

#14

SPEAKER SIGN UP CARDS

DATE 4/8/99

NAME

John Grueschow "GRES-SHOW"

ADDRESS

2331 NE 47th

Portland

PHONE

287-9891

SPEAKING ON AGENDA ITEM NUMBER OR
TOPIC

GIVE TO BOARD CLERK

#15

SPEAKER SIGN UP CARDS

DATE April 8, 1999

NAME

Joe Rastatter

ADDRESS

2006 N.E. 50th

PHONE

281-2538

SPEAKING ON AGENDA ITEM NUMBER OR
TOPIC

GIVE TO BOARD CLERK

#16

SPEAKER SIGN UP CARDS

CHAIR

DATE

MARGARET
NAME

4/8/99
Choi Margaret

ADDRESS

1329 S.W. 4th St
Apt 1012

PHONE

225.0385

SPEAKING ON AGENDA ITEM NUMBER OR
TOPIC

Living Wage

GIVE TO BOARD CLERK

#17

SPEAKER SIGN UP CARDS

DATE 4-8-99

NAME

Tim Fisher

ADDRESS

2434 NW Johnson

Portland OR 97206

PHONE

SPEAKING ON AGENDA ITEM NUMBER OR
TOPIC Living Wage (Pub Test many)

GIVE TO BOARD CLERK

#18

SPEAKER SIGN UP CARDS

DATE 4-8-99

NAME

Timothy Wells

ADDRESS

7027 N. Moore Ave

Portland OR

PHONE

286-5879

SPEAKING ON AGENDA ITEM NUMBER OR
TOPIC

GIVE TO BOARD CLERK

19

SPEAKER SIGN UP CARDS

DATE 4-8-99

NAME

NORMA ANDERSON

ADDRESS

1529 NE 21st #302
Portland OR 97232

PHONE

287-5733

SPEAKING ON AGENDA ITEM NUMBER OR
TOPIC In Home Care Workers wages

GIVE TO BOARD CLERK 1

#20

SPEAKER SIGN UP CARDS

DATE 4/8/99

NAME Kenda Saling

ADDRESS 1427 SE 18th Ave

PHONE 7616006

SPEAKING ON AGENDA ITEM NUMBER OR
TOPIC Public Testimony

GIVE TO BOARD CLERK

#21

SPEAKER SIGN UP CARDS

DATE

4/8/99

NAME

Bill Bradley

ADDRESS

2218 SE Clinton St

97202

PHONE

236-6948

SPEAKING ON AGENDA ITEM NUMBER OR
TOPIC

Living Wage

GIVE TO BOARD CLERK

#22

SPEAKER SIGN UP CARDS

DATE 4/8/99

NAME Maceo Pettis

ADDRESS 1631 NE Tillamook
Portland 97212

PHONE 249-8702

SPEAKING ON AGENDA ITEM NUMBER OR
TOPIC LIVING WAGES

GIVE TO BOARD CLERK

#23

SPEAKER SIGN UP CARDS

"Rain" DATE 4/8/99

NAME

Rene Ungerechtd

ADDRESS

5421 SE Mitchell

Plx or 67206

PHONE

777 2702

SPEAKING ON AGENDA ITEM NUMBER OR
TOPIC Living Wage

GIVE TO BOARD CLERK

#24

SPEAKER SIGN UP CARDS

DATE

4/8/99

NAME

Angel

ADDRESS

1425 S.E. Main St Apt. 5

Portland, OR 97214

PHONE

(503) 233-2872

SPEAKING ON AGENDA ITEM NUMBER OR
TOPIC

GIVE TO BOARD CLERK



MULTNOMAH COUNTY, OREGON

BOARD OF COMMISSIONERS

Beverly Stein, Chair

1120 SW Fifth Avenue, Suite 1515
Portland, Or 97204-1914
Phone: (503) 248-3308 FAX (503) 248-3093
Email: mult.chair@co.multnomah.or.us

Diane Linn, Commission Dist. 1

1120 SW Fifth Avenue, Suite 1500
Portland, Or 97204-1914
Phone: (503) 248-5220 FAX (503) 248-5440
Email: diane.m.linn@co.multnomah.or.us

Serena Cruz, Commission Dist. 2

1120 SW Fifth Avenue, Suite 1500
Portland, Or 97204-1914
Phone: (503) 248-5219 FAX (503) 248-5440
Email: serena.m.cruz@co.multnomah.or.us

Lisa Naito, Commission Dist. 3

1120 SW Fifth Avenue, Suite 1500
Portland, Or 97204-1914
Phone: (503) 248-5217 FAX (503) 248-5262
Email: lisa.h.naito@co.multnomah.or.us

Sharron Kelley, Commission Dist. 4

1120 SW Fifth Avenue, Suite 1500
Portland, Or 97204-1914
Phone: (503) 248-5213 FAX (503) 248-5262
Email: sharron.e.kelley@co.multnomah.or.us

ANY QUESTIONS? CALL BOARD CLERK DEB BOGSTAD @ 248-3277

Email: deborah.l.bogstad@co.multnomah.or.us

**INDIVIDUALS WITH DISABILITIES
MAY CALL THE BOARD CLERK AT
248-3277, OR MULTNOMAH COUNTY
TDD PHONE 248-5040, FOR
INFORMATION ON AVAILABLE
SERVICES AND ACCESSIBILITY.**

APRIL 6 & 8, 1999 BOARD MEETINGS

FASTLOOK AGENDA ITEMS OF INTEREST

Pg 2	9:30 a.m. Tuesday Alcohol and Drug Substance Abuse System Briefing
Pg 4	9:30 a.m. Thursday IGA Transfer of Portland Multnomah Progress Board
Pg 4	10:00 a.m. Thursday Proclaiming April Earthquake Preparedness Month
Pg 4	10:20 a.m. Thursday Two Land Use Planning Ordinances Amending Code
Pg 5	6:00 p.m. Thursday Public Hearing on Living Wages for Human Services Workers
✱	Please Note: Jail Site Resolution Rescheduled to May 6, 1999
✱	Check the County Web Site: http://www.multnomah.lib.or.us

Thursday meetings of the Multnomah County Board of Commissioners are cable-cast live and taped and may be seen by Cable subscribers in Multnomah County at the following times:

Thursday, 9:30 AM, (LIVE) Channel 30
Friday, 10:00 PM, Channel 30
Sunday, 1:00 PM, Channel 30
Produced through Multnomah Community
Television

Tuesday, April 6, 1999 - 9:30 AM
Multnomah County Courthouse, Boardroom 602
1021 SW Fourth Avenue, Portland

RESET LAND USE PLANNING HEARINGS

- P-1 Applicants' Request that the Possible De Novo Hearing in Case NSA 16-98, Regarding Hearings Officer Denial of an Appeal Requesting the Placement of Rip Rap on Slopes Exceeding 30% and the Replacement of an Existing Structure for Property Located at 1785 SE HISTORIC COLUMBIA RIVER HIGHWAY, TROUTDALE, be Rescheduled from 4/6/99 to 9:30 a.m., Tuesday, June 8, 1999, with Testimony Limited to 20 Minutes Per Side.
- P-2 Appellants' and Applicants' Request that the De Novo Hearing in Case NSA 26-94, Allowing Applicant to Remove Sixteen Structures at Bridal Veil, Excluding the Church and Post Office on Property Located at 47000-47330 WEST MILL ROAD, BRIDAL VEIL, be Rescheduled from 4/13/99 to 9:30 a.m., Tuesday, June 8, 1999, with Testimony Limited to 20 Minutes Per Side.
-

Tuesday, April 6, 1999 - 9:30 AM
Multnomah County Courthouse, Boardroom 602
1021 SW Fourth Avenue, Portland

BOARD BRIEFING

- B-1 Alcohol and Drug Substance Abuse System in Multnomah County. Presented by Lorenzo Poe, Floyd Martinez and Jim Peterson. 2 HOURS REQUESTED.

Thursday, April 8, 1999 - 9:30 AM
Multnomah County Courthouse, Boardroom 602
1021 SW Fourth Avenue, Portland

REGULAR MEETING

CONSENT CALENDAR

NON-DEPARTMENTAL

- C-1 Appointments of John Canda and Winzel Hamilton to the DEPARTMENT OF COMMUNITY AND FAMILY SERVICES CITIZEN BUDGET ADVISORY COMMITTEE
- C-2 Appointment of Susan Cox to the DEPARTMENT OF JUVENILE AND ADULT COMMUNITY JUSTICE CITIZEN BUDGET ADVISORY COMMITTEE
- C-3 Appointment of Chris Tutt to the MULTNOMAH COUNTY CITIZEN INVOLVEMENT COMMITTEE

DEPARTMENT OF COMMUNITY AND FAMILY SERVICES

- C-4 Amendment 5 to Intergovernmental Revenue Agreement 101618 with the State of Oregon Mental Health Division Adding Parts III and IV for Joint Commission on Accreditation of Healthcare Organizations (JCAHO) Accredited Psychiatric Residential Treatment Facilities
- C-5 Amendment 1 to Intergovernmental Omnibus Revenue Agreement 9910347 with the City of Portland Increasing Funds by \$114,979 for Homeless Youth Night Shelter, Youth Day Shelter, Family Winter Shelter, HOME Program and Emergency Family Shelter Program

DEPARTMENT OF ENVIRONMENTAL SERVICES

- C-6 ORDER Authorizing Private Sale of Certain Tax Foreclosed Property to Roderick T. MacFarlane and Catherine M. Cobb, Including Direction to Tax Title for Publication of Notice Pursuant to ORS 275.225
- C-7 ORDER Authorizing Private Sale of Certain Tax Foreclosed Property to Ronald K. Place, Including Direction to Tax Title for Publication of Notice Pursuant to ORS 275.225

REGULAR AGENDA

PUBLIC COMMENT

- R-1 Opportunity for Public Comment on Non-Agenda Matters. Testimony Limited to Three Minutes Per Person.

NON-DEPARTMENTAL

- R-2 Intergovernmental Agreement 500779 with the City of Portland to Transfer Services Provided by the Portland Multnomah Progress Board from the County to the City of Portland

DEPARTMENT OF SUPPORT SERVICES

- R-3 PROCLAMATION Proclaiming April, 1999 as EARTHQUAKE PREPAREDNESS MONTH
- R-4 Intergovernmental Agreement 700959 with the Federal Emergency Management Agency Region X to Accept the Funding Award for Project Impact: Building Disaster Resistant Communities, and to Assume Administrative and Financial Responsibilities

DEPARTMENT OF HEALTH

- R-5 NOTICE OF INTENT to Submit an Application to the Northwest Health Foundation for a Project to Establish and Evaluate Post Surgical Respite Care Housing for Homeless Residents

DEPARTMENT OF COMMUNITY AND FAMILY SERVICES

- R-6 Review and Approval of Multnomah County Alcohol and Drug Implementation Plan for Fiscal Year 1999-2001 for Submission to the State Office of Alcohol and Drug Abuse Programs

DEPARTMENT OF ENVIRONMENTAL SERVICES

- R-7 First Reading of an ORDINANCE Deleting Flood Hazard Regulations Contained in MCC 11.15.6301 through 11.15.6323 and Amending the Significant Environmental Concern Regulations for Streams and Grading and Erosion Control Regulations and Adding to Chapter 29 and Amending the Flood Hazard Regulations to be in Compliance with the Standards of the National Flood Insurance Program

- R-8 First Reading of an ORDINANCE Amending MCC 11.15, MCC 11.45 and MCC Section 29.305 to Enact Eight "Housekeeping" Amendments that Update, Clarify, or Correct Certain Zoning and Building Code Provisions

COMMISSIONER COMMENT/LEGISLATIVE ISSUES

- R-9 Opportunity (as Time Allows) for Commissioners to Provide Informational Comments to Board and Public on Non-Agenda Items of Interest or to Discuss Legislative Issues.
-

Thursday, April 8, 1999 - 6:00 PM
Multnomah County Courthouse, Boardroom 602
1021 SW Fourth Avenue, Portland

PUBLIC HEARING

- PH-1 Public Hearing on Living Wages for Human Services Workers. Presenters Include: Tim Kral, Erika Silver, Tiffany Kenaley, Glenna Hockley, Judy Harris, Gina Mattioda and Rich Peppers.

