238.pdf>

# HCBS/ICF Appropriations Impact on Turnover

HCBS CY15-CY18

75.6% → 51.5%

ICF

Average 2% increase

Source: National Core Indicators, Staff Stability Survey (note a change in calculating turnover methodology in 2017)

Source: <https://le.utah.gov/interim/2019/pdf/00004238.pdf>

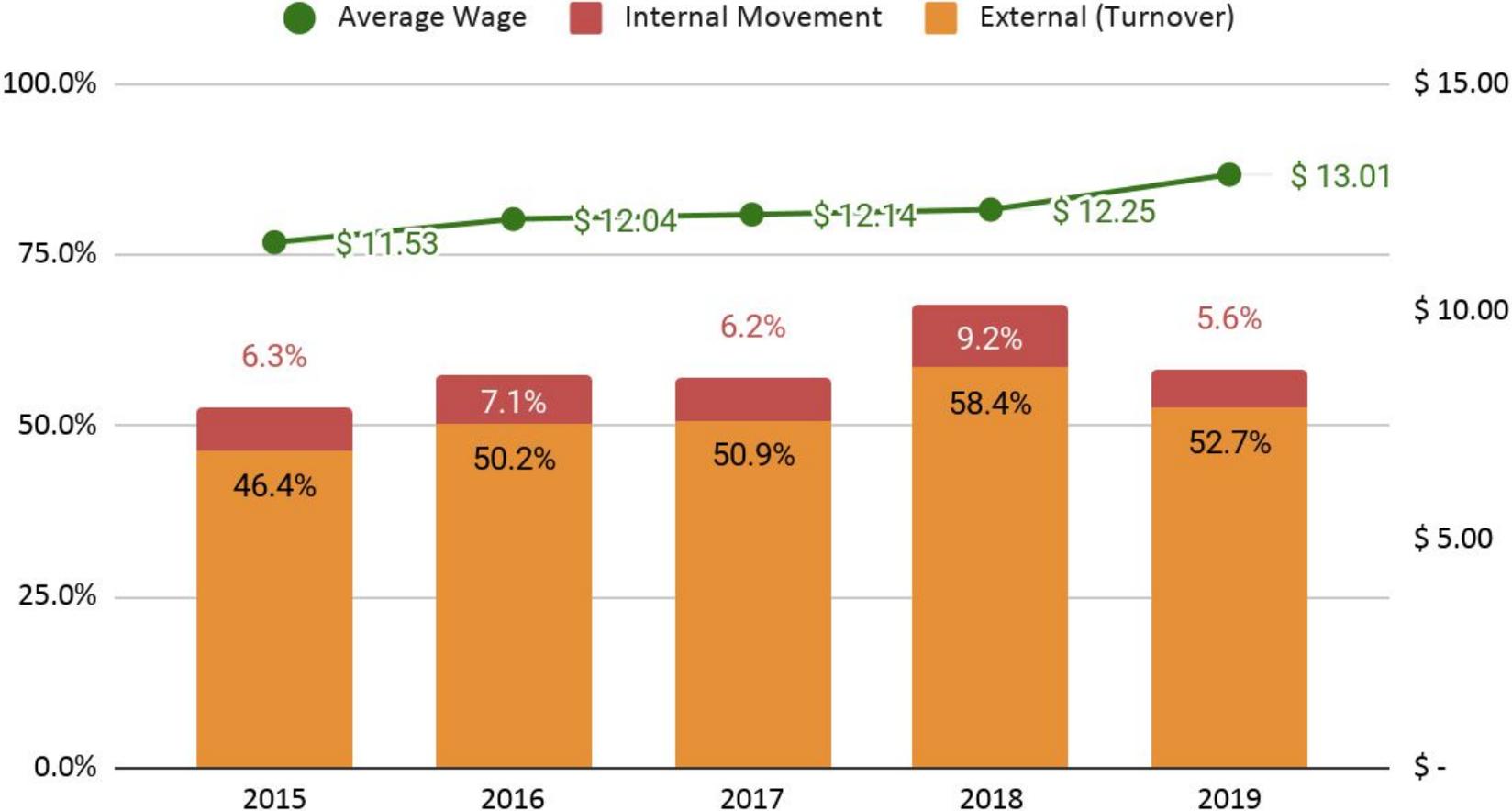
# Direct Service Position Turnover and Wage

Data analysis of turnover and wage included the following direct care positions at the Utah State Developmental Center:

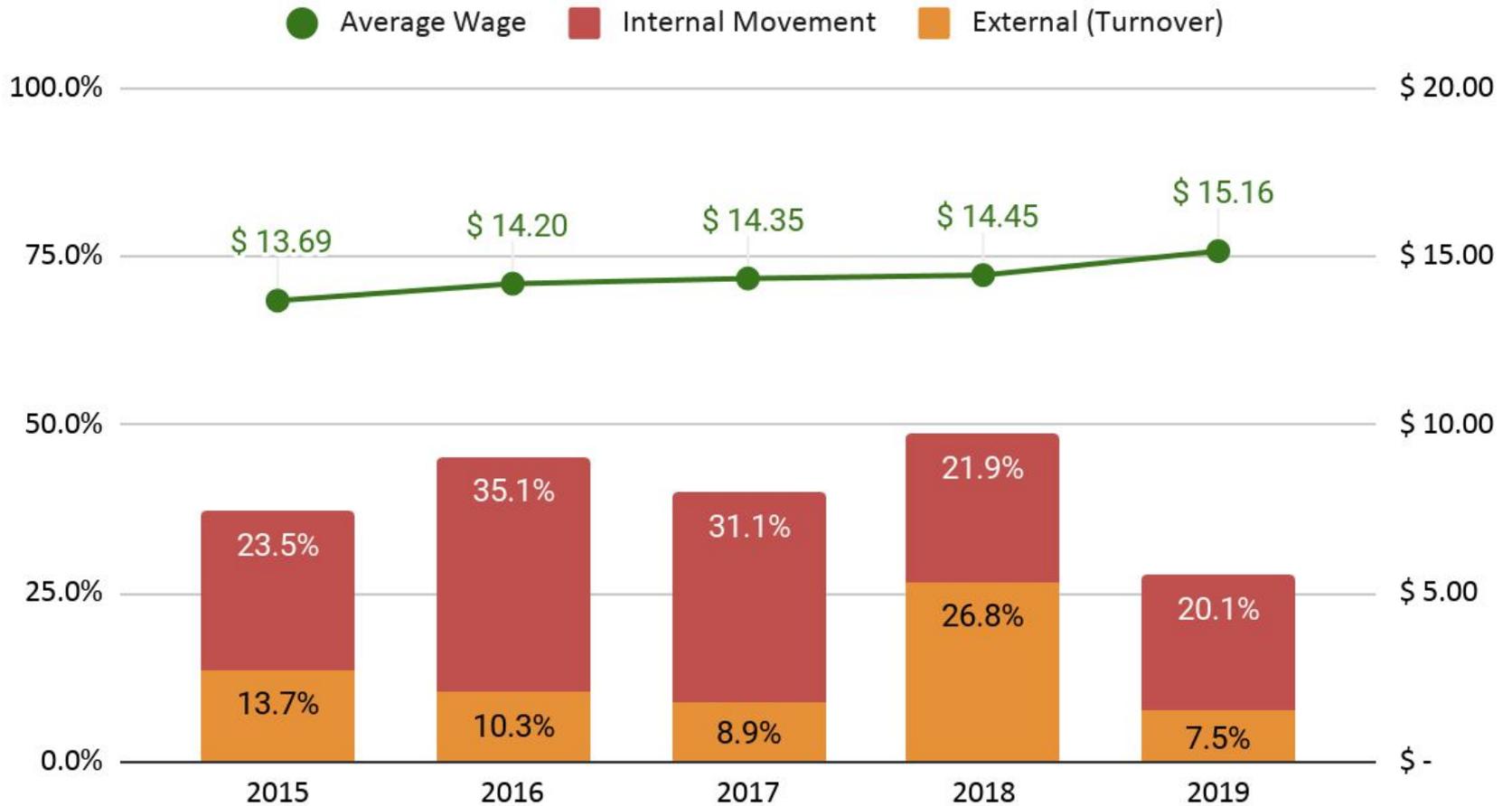
- Developmentalist
- Lead Developmentalist

\*Please note that turnover has multiple causes and these slides are not conclusive in regards to treatment effect.

# Developmentalist Turnover and Wage



# Lead Developmentalist Turnover and Wage



# USDC Retention Strategies

## SHIFT PILOT

Shift	Weekday	Weekend	Holiday
<b>AM</b> 6:00 AM - 2:30 PM	\$0.0	\$0.0	\$.60
<b>PM</b> 1:30 PM - 10:00 PM	\$1.20	\$1.80	\$1.80
<b>Night</b> 9:45 PM - 6:15 AM	\$0.0	\$0.0	\$0.0

**76%**  
of all  
Vacancies

Pilot funded through the reduction in overtime costs.