Thanks to Multnomah Community Television and Portland Cable Access Television, Thursday evening's hearing will be cable-cast live on Cable Channel 30 and replayed at the following times:

Saturday, April 10	2:00 p.m.	Channel 30
Wednesday, April 14	7:00 p.m.	Channel 30
Thursday, April 15	2:00 p.m.	Channel 21
Monday, April 19	7:00 p.m.	Channel 30
Sunday, April 25	10:00 am.	Channel 30
Monday, April 26	2:00 p.m.	Channel 21



LISA H. NAITO
Multnomah County Commissioner, District 3
1120 SW Fifth Avenue, Suite 1500
Portland, Oregon 97204-1914
Phone (503) 248-5217 Fax (503) 248-5262

MULTNOMAH COUNTY OREGON

MEMORANDUM

TO: Chair Beverly Stein
Commissioner Diane Linn
Commissioner Serena Cruz
Commissioner Sharron Kelley
Board Clerk Deb Bogstad

FROM: Commissioner Lisa Naito

DATE: April 7, 1999

RE: April 8th Living Wage Hearing

I wanted to let you know that I will only be able to stay for the first half of the living wage hearing. I have committed to attending another function in honor of Gwyneth Gamble and Brian Booth, Portland's First Citizens.

I look forward to the hearing and our subsequent work in Salem to secure living wages for employees in non-profit social and human service agencies.

BOARD OF
COUNTY COMMISSIONERS
99 APR - 7 PM 5:12
MULTNOMAH COUNTY
OREGON

#25

Melissa Hayward was asked to go up to the panel but was not called, if there is room she has a testimony prepared /

#2 ²⁶

SPEAKER SIGN UP CARDS

DATE 4-8-99
NAME ^{"KEN-EN"} Kenan Ginsberg
ADDRESS 2332 SE 32nd
Portland 97204
PHONE Parry Center employee
SPEAKING ON AGENDA ITEM NUMBER OR
TOPIC Public Testimony Living
GIVE TO BOARD CLERK Wage

MEETING DATE: April 8, 1999
AGENDA NO: PH-1
ESTIMATED START TIME: 6:00 pm

(Above Space for Board Clerk's Use ONLY)

AGENDA PLACEMENT FORM

SUBJECT: Public Hearing on Living Wages for Human Services Workers

BOARD BRIEFING: DATE REQUESTED: _____
REQUESTED BY: _____
AMOUNT OF TIME NEEDED: _____

REGULAR MEETING: DATE REQUESTED: Thursday, April 8, 1999
AMOUNT OF TIME NEEDED: 1 or 2 hours

DEPARTMENT: Non-Departmental DIVISION: Chair's Office

CONTACT: Rhys Scholes TELEPHONE #: 248-3928
BLDG/ROOM #: 106/1515

PERSON(S) MAKING PRESENTATION: multiple presenters including: Tim Kral, Erika Silver, Tiffany Kenaley, Glenna Hockley, Judy Harris, Gina Mattioda, Rich Peppers and Others

ACTION REQUESTED:

☒ INFORMATIONAL ONLY ☐ POLICY DIRECTION ☐ APPROVAL ☐ OTHER

SUGGESTED AGENDA TITLE:

Public Hearing on Living Wages for Human Services Workers

SIGNATURES REQUIRED:

ELECTED OFFICIAL: _____

Beverly Stein

(OR)
DEPARTMENT
MANAGER: _____

BOARD OF
COUNTY COMMISSIONERS
99 APR - 1 PM 2:18
MULTNOMAH COUNTY
OREGON

ALL ACCOMPANYING DOCUMENTS MUST HAVE REQUIRED SIGNATURES

Any Questions: Call the Board Clerk @ 248-3277

★ HRC 4/8/99

BOGSTAD Deborah L

From: SCHOLLES Rhys R
Sent: Monday, January 11, 1999 4:57 PM
To: CRUZ Serena M; STEIN Beverly E; LINN Diane M; NAITO Lisa H; KELLEY Sharron E
Cc: CARROLL Mary P; COMITO Charlotte A; FORD Carol M; BOGSTAD Deborah L;
TRACHTENBERG Robert J; WEIT Ramsay; MARCH Steve J
Subject: Proposal for a hearing on Living Wage for Social Service Workers

In the Living Wage resolution passed last November the Board resolved in part to: "seek the support and cooperation of living wage advocates and together with them ... bring a strong request to the 1999 Oregon Legislature for a substantial increase in wages and benefits for the employees of contractors that provide social and human services."

In a meeting last week, the subcommittee of the Living Wage Campaign that is focused on wages for social service providers asked that the County Board consider holding a hearing in mid to late March to assist in the process of winning funding from the legislature for these workers.

The proposal is for an evening hearing that would include testimony from both workers and executive directors of agencies. One component would be factfinding and we would hope to present the best possible data regarding the dimensions of the problem. (This is surprisingly difficult.) For example, problems of the agencies that arise from multiple funding streams and various contract requirements would be covered. The issue of government funded workers qualifying for public benefits such as food stamps would also be addressed.

Goals for this hearing would include: creating a record that could be used for legislative lobbying, bringing the players together for a clearer understanding of the problem, gaining agreement between worker and agency representatives regarding workable mechanisms, raising the public and media visibility of the issue, educating community leaders and agency boards of directors regarding the problem and providing an opportunity for activism that would lead to people directly contacting legislators.

This is a little different than anything we have done recently, but it seems to be in keeping with the spirit of the living wage resolution. Please let me know if you have problems with this approach or suggestions to make it more effective.

Absent problems we will try and flesh out the best way to do this and find an appropriate time and place for the hearing.

Thanks.



MCTV

Multnomah Community Television

SINGLE
PROGRAM

CABLECAST REQUEST

For MCTV Staff Produced or Acquired Programs Only

Date 3/26/99
 Staff Use Only ☒ MWN ☒ MCTV ☐ TVH ☐ D ☒

 Title (please print) MCC Hiring Wage Public Hearing Program Number 50078

Description (for publication in TV Host) _____

 Length 2:30 — Earliest date program can be played 4/8/99 Don't play after (if dated material) 4/26/99
 Hrs Min Sec
Staff person submitting program SnideProgram produced ☒ by MCTV OR
☐ Locally OR ☐ Outside metro area by (if not MCTV) _____

 Comments Send Schedule copy to Deb Bogstad Board & Clerk 248-3277

<input checked="" type="checkbox"/> LIVE	Day <u>Thurs</u>	Date <u>4/8/99</u>	Time <u>6</u> ^{AM} / _{PM}	Channel <u>30</u>
<input type="checkbox"/> Studio	<input checked="" type="checkbox"/> Remote from <u>MCC</u>	<input type="checkbox"/> Satellite Name _____	Channel _____	
<input type="checkbox"/> TAPED	Number of plays & Channel(s) desired _____			
Circle preferred cablecast days/times Sun Mon Tue Wed Thu Fri Sat ANY Morn Afternoon Eve Late Night ANY				

Cablecast Schedule (MCR use only!)

Day	Date	Time	Ch
Sat	4/10	2 pm	30
Wed	4/14	7 am	30
Mon	4/19	7 pm	30
Sun	4/25	10 am	30
Mon	4/26	2 pm	21
Thurs	4/15	2 pm	21

3/29
 Producer Notified

Notified by _____

* Ch. 30 plays are MCTV service area only

An Invitation from

Multnomah County Chair

Beverly Stein

County Commissioners

**Serena Cruz
Sharron Kelley
Diane Linn
Lisa Naito**

"Employees of non-profit social and human service agencies

to the

continue to experience low wages and lack of benefits. The

Living Wage

County's ability to affect those wages is limited because the Oregon

Public Hearing

Legislature controls the funding for those contracts."

**Thursday
April 8, 1999**

6:00 pm

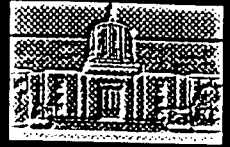
**Multnomah County Courthouse
Boardroom 602**



**Please RSVP
736-6800**



MULTNOMAH COUNTY 1999 LEGISLATIVE AGENDA



Multnomah County's Board of County Commissioners' ability to remain an accountable and productive local government and provide essential community services hinges on the partnership with the State Legislature. These services range from providing alcohol, drug, and mental health treatment to maintaining the Willamette River Bridges, operating a network of health care safety net clinics, and providing resources to reduce juvenile crime. This legislative agenda underscores our mutual commitment to improving the quality of life for all Oregonians.

Maintain Public Safety. Multnomah County is dedicated to the protection of our community by holding offenders accountable for their actions and by providing them with the necessary skills to become successful citizens. The County has developed several initiatives that promote public safety, reduce juvenile crime, and hold youth and families accountable.

The County endorses the Governor's Juvenile Crime Prevention Strategy and bills that prevent and reduce juvenile crime. The County supports measures that reduce gun violence. Favors legislation supporting year-round school in county juvenile detention facilities. The County requests legislative change to clarify the statutes defining the duties of Probation and Parole Officers. The County asks the Legislature to provide appropriate community corrections and 1145 local control funding that reflects the costs of supervision and community-based programs in the County.

Continue Oregon Health Plan. The Oregon Health Plan is designed to ensure that all people, regardless of ability to pay, have access to quality and affordable health care. The County supports the original intent of the Oregon Health Plan, which strives for universal health care access and controls costs by prioritizing health care services rather than placing limits on eligibility. The County opposes measures that attempt to erode the Plan. The County encourages the Legislature to sustain its level of funding, continue integration of mental health services, and support initiatives that reduce the fragmentation of the alcohol and drug system.

Enhance Funding for Safety Net Clinics. The County has a long history of responding to community health needs by operating a network of primary health care clinics. These clinics provide primary health care to low income residents, the uninsured, and under-insured. Multnomah County applauds the leadership of the 1997 Legislature that allocated resources for the first time to these clinics and calls for the 1999 Legislature to appropriate additional resources to meet the growing need.

Provide a Dedicated Funding Source for the Willamette River Bridges. The County requests that the Legislature provides a funding source for the six Willamette River Bridges owned, maintained and operated by the County. Without funding from the Legislature, federal funding could be in jeopardy. The majority of these bridges are over 70 years old and in need of major capital improvements to extend the bridge service life. The cost to maintain these bridges is high; painting and rehabilitation of the Hawthorne Bridge alone exceeded \$21.8 million. The County has identified a \$225 million capital shortfall over the next 20 years.

Secure Funding for Senior and Disabled Transit. Multnomah County's aging and disabled populations need improved access to public transportation options to seek and maintain employment, receive vital medical care, and obtain nutrition services at congregated meal sites. The County advocates for a long-term state policy on transportation services for mobility-impaired older and disabled citizens.

Increase School Funding. Multnomah County has recognized the critical nature of our schools in meeting our community vision of providing an opportunity for all children to succeed. The County urges the Legislature to embrace this vision by adequately funding school districts at a level that allows them to deliver education services equal or better than in previous years.

Enable Counties to Address Substantial Increase of PERS Liability. Wage growth, high PERS earnings and the passage of the 1995 HB 3349, increased the counties' unfunded PERS liability by \$30 million and increased employers' annual contribution rates. HB 3349 also allowed the State to collect income taxes on PERS benefits. The County requests the Legislature to consider sharing the increased income tax revenues to offset the impact of HB 3349 on local government. In addition, the County supports the proposal by the Municipal Debt Advisory Commission for a statutory change that would increase the current \$5,000 debt limitation, providing the County additional options for managing unfunded liabilities.

Preserve Columbia River Gorge. The County favors increased funding of the Columbia River Gorge Commission and supports a review of the Columbia River Gorge Management Plan to ensure the Commission is performing its functions effectively and efficiently.

Support Living Wages. Multnomah County urges the Legislature to acknowledge the critical work of social service providers by increasing their wages and benefits. The County has taken steps to increase benefits and wages for employees of security and janitorial contracts, but has been unable to take similar steps for employees of social service provider contracts. The County's ability to affect wages of employees of social service provider contracts is limited because the Legislature controls the funding. Adequate funding for these employees would reduce turnover, which is currently over 50%, ensure access to quality services, and prevent early entry into institutions of seniors and persons with disabilities.

Explore Tax Reform Initiatives. The County asks the Legislature to recognize that Measure 47/50 granting of property tax exemptions now directly reduces local government revenue and services. Property taxes are limited to a 3% increase per year. To curtail the impacts of Measure 47/50, the County seeks support for recommendations of the Association of Oregon Counties' Tax Reform Task Force. These recommendations, considered in the Governor's Tax Policy Phase II Committee include:

- Increase shared revenue to more appropriately balance funding and services between state and local governments.
- Restrict preemption of local revenue and increase local revenue alternatives.
- Provide payment to local governments to compensate for any new property tax exemptions granted by the Legislature.
- Swap portion of property tax base for portion of state personal income tax base.
- Share state revenue gains associated with economic development projects.

Working in Partnership with the Association of Oregon Counties.

Multnomah County together with AOC seeks support for the following issues:

- Establish stable funding for **Assessment and Taxation**, which collects the largest source of funding for county government property taxes
- Secure state funding for **District Attorneys and Court Facilities**
- Increase funding for the maintenance and capital needs of the state's **Transportation** system
- Seek resources for **Economic Development** including urban renewal
- Support the Governor's **Juvenile Crime Prevention Strategy**

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 98-165

Creating a Living Wage Policy for Multnomah County

The Multnomah County Board of Commissioners Finds:

- a. Reducing the number of County residents living in poverty is an urgent benchmark for Multnomah County.
- b. Multnomah County desires to set an example of responsibility and to raise the market level of wages for employees whose current earnings place them below the federal poverty level.
- c. The County's current Living Wage and Benefit project which was designed to increase contracted custodial and security employees wages and benefits, and improve the quality of these contracted services, has worked well in meeting all the projects goals.
- d. Further increasing wages and benefits and expanding the categories of contracts covered will advance the County's goal of reducing poverty.
- e. Employees of non-profit social and human service agencies continue to experience low wages and a lack of benefits. The County's ability to affect those wages is limited because the Oregon Legislature controls the funding for those contracts.

The Multnomah County Board of Commissioners Resolves:

1. Multnomah County's Facilities and Property Management Division (Division) is directed to insure that all new formal contracts for custodial and security services will include provisions which will insure non-supervisory contracted employees will receive a total hourly compensation (hourly wages plus hourly benefits package cost) of no less than \$9.00 per hour. Existing contracts will have these new provisions negotiated at time of contract anniversary.
2. On subsequent custodial and security contract anniversaries the minimum total compensation for non-supervisory employees will be increased by the

percentage increase in the Consumer Price Index for Portland urban wage earners.

3. The Division will implement proposed policies to: encourage custodial and security contractors to use full time employees, require new contractors to use a notification and interview process for employees displaced by a contract change and require contractors to post contract classification changes, benefit package descriptions and Earned Income Tax Credit information at each work-site at the start of each contract. The County will clarify its right to access contractor's work site and records pertaining to contracts.
4. When the next Request for Proposals for food services is prepared (no later than June 1, 2000) the Sheriff's Department and Purchasing Division will create provisions similar to the Custodial and Security contractors Living Wage and Benefit Project, to insure that food service contract non-supervisory employees receive a minimum total compensation as set forth in paragraphs one and two above.
5. Multnomah County will seek the support and cooperation of living wage advocates and together with them will bring a strong request to the 1999 Oregon Legislature for a substantial increase in wages and benefits for the employees of contractors that provides social and human services.

Adopted this 15th day of October, 1998.

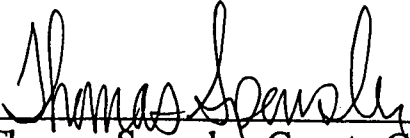


BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON


Beverly Stein, Chair

REVIEWED:

Thomas Sponsler, County Counsel
For Multnomah County, Oregon

By 
Thomas Sponsler, County Counsel

REVISIO

Outline for Multnomah County Living Wage Hearing April 8, 1999

1. Introduction (Stein) (5 minutes)

Welcome to guests

Brief history of this issue ... why this hearing?

2. Research Reports (10 minutes)

Job Gap Study, Mallory Pratt, Oregon Action (1)

Wages for direct care workers, Kenan Ginsberg (2)

3. Worker Panel (20 minutes)

Employees of social service agencies and their advocates address:

What are the impacts of low wages?

Tiffany Kenaley (7)

Glenna Hockley (3)

Judy Harris PREPARED ~~MRS~~ PAUL DAHLQUIST DELIVERED COMMENTS (4)

Joan Booth (5)

Amy Burnette (6)

RICK BURGER (8)

4. Provider Panel (20 minutes)

Representatives of agencies and their associations address:

Why are wages low?

What are the obstacles to increasing wages?

What is the best way to increase wages?

Tim Kral - Oregon Rehabilitation Association (9)

Ann Uhler - CODA and ADAPDAO (10)

Erika Silver - Bradley-Angle House (11)

5. Legislative Opportunities (10 minutes)

What are the prospects for legislative remedies this session?

Gina Mattioda - Multnomah County Public Affairs Office (12)

Rich Peppers - OPEU (13)

6. Public Testimony (?? Minutes) + 13 SPEAKER CARDS

7. Closing (10 minutes)



**Testimony for Multnomah County Commission
Hearing on Living Wages**

**Thursday, April 8
Mallory Pratt, State Leadership Council, Oregon Action**

**STATEWIDE
OFFICE**

3009 NE Emerson St.
Portland, Oregon 97211
503/282-6588
Fax: 503/282-7266
Email:
ORAction@aol.com

**ROGUE
VALLEY**

33 North Central #303
Medford, Oregon 97501
541/772-4029
Fax: 541/772-0355
Email:
Rich Rohde@aol.com

Thank you for the opportunity to speak and share with you findings from the recent Northwest Job Gap Study. The study was produced by the Northwest Policy Center at the University of Washington Graduate School of Public Affairs, Oregon Action, and a statewide steering committee made up of representatives of business, organized labor, government, and community groups. I want to recognize that Bev Stein, our Multnomah County Executive, participated on the Oregon Job Gap Steering Committee. Her participation has been much appreciated and valued.

My name is Mallory Pratt, a member of the State Leadership Council for Oregon Action. Oregon Action is a statewide organization with over 15,000 dues paying members committed to economic justice and fairness. We are currently leading a living wage campaign in Medford asking the Jackson County commissioners to pass an ordinance similar to the one the Multnomah County Commission passed in the fall.

The Northwest Job Gap Study explores the gap between the number of living wage jobs being created in the Northwest and the number of people needing living wage jobs. The study aims to provide regional answers to the questions: What is a living wage? Are we creating enough jobs that pay a living wage?

The living wage for a single adult is \$10.07 an hour. A Living Wage is based on what is needed to meet one's basic needs without resorting to public benefits and provides some ability to deal with emergencies and plan ahead. This equates to a full time salary of \$20,943 per year, based on 2080 hours of work per year. This is a statewide average. In higher cost areas, including the Portland metro area, Marion, Lane, Deschutes, and Jackson counties the living wage is even higher at \$10.36 per hour.

The living wage for a single adult with two children is \$16.36 an hour, or \$34,019 per year. In higher cost areas, like Portland, it is \$17.13 per hour. Our monthly budgets include providing for basics such as food, housing, utilities, transportation, childcare, health care, and household costs like clothing, among other expenses. And this assumes that the employer provides health insurance.



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While we recognize that many low-wage workers currently are not provided health coverage, we advocate that comprehensive health insurance provided by the employer is integral to the living wage movement. The lack of health coverage for many low wage workers only further exacerbates the struggle of families to make ends meet. In addition, we believe that working families should also be able to save money for unforeseen circumstances. Currently the national savings average is dangerously low at roughly 1% of one's salary.

How does the living wage study impact workers earning the minimum wage, which now stands at \$6.50 per hour? The state's current minimum wage is less than 65 percent of the living wage for a single adult and less than 40 percent of the living wage for a single adult with two children.

About half of all job openings in Oregon, or 47%, pay less than the \$10.07 an hour living wage for a single adult. In addition, there are more people looking for work than there are job openings that pay a living wage. For every one job opening paying a living wage at \$10.07 there are six individuals seeking that job.

About three-quarters of all job openings, or 77%, pay less than the \$16.36 an hour living wage for a single adult with two children. For every one job opening paying a living wage at \$16.36 there are fourteen individuals seeking that job. For those job openings that pay a living wage and require at most some combination of a high school diploma, on-the-job training, work experience, and/or post-high school vocational training, the competition may be even stronger.

Some people who have not had to survive on low wages might not understand how people earning less than these living wages make ends meet. Many are being forced to do without what should be basics – for example, going without health coverage or choosing between which bills to pay. Some live in substandard housing; others receive help from other family members; work two jobs; or work under the table.

Many increasingly depend on credit, creating a higher monthly burden from debt service on credit cards. And, yes, many families earning a low wage are increasingly turning to public benefits to make ends meet. According to the Oregon Hunger Relief Task Force's 1999 Annual Hunger Report, 14% of the state's population sought emergency food last year, many of them among the working poor. In that sense, our wages aren't "high"; they're intentionally made high enough so that people do not have to resort to these actions.

At its core, the Northwest Job Gap Study makes a clear argument that the terms of this debate regarding minimum wages and allowing the free market

to set wages must be changed. Opponents of living wages are urging policy makers in Oregon to join with other states in racing to the bottom of the economic ladder for Oregon's workforce. Oregon Action, on the other hand, believes these market advocates are misguided. You as elected leaders must commit to public policies that build and promote healthy and sustainable economies based on living wage jobs that allow working individuals and families in Oregon to live with dignity and security.

Thank you for your time.



Thallory Pratt

Northwest Job Gap Study
January 13, 1999

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Colleagues and Friends of Oregon Action:

Thank you for your interest in the Northwest Job Gap Study, a regional and statewide exploration of the gap between the number of living wage jobs being created in the Northwest and the number of people needing living wage jobs.

The study is a joint project of the Northwest Policy Center at the University of Washington Graduate School of Public Affairs and the Northwest Federation of Community Organizations. In this state, Oregon Action brought together a steering committee of government, labor, business, and community leaders to guide the research and outreach.

Oregon Action is a statewide economic justice organization with a grassroots constituency of 20,000 low-to-moderate income Oregonians. Oregon Action's economic justice mission is focused specifically on issues of corporate accountability. Our issue areas include Living Wage Jobs, Money in Politics/Campaign Finance Reform, and Tax Fairness.

We are requesting a donation of \$5 to offset the cost of printing and mailing the report. We also invite you to become a member of Oregon Action for a contribution of \$15 to \$50. Your financial support is critical to helping further Oregon Action's commitment to economic justice for all in Oregon. Please send your financial support to Oregon Action at 3009 NE Emerson, Portland, OR 97211.

If you have any questions or would like to discuss the report further, please contact us at 503-282-6588.

Thank you for your support,

Brian Hoop
Political Director



<http://members.aol.com/oraction>

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Idaho • Montana
Oregon • Washington

NORTHWEST Job Gap STUDY

SEARCHING FOR WORK THAT PAYS

OREGON

NORTHWEST POLICY CENTER AND
NORTHWEST FEDERATION OF COMMUNITY ORGANIZATIONS

JANUARY 1999

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ABOUT THE NORTHWEST JOB GAP STUDY

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Guiding the Northwest Job Gap Study and its research and analysis, and education and outreach efforts are state steering committees made up of representatives of business, labor, government, and community groups.

Funding for the Northwest Job Gap Study is provided in part by a grant from the Northwest Area Foundation.

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SEARCHING FOR WORK THAT PAYS: NORTHWEST JOB GAP STUDY OREGON

PURPOSE OF THE STUDY

The Northwest Job Gap Study explores the gap between the number of living wage jobs being created in the Northwest and the number of people needing living wage jobs. It also seeks to raise awareness and promote public dialogue about the job gap and policy options to address it.

The Northwest Job Gap Study—which covers the states of Idaho, Montana, Oregon, and Washington—aims to provide answers to the questions:

- What is a living wage?
- Are we creating enough jobs that pay a living wage?
- Which occupations and industries provide living wage job opportunities for people needing them?
- How can we promote living wage jobs and make sure people needing these jobs are able to get and keep them?

This report examines the first two of these questions.

KEY FINDINGS

The key findings for Oregon, based on 1996 data, are:

- The living wage for a single adult is \$10.07 an hour. This is based on what is needed to meet basic needs and provides some ability to plan ahead. The living wage for a single adult with two children is \$16.36 an hour.
- About half of all job openings (47 percent) pay less than the \$10.07 an hour living wage for a single adult. About three quarters of all job openings (77 percent) pay less than the \$16.36 an hour living wage for a single adult with two children.
- For each job opening that pays at least the \$10.07 an hour living wage for a single adult, there are six job seekers on average. For each job opening that pays at least the \$16.36 an hour living wage for a single adult with two children, there are 14 job seekers on average.

WHAT IS A LIVING WAGE?

A living wage is a wage that allows families to meet their basic needs without resorting to public assistance and provides them some ability to deal with emergencies and plan ahead.

Living wages are calculated on the basis of family budgets for several household types, as shown in the table on the following page. Family budgets include basic necessities such as food, housing and utilities, transportation, health care, child care, and household, clothing, and personal items; state, local, and federal taxes; and savings.

Living wages are:

- For a single adult, \$20,943 a year or \$10.07 an hour.
- For a single adult with one child, \$27,202 a year or \$13.08 an hour.
- For a single adult with two children, \$34,019 a year or \$16.36 an hour.
- For two adults, one of whom is working, with two children, \$29,197 a year or \$14.04 an hour.
- For two adults, both of whom are working, with two children, \$37,404 a year or \$17.98 an hour (which means that the combined wages of both working adults need to total this amount).

These are statewide averages. In some areas, costs are higher (particularly for housing and child care) and, as a result, living wages are higher. In other areas, including most of the state's rural areas, costs and, therefore, living wages are lower. Living wages for higher cost and lower cost areas are:

	<u>Higher Cost Areas</u>	<u>Lower Cost Areas</u>
Single adult	\$10.36/hour	\$9.45/hour
Single adult with one child	\$13.57/hour	\$12.31/hour
Single adult with two children	\$17.13/hour	\$15.37/hour
Two adults (one working) with two children	\$14.34/hour	\$13.32/hour
Two adults (both working) with two children	\$18.75/hour	\$17.05/hour









The state's higher cost areas are Multnomah, Washington, Clackamas, Marion, Polk, Yamhill, Benton, Lane, Deschutes, and Jackson counties.

The state's minimum wage is less than 60 percent of the living wage for a single adult and less than 35 percent of the living wage for a single adult with two children. The state's average annual wage (\$27,046 in 1996) is 129 percent of the living wage for a single adult and 80 percent of the living wage for a single adult with two children.



OREGON FAMILY BUDGETS (IN 1996 DOLLARS)



	<u>Household 1</u>	<u>Household 2</u>	<u>Household 3</u>	<u>Household 4</u>	<u>Household 5</u>
 Food	141	263	331	462	462
 Housing & Utilities	453	568	568	568	568
 Transportation	372	321	364	333	390
 Health Care	60	112	125	152	152
 Child Care	0	146	498	0	498
 Household, Clothing & Personal	222	273	300	327	340
 Savings	139	171	188	205	212
 State, Local & Federal Taxes	359	414	461	386	495
Gross Monthly Income Needed	1,745	2,267	2,835	2,433	3,117*
Gross Annual Income Needed	20,943	27,202	34,019	29,197	37,404*
Living Wage (at 2080 hrs/yr)	\$10.07	\$13.08	\$16.36	\$14.04	\$17.98*

Household 1 is a single adult

Household 2 is a single adult with a school-age child (age 6-8 yrs)

Household 3 is a single adult with a toddler (12-24 months) and a school-age child (age 6-8 yrs)

Household 4 is two adults (one of whom is working) with a toddler and a school-age child

Household 5 is two adults (both of whom are working) with a toddler and a school-age child

*Total amount earned by two working adults

ARE WE CREATING ENOUGH JOBS THAT PAY A LIVING WAGE?

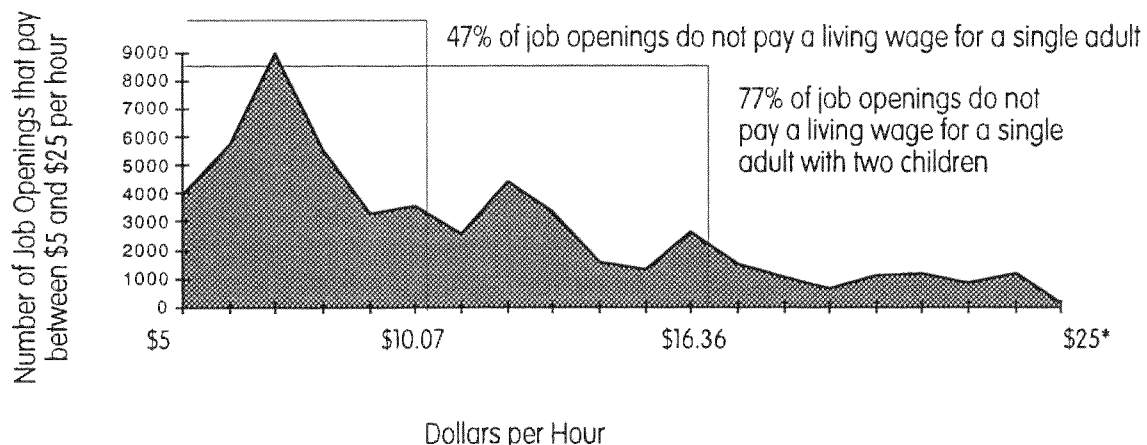
The Oregon economy is not creating enough living wage jobs for all those who need them, according to several indicators. These include the number of working age households compared to the number of jobs that pay a living wage, the percentage of jobs and job openings that pay less than a living wage, and the number of job seekers compared to the number of job openings that pay a living wage.

In 1996, there were slightly more than 1 million working age households in Oregon, but fewer than 760,000 jobs that could support a single adult and slightly more than 300,000 jobs that could support a single adult with two children.

Forty-four percent of all jobs in the economy pay less than the \$10.07 an hour living wage for a single adult and 76 percent pay less than the \$16.36 an hour living wage for a single adult with two children.

The job market that job seekers face is similarly limited. Of all job openings, about half (47 percent) pay less than the \$10.07 an hour living wage for a single adult, as shown in the chart below. About three quarters of job openings (77 percent) pay less than the \$16.36 an hour living wage for a single adult with two children. It is important to note the distinction between jobs and job openings. Not all jobs come open during a year. Job openings are of particular interest because they provide employment opportunities to people looking for work.

OREGON DISTRIBUTION OF JOB OPENINGS BY WAGE RATE



*There are few job openings in the economy that pay more than \$25 an hour. Due to lack of space they have not been included here.

In addition, there are more people looking for work than there are job openings that pay a living wage. As shown in the table below, job gap ratios, which compare job seekers to job openings, are:

- For each job opening, regardless of pay, there are three job seekers on average.
- For each job opening that pays at least the \$10.07 an hour living wage for a single adult, there are six job seekers on average.
- For each job opening that pays at least the \$16.36 an hour living wage for a single adult with two children, there are 14 job seekers on average.

For those job openings that pay a living wage and require at most some combination of a high school diploma, on-the-job training, work experience, and/or post-high school vocational training, the competition may be even stronger. Fifty nine percent of all job openings that pay at least the \$10.07 an hour living wage for a single adult require that amount of education and training. For those job openings that pay at least the \$16.36 an hour living wage for a single adult with two children, the proportion is 23 percent.

OREGON JOB GAP RATIO



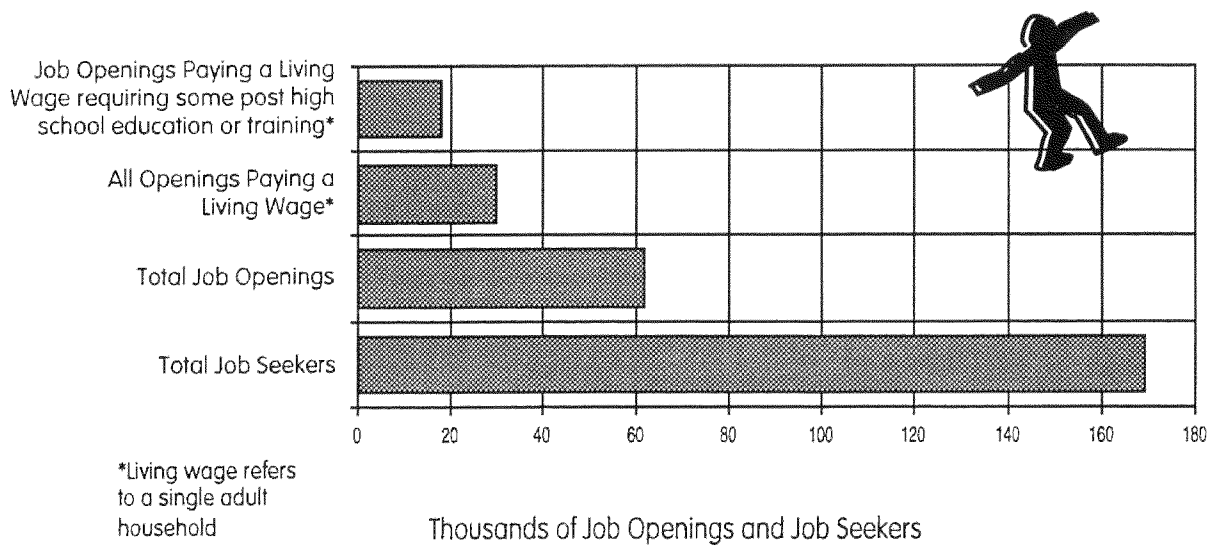
	<u>Household 1</u> \$10.07	<u>Household 3</u> \$16.36	<u>All Job</u> <u>Openings</u>
Job Seekers	166,926	166,926	166,926
Job Openings	30,190	11,947	61,796
Job Seekers per Job Opening	6 to 1	14 to 1	3 to 1
Percent of all Job Openings paying less than a living wage	47%	77%	

Job gap ratios are calculated by dividing the number of people who were looking for work at some point during 1996 by the number of job openings that year. The ratios indicate that, for example, there are six times as many job seekers as there are job openings that pay at least the \$10.07 an hour living wage for a single adult, not necessarily that there are six people competing for each job of that type. The ratios do not take into account characteristics of job seekers such as their household size, their skills, or education and training.

Job seekers total 166,926, which equals about 10 percent of total employment in the state. Job seekers include:

- The unemployed—people who are not employed, but looking for work. Included are those who have been laid off, quit their jobs, are entering the workforce for the first time, or are re-entering it. Not included are those who are unemployed due to temporary layoff or those looking only for part-time work. About 64 percent of job seekers are unemployed.
- Involuntary part-time workers—people who work less than full time, but want to work full time. About 29 percent of job seekers are involuntary part-time workers.

FINDINGS FOR OREGON



- Discouraged and marginally attached workers—people who are not employed and not currently looking for work, but have looked within the past year. In the case of discouraged workers, they are not seeking work because they believe there are no jobs available or none for which they are qualified. And in the case of marginally attached workers, it is because of personal or financial reasons. About seven percent of job seekers are discouraged or marginally attached workers.

It is important to note that the unemployment rate reflects only the unemployed and, therefore, misses about 40 percent of all job seekers.

The 166,926 figure is likely an underestimate of the actual number of job seekers. Ideally, the count of job seekers would capture everyone, working or not, who needs a living wage job. The figure used in this study understates the number of job seekers in that it does not count those who are working full time at less than a living wage job, but want a living wage job because data on this group do not exist. It overstates the number in that all the unemployed are counted, even though some may not be looking for a living wage job. Also, people who left the labor market and then re-entered the same occupation are counted among the job seekers, whereas those who moved directly from one job to another in the same occupation are not. However, assuming even a fraction of the 650,000 people working at less than a living wage job for a single adult want a living wage job, the count is, on balance, an underestimate.

Job openings total 61,796 and include:

- Job openings due to growth—the result of new jobs being created by new or existing firms. About 48 percent of all job openings are due to growth.

- Job openings due to net replacement—the result of people retiring, entering school or the military, moving across state boundaries, changing occupations, or otherwise leaving the occupation in which they currently work. About 52 percent of job openings are due to net replacement.

Not included are job openings due to people changing employers, but remaining in the same occupation because these are largely invisible to the average job seeker. Also not included, for the same reason, are job openings for unpaid family workers and self-employment.

Job openings are broken down by occupation, wages paid, and education and training required. Wage and education and training data were collected and analyzed for over 800 occupations. In determining which job openings paid a living wage, the state median wage for an occupation was used, where available; this means that half the people in the occupation earn less and half more than that amount. Not everyone will start at the median wage, but many should progress to that wage over time.

As shown in the chart on the previous page, 30,190 of the 61,796 job openings pay at least the \$10.07 an hour living wage for a single adult. And 17,713 of these job openings pay at least the \$10.07 an hour living wage for a single adult and require at most some combination of a high school diploma, on-the-job training, work experience, and/or post-high school vocational training.

NEXT STEPS

This first phase of the Northwest Job Gap Study develops estimates of living wages needed to support families and documents the extent to which there is a gap between the number of living wage jobs being created in Oregon and other Northwest states, and the number of people needing living wage jobs. Despite strong growth and the creation of many new jobs over the last decade, Oregon's economy is not creating enough living wage jobs for all those who need them, as indicated by a comparison of living wage jobs to households, the percentage of jobs and job openings that pay a living wage, and the ratio of job seekers to job openings that pay a living wage.

Next phases of the Northwest Job Gap Study will focus on identifying which occupations and industries provide living wage job opportunities to people needing them; analyzing workforce demographics such as race/ethnicity, gender, and education and training levels in the context of living wage jobs; and identifying ways to promote living wage jobs and make sure people needing these jobs are able to get and keep them. Also, education and outreach will be conducted to raise awareness and promote public dialogue about the job gap.



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Oregon • Washington

NORTHWEST Job Gap STUDY

SEARCHING FOR WORK THAT PAYS

OREGON

NORTHWEST POLICY CENTER AND
NORTHWEST FEDERATION OF COMMUNITY ORGANIZATIONS

JANUARY 1999

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SEARCHING FOR WORK THAT PAYS: NORTHWEST JOB GAP STUDY OREGON

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The key findings for Oregon, based on 1996 data, are:

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OREGON FAMILY BUDGETS (IN 1996 DOLLARS)



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*Total amount earned by two working adults

ARE WE CREATING ENOUGH JOBS THAT PAY A LIVING WAGE?

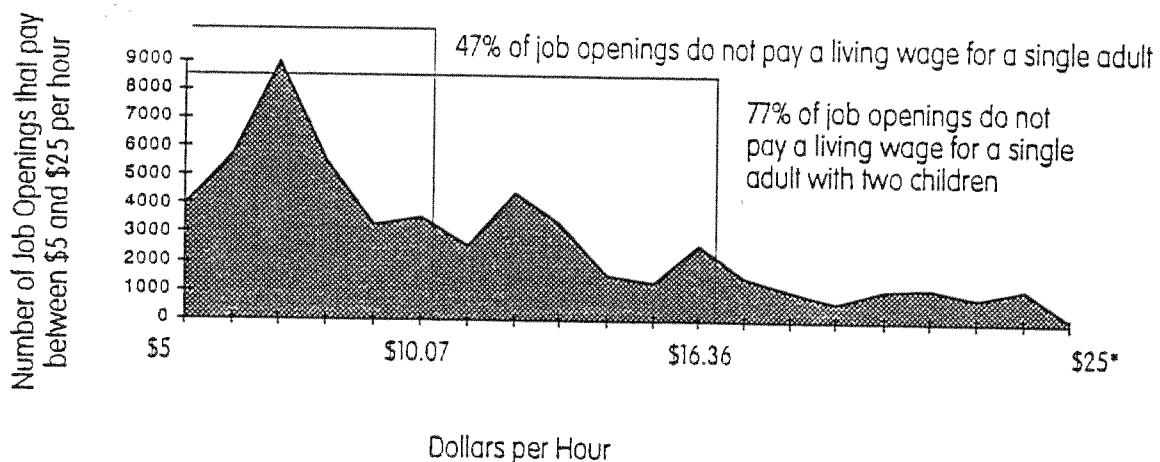
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OREGON DISTRIBUTION OF JOB OPENINGS BY WAGE RATE



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For those job openings that pay a living wage and require at most some combination of a high school diploma, on-the-job training, work experience, and/or post-high school vocational training, the competition may be even stronger. Fifty nine percent of all job openings that pay at least the \$10.07 an hour living wage for a single adult require that amount of education and training. For those job openings that pay at least the \$16.36 an hour living wage for a single adult with two children, the proportion is 23 percent.

OREGON JOB GAP RATIO



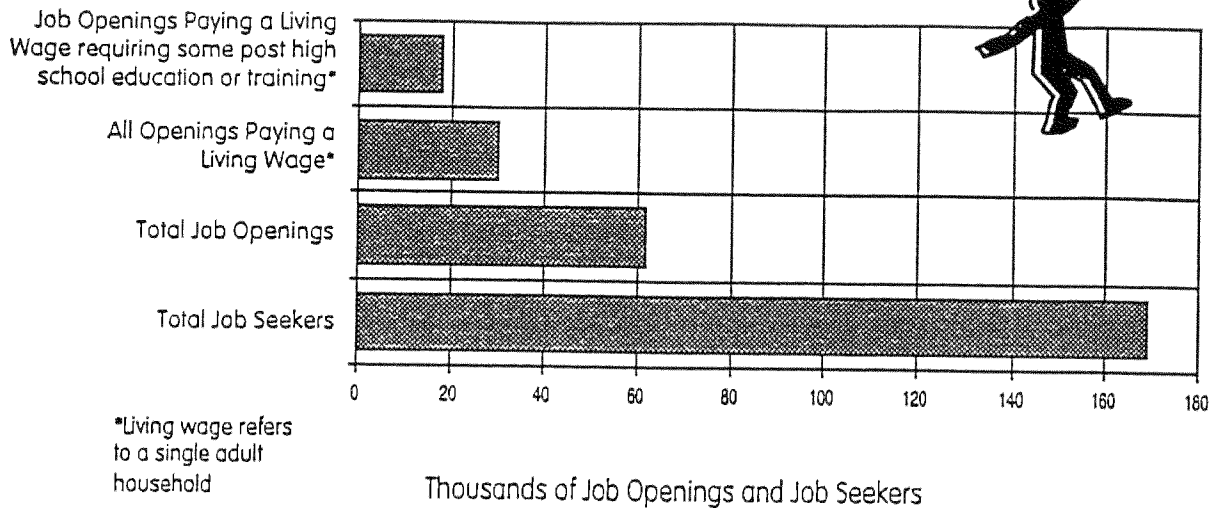
	<u>Household 1</u> <u>\$10.07</u>	<u>Household 3</u> <u>\$16.36</u>	<u>All Job</u> <u>Openings</u>
Job Seekers	166,926	166,926	166,926
Job Openings	30,190	11,947	61,796
Job Seekers per Job Opening	6 to 1	14 to 1	3 to 1
Percent of all Job Openings paying less than a living wage	47%	77%	

Job gap ratios are calculated by dividing the number of people who were looking for work at some point during 1996 by the number of job openings that year. The ratios indicate that, for example, there are six times as many job seekers as there are job openings that pay at least the \$10.07 an hour living wage for a single adult, not necessarily that there are six people competing for each job of that type. The ratios do not take into account characteristics of job seekers such as their household size, their skills, or education and training.

Job seekers total 166,926, which equals about 10 percent of total employment in the state. Job seekers include:

- The unemployed—people who are not employed, but looking for work. Included are those who have been laid off, quit their jobs, are entering the workforce for the first time, or are re-entering it. Not included are those who are unemployed due to temporary layoff or those looking only for part-time work. About 64 percent of job seekers are unemployed.
- Involuntary part-time workers—people who work less than full time, but want to work full time. About 29 percent of job seekers are involuntary part-time workers.

FINDINGS FOR OREGON



- Discouraged and marginally attached workers—people who are not employed and not currently looking for work, but have looked within the past year. In the case of discouraged workers, they are not seeking work because they believe there are no jobs available or none for which they are qualified. And in the case of marginally attached workers, it is because of personal or financial reasons. About seven percent of job seekers are discouraged or marginally attached workers.

It is important to note that the unemployment rate reflects only the unemployed and, therefore, misses about 40 percent of all job seekers.

The 166,926 figure is likely an underestimate of the actual number of job seekers. Ideally, the count of job seekers would capture everyone, working or not, who needs a living wage job. The figure used in this study understates the number of job seekers in that it does not count those who are working full time at less than a living wage job, but want a living wage job because data on this group do not exist. It overstates the number in that all the unemployed are counted, even though some may not be looking for a living wage job. Also, people who left the labor market and then re-entered the same occupation are counted among the job seekers, whereas those who moved directly from one job to another in the same occupation are not. However, assuming even a fraction of the 650,000 people working at less than a living wage job for a single adult want a living wage job, the count is, on balance, an underestimate.

Job openings total 61,796 and include:

- Job openings due to growth—the result of new jobs being created by new or existing firms. About 48 percent of all job openings are due to growth.

- Job openings due to net replacement—the result of people retiring, entering school or the military, moving across state boundaries, changing occupations, or otherwise leaving the occupation in which they currently work. About 52 percent of job openings are due to net replacement.

Not included are job openings due to people changing employers, but remaining in the same occupation because these are largely invisible to the average job seeker. Also not included, for the same reason, are job openings for unpaid family workers and self-employment.

Job openings are broken down by occupation, wages paid, and education and training required. Wage and education and training data were collected and analyzed for over 800 occupations. In determining which job openings paid a living wage, the state median wage for an occupation was used, where available; this means that half the people in the occupation earn less and half more than that amount. Not everyone will start at the median wage, but many should progress to that wage over time.

As shown in the chart on the previous page, 30,190 of the 61,796 job openings pay at least the \$10.07 an hour living wage for a single adult. And 17,713 of these job openings pay at least the \$10.07 an hour living wage for a single adult and require at most some combination of a high school diploma, on-the-job training, work experience, and/or post-high school vocational training.

NEXT STEPS

This first phase of the Northwest Job Gap Study develops estimates of living wages needed to support families and documents the extent to which there is a gap between the number of living wage jobs being created in Oregon and other Northwest states, and the number of people needing living wage jobs. Despite strong growth and the creation of many new jobs over the last decade, Oregon's economy is not creating enough living wage jobs for all those who need them, as indicated by a comparison of living wage jobs to households, the percentage of jobs and job openings that pay a living wage, and the ratio of job seekers to job openings that pay a living wage.

Next phases of the Northwest Job Gap Study will focus on identifying which occupations and industries provide living wage job opportunities to people needing them; analyzing workforce demographics such as race/ethnicity, gender, and education and training levels in the context of living wage jobs; and identifying ways to promote living wage jobs and make sure people needing these jobs are able to get and keep them. Also, education and outreach will be conducted to raise awareness and promote public dialogue about the job gap.



Idaho • Montana
Oregon • Washington

NORTHWEST Job Gap STUDY

SEARCHING FOR WORK THAT PAYS

NORTHWEST POLICY CENTER AND
NORTHWEST FEDERATION OF COMMUNITY ORGANIZATIONS

JANUARY 1999

ABOUT THE NORTHWEST JOB GAP STUDY

The Northwest Job Gap Study is a joint project of the Northwest Policy Center at the University of Washington Graduate School of Public Affairs and the Northwest Federation of Community Organizations.

The Northwest Policy Center is an applied policy research center that works with policy makers and practitioners to improve strategies for a vital Northwest economy, with an emphasis on the health and well-being of the region's people, communities, and environment.

The Northwest Federation of Community Organizations is a regional federation of four statewide, community-based social and economic justice organizations: Montana People's Action, Idaho Citizen's Network, Oregon Action, and Washington Citizen Action. These organizations represent a broad based, grassroots constituency including disenfranchised and low-to-moderate income residents. They engage in community organizing and coalition building, and conduct issue campaigns at the state and community level.

Guiding the Northwest Job Gap Study and its research and analysis, and education and outreach efforts are state steering committees made up of representatives of business, labor, government, and community groups.

Funding for the Northwest Job Gap Study is provided in part by a grant from the Northwest Area Foundation.

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SEARCHING FOR WORK THAT PAYS: NORTHWEST JOB GAP STUDY

EXECUTIVE SUMMARY

The Northwest Job Gap Study explores the gap between the number of living wage jobs being created in the Northwest and the number of people needing living wage jobs. It also seeks to raise awareness and promote public dialogue about the job gap and policy options to address it.

This first phase of the Northwest Job Gap Study—which covers the states of Idaho, Montana, Oregon, and Washington—aims to provide answers to the questions: What is a living wage? And are we creating enough jobs that pay a living wage?

Findings are based on data from 1996, the most recent year for which data on job openings, wages, and employment are available.

WHAT IS A LIVING WAGE?

A living wage is a wage that allows families to meet their basic needs without resorting to public assistance and provides them some ability to deal with emergencies and plan ahead. It is not a poverty wage.

Living wages are calculated on the basis of family budgets for several household types. Family budgets include basic necessities, savings, and state, local and federal taxes. Living wages for a single adult range from \$9.02 an hour or \$18,760 a year in Montana to \$10.25 an hour or \$21,322 a year in Washington. This assumes full time work on a year round basis. For a single adult with two children, living wages range from \$14.42 an hour or \$29,995 a year in Idaho to \$16.86 an hour or \$35,079 a year in Washington. Differences in state living wage estimates are largely attributable to differences in housing and child care costs.

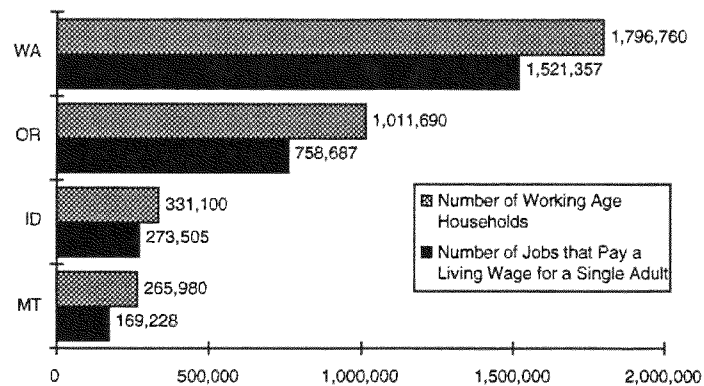
A comparison of living wages to state minimum wages shows that the minimum wage is about half of the living wage for a single adult and 30 percent of the living wage for a single adult with two children. The median wage in each state is slightly greater than the living wage for a single adult, which suggests that slightly more than half of the workers in each state earn the living wage for a single adult. For a single adult with two children, the median wage is about two thirds of the living wage.

ARE WE CREATING ENOUGH JOBS THAT PAY A LIVING WAGE?

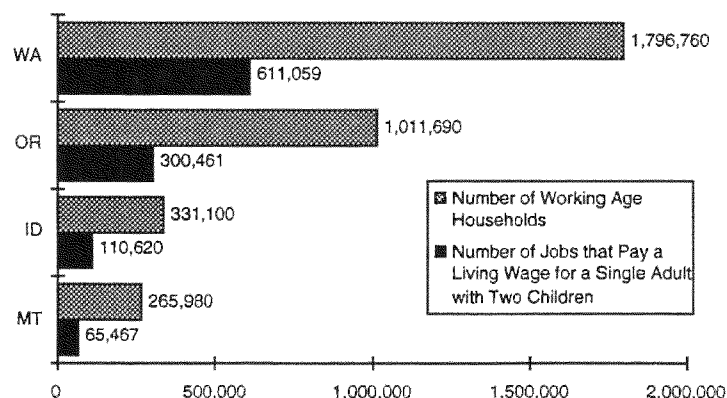
The Northwest economy is not creating enough living wage jobs for all those who need them, according to several indicators. These include the number of working age households compared to the number of jobs that pay a living wage, the percentage of jobs and job openings that pay less than a living wage, and the number of job seekers compared to the number of job openings that pay a living wage.

A comparison of working age households to jobs that pay a living wage shows there were more working age households than living wage jobs in every Northwest state in 1996, as shown in the charts below. The shortfall between the number of working

WORKING AGE HOUSEHOLDS COMPARED TO JOBS THAT PAY A LIVING WAGE FOR A SINGLE ADULT



WORKING AGE HOUSEHOLDS COMPARED TO JOBS THAT PAY A LIVING WAGE FOR A SINGLE ADULT WITH TWO CHILDREN



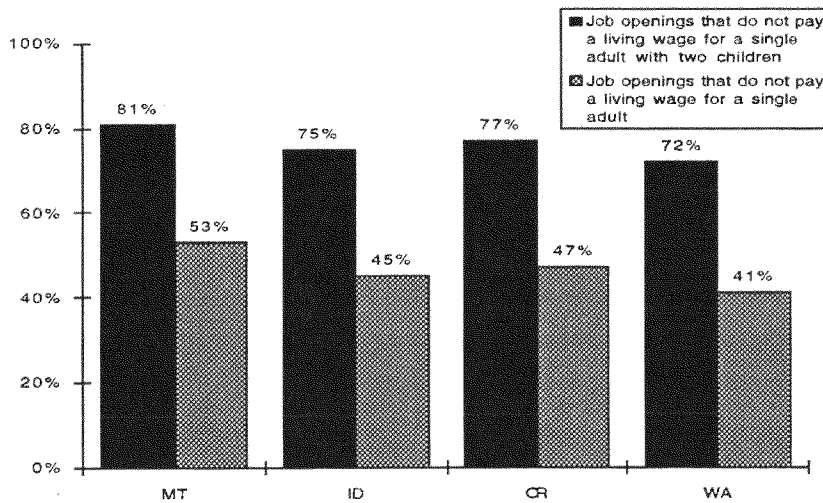
age households and the number of jobs that pay a living wage for a single adult ranges from about 58,000 in Idaho to about 275,000 in Washington. For those jobs that pay a living wage for a single adult with two children, the shortfall ranges from about 200,000 in Montana to over 1 million in Washington.

About 40 percent of all jobs in the Northwest pay less than a living wage for a single adult and about 75 percent pay less than a living wage for a single adult with two children.

The job market that job seekers face is similarly limited. Of all job openings, 40 to 50 percent pay less than a living wage for a single adult and 70 to 80 percent pay less than a living wage for a single adult with two children, as shown in the chart below. It is important to note the distinction between jobs and job openings. Not all jobs come open during the course of a year. Job openings are of particular interest because they provide employment opportunities for people looking for work.

The percentage of jobs and job openings that pay a living wage vary from state to state for a number of reasons, including the mix of industries and related occupations in a state, and the prevailing wage levels, which also vary from state to state.

JOB OPENINGS THAT DO NOT PAY A LIVING WAGE



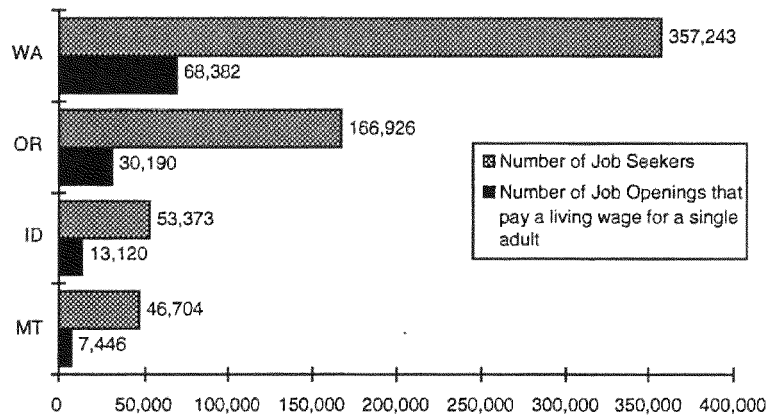
There are also more people looking for work than there are job openings that pay a living wage. As shown in the table and charts on the following page, for each job opening that pays at least the living wage for a single adult, there are on average four to six job seekers, depending on the state. For each job opening that pays at least the living wage for a single adult with two children, there are on average 10 to 17 job seekers.

Job Gap Ratios (Job Seekers per Job Opening)

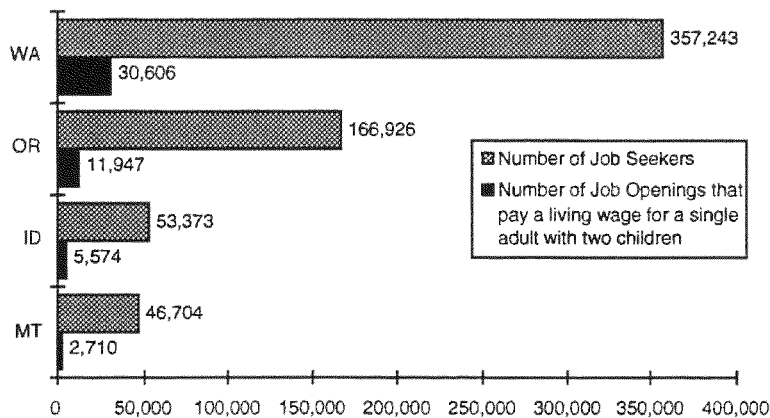
	Idaho	Montana	Oregon	Washington
All Job Openings	2 to 1	3 to 1	3 to 1	3 to 1
Job Openings Paying a Living Wage				
Single adult	4 to 1	6 to 1	6 to 1	5 to 1
Single adult with two children	10 to 1	17 to 1	14 to 1	12 to 1

Job gap ratios are calculated by dividing the number of people who were looking for work at some point during 1996 by the number of job openings that year. The

JOB SEEKERS COMPARED TO JOB OPENINGS THAT PAY A LIVING WAGE FOR A SINGLE ADULT



JOB SEEKERS COMPARED TO JOB OPENINGS THAT PAY A LIVING WAGE FOR A SINGLE ADULT WITH TWO CHILDREN

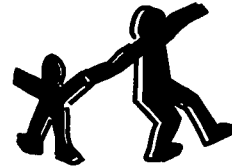


ratios indicate that, for example, there are four to six times as many job seekers as there are job openings that pay at least the living wage for a single adult, not necessarily that there are four to six people competing for each job of that type. The ratios do not take into account characteristics of job seekers such as their household size, their skills, or education and training.

Despite strong growth in the regional economy and the creation of many new jobs over the last decade, the Northwest is not creating enough living wage jobs for all those who need them.

Findings from the first phase of the Northwest Job Gap Study are intended to help guide and shape the efforts of business, labor, government, and the community—in terms of both policy and practice—around economic, workforce, and community development.

Next phases of the Northwest Job Gap Study will focus on identifying which occupations and industries provide living wage job opportunities to people needing them; analyzing workforce demographics such as race/ethnicity, gender, and education and training levels in the context of living wage jobs; and identifying ways to promote living wage jobs and make sure people needing these jobs are able to get and keep them. Also, education and outreach will be conducted to raise awareness and promote public dialogue about the job gap.



SEARCHING FOR WORK THAT PAYS: NORTHWEST JOB GAP STUDY

PURPOSE OF THE STUDY

The Northwest Job Gap Study explores the gap between the number of living wage jobs being created in the Northwest and the number of people needing living wage jobs. It also seeks to raise awareness and promote public dialogue about the job gap and policy options to address it.

The Northwest Job Gap Study—which covers the states of Idaho, Montana, Oregon, and Washington—aims to provide answers to the questions:

- What is a living wage?
- Are we creating enough jobs that pay a living wage?
- Which occupations and industries provide living wage job opportunities for people needing them?
- How can we promote living wage jobs and make sure people needing these jobs are able to get and keep them?

This report examines the first two of these questions. Findings are based on data from 1996, the most recent year for which data on job openings, wages, and employment are available.

WHAT IS A LIVING WAGE?

A living wage is a wage that allows families to meet their basic needs without resorting to public assistance and provides them some ability to deal with emergencies and plan ahead. It is not a poverty wage.

Living wages are calculated on the basis of family budgets for several household types. Family budgets include basic necessities such as food, housing and utilities, transportation, health care, child care, clothing and other personal items; savings; and state, local, and federal taxes. (Family budgets are presented in the State Findings section of this report. Detailed information on components of the family budgets can be found in the Technical Notes & Resources section.)

State by state living wage estimates, as shown in the table below, are:

- For a single adult, the living wage ranges from \$9.02 an hour or \$18,760 a year in Montana to \$10.25 an hour or \$21,322 a year in Washington. This assumes full time work on a year round basis.

- For a single adult with one child, the living wage ranges from \$11.68 an hour or \$24,302 a year in Idaho to \$13.12 an hour or \$27,288 a year in Washington.
- For a single adult with two children, the living wage ranges from \$14.42 an hour or \$29,995 a year in Idaho to \$16.86 an hour or \$35,079 a year in Washington.
- For two adults, one of whom is working, with two children, the living wage ranges from \$12.29 an hour or \$25,559 a year in Montana to \$14.04 an hour or \$29,197 a year in Oregon.
- For two adults, both of whom are working, with two children, the living wage ranges from \$16.36 an hour or \$34,032 a year in Idaho to \$18.45 an hour or \$38,369 a year in Washington. This means that the combined wages of both working adults need to total this amount.

Differences among state living wage estimates are largely attributable to differences in housing and child care costs.

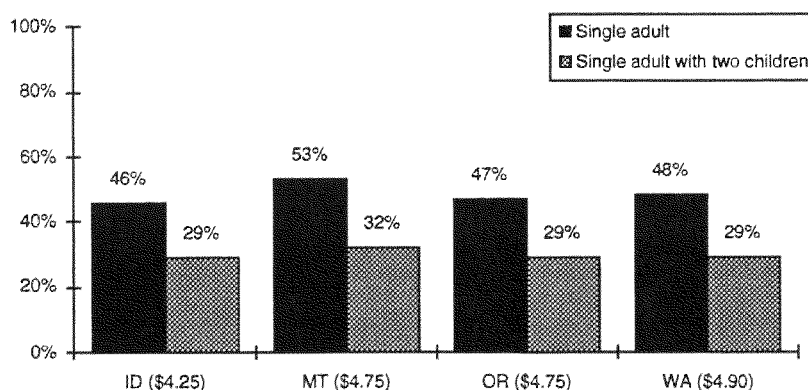
Living Wage Estimates

	Idaho	Montana	Oregon	Washington
Single adult	\$9.22	\$9.02	\$10.07	\$10.25
Single adult with one child	\$11.68	\$11.71	\$13.08	\$13.12
Single adult with two children	\$14.42	\$14.80	\$16.36	\$16.86
Two adults (one working) with two children	\$12.51	\$12.29	\$14.04	\$13.95
Two adults (both working) with two children	\$16.36*	\$16.58*	\$17.98*	\$18.45*

* The combined wages of both working adults need to total this amount.

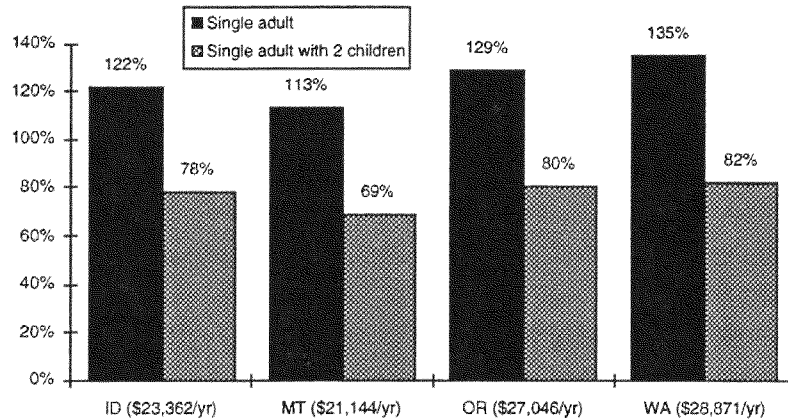
One way of measuring the adequacy of incomes is to compare the living wage to minimum wages, average wages, and median wages. Minimum wages are about half of the living wage for a single adult and about 30 percent of the living wage for a single adult with two children, as shown in the chart below.

MINIMUM HOURLY WAGE AS A PERCENT OF LIVING WAGE



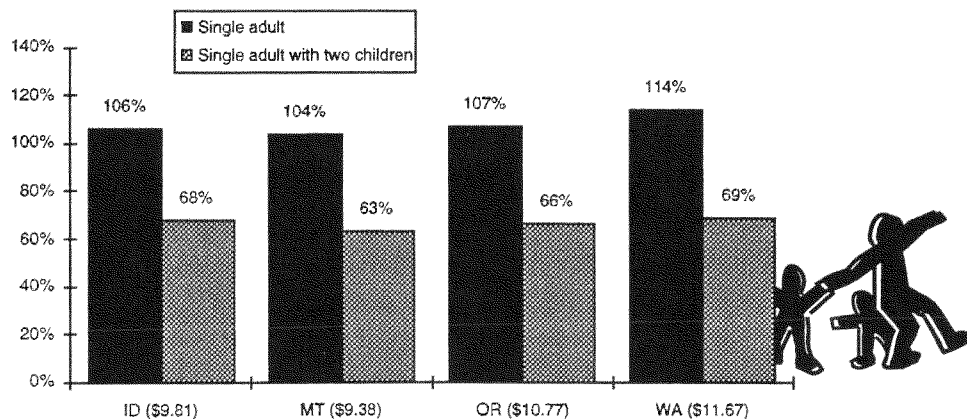
State average annual wages are higher than the living wage for a single adult, ranging from 113 percent of the living wage in Montana to 135 percent in Washington, as shown in the chart below. However, state average wages are lower than the living wage for a single adult with two children, ranging from 69 percent in Montana to 82 percent in Washington.

AVERAGE ANNUAL WAGE AS PERCENT OF LIVING WAGE



The median wage in each state is slightly greater than the living wage for a single adult, ranging from 104 percent in Montana to 114 percent in Washington, as shown in the chart below. This suggests that slightly more than half of the workers in each state earn the living wage for a single adult. The median wage in each state is about two thirds of the living wage for a single adult with two children.

MEDIAN HOURLY WAGE AS A PERCENT OF LIVING WAGE



ARE WE CREATING ENOUGH JOBS THAT PAY A LIVING WAGE?

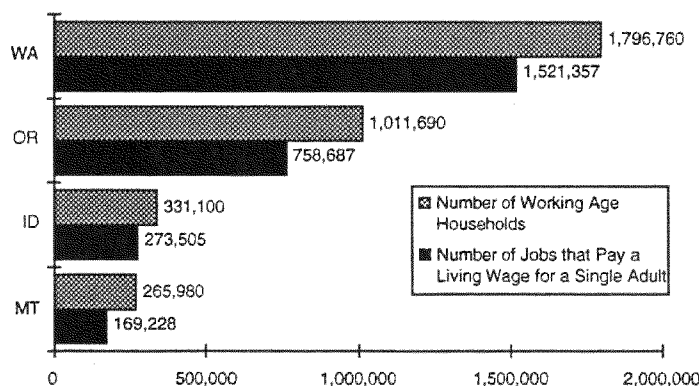
The Northwest economy is not creating enough living wage jobs for all those who need them, according to several indicators. These include the number of working age households compared to the number of jobs that pay a living wage, the percentage of jobs and job openings that pay less than a living wage, and the number of job seekers compared to the number of job openings that pay a living wage.

A comparison of working age households to jobs that pay a living wage shows there were more working age households than living wage jobs in every Northwest state in 1996. Working age households are those with at least one adult between the ages of 18 and 64. The shortfall between the number of working age households and the number of jobs that pay a living wage for a single adult ranges from about 58,000 in Idaho to about 275,000 in Washington. For those jobs that pay a living wage for a single adult with two children, the shortfall ranges from about 200,000 in Montana to over 1 million in Washington.

State by state figures, as shown in the charts below and on the following page, are:

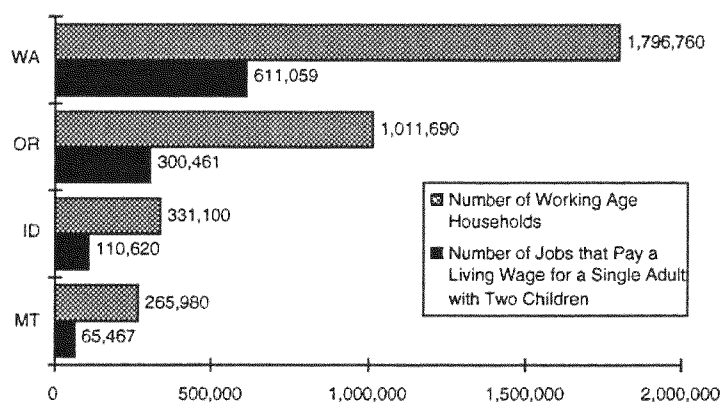
- In Idaho, there were about 330,000 working age households, but fewer than 275,000 jobs that could support a single adult and about 110,000 jobs that could support a single adult with two children.
- In Montana, there were about 265,000 working age households, but fewer than 170,000 jobs that could support a single adult and fewer than 66,000 jobs that could support a single adult with two children.

WORKING AGE HOUSEHOLDS COMPARED TO JOBS THAT PAY A LIVING WAGE FOR A SINGLE ADULT



- In Oregon, there were more than 1 million working age households, but fewer than 760,000 jobs that could support a single adult and only slightly more than 300,000 jobs that could support a single adult with two children.
- In Washington, there were about 1.8 million working age households, but only about 1.5 million jobs that could support a single adult and about 610,000 jobs that could support a single adult with two children.

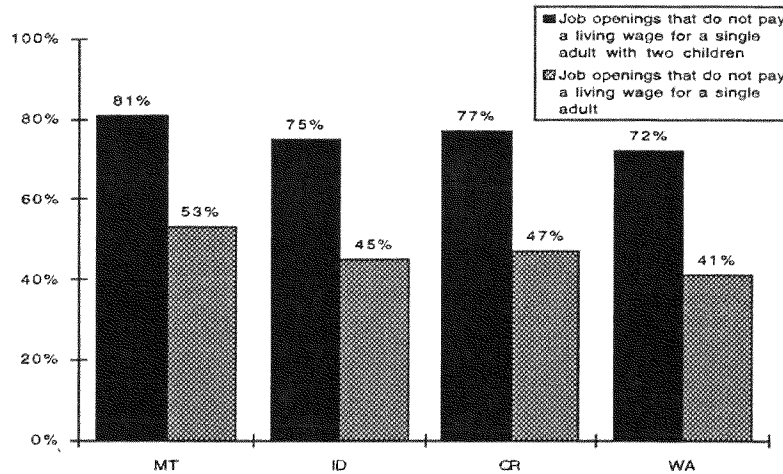
WORKING AGE HOUSEHOLDS COMPARED TO JOBS THAT PAY A LIVING WAGE FOR A SINGLE ADULT WITH TWO CHILDREN



About 40 percent of all jobs in the Northwest pay less than a living wage for a single adult and about 75 percent pay less than a living wage for a single adult with two children. State by state figures are:

- In Idaho, 42 percent of all jobs pay less than the \$9.22 an hour living wage for a single adult and 75 percent pay less than the \$14.42 an hour living wage for a single adult with two children.
- In Montana, 45 percent of all jobs pay less than the \$9.02 an hour living wage for a single adult and 73 percent pay less than the \$14.80 an hour living wage for a single adult with two children.
- In Oregon, 44 percent of all jobs pay less than the \$10.07 an hour living wage for a single adult and 76 percent pay less than the \$16.36 an hour living wage for a single adult with two children.
- In Washington, 37 percent of all jobs pay less than the \$10.25 an hour living wage for a single adult and 73 percent pay less than the \$16.86 an hour living wage for a single adult with two children.

JOB OPENINGS THAT DO NOT PAY A LIVING WAGE



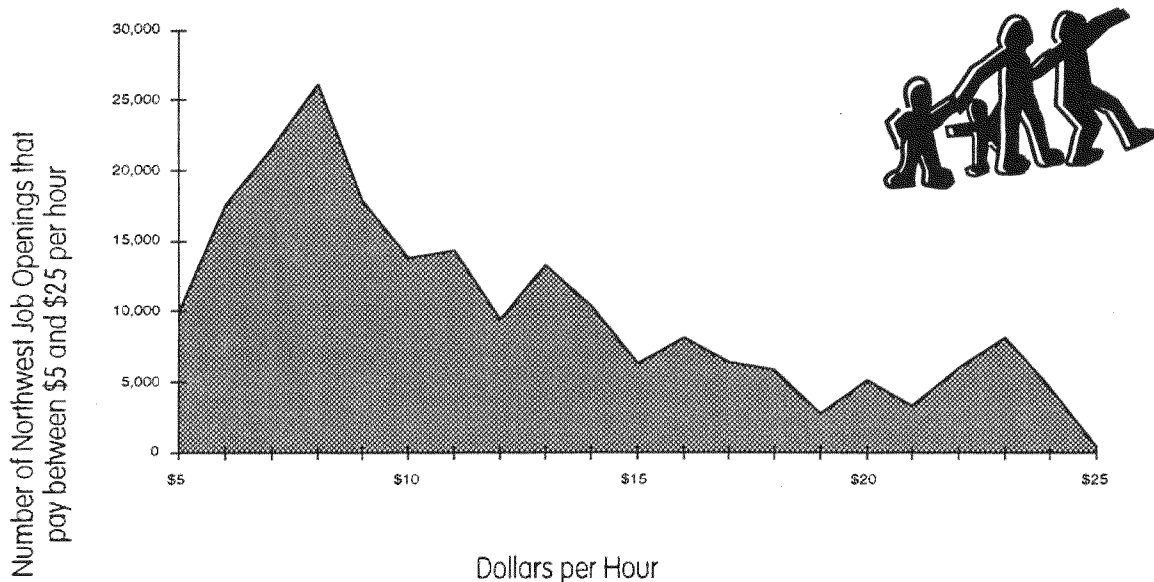
The job market that job seekers face is similarly limited. Of all job openings, 40 to 50 percent pay less than a living wage for a single adult and 70 to 80 percent pay less than a living wage for a single adult with two children, as shown in the chart above. It is important to note the distinction between jobs and job openings. Not all jobs come open during the course of a year. Job openings are of particular interest because they provide employment opportunities for people looking for work. State by state figures are:

- In Idaho, 45 percent of job openings pay less than the \$9.22 an hour living wage for a single adult and 75 percent pay less than the \$14.42 an hour living wage for a single adult with two children.
- In Montana, 53 percent of job openings pay less than the \$9.02 an hour living wage for a single adult and 81 percent pay less than the \$14.80 an hour living wage for a single adult with two children.
- In Oregon, 47 percent of job openings pay less than the \$10.07 an hour living wage for a single adult and 77 percent pay less than the \$16.36 an hour living wage for a single adult with two children.
- In Washington, 41 percent of job openings pay less than the \$10.25 an hour living wage for a single adult and 72 percent pay less than the \$16.86 an hour living wage for a single adult with two children.

Job openings data, coupled with median wage estimates for each occupation, provide a new and interesting way of looking at the distribution of wages. Neither average nor median wages, as previously discussed, portray the distribution of wages in the states very well. Job openings by wages are not arrayed in a classic "normal" distribution. The full wage distribution across all occupations, as shown in the chart below, has distinctive peaks and valleys. There is a cluster of occupations in each state at relatively low wage levels, and a wide

range of higher wage occupations with fewer job openings. A better measure of the performance of the labor market in terms of providing living wage jobs is the percent of job openings that pay a living wage. This measure is not affected by the shape of the wage distribution curve depicted in the chart; it would be an equally valid measure if the wage distribution were "normal" or had peaks and valleys.

DISTRIBUTION OF NORTHWEST JOB OPENINGS BY WAGE RATE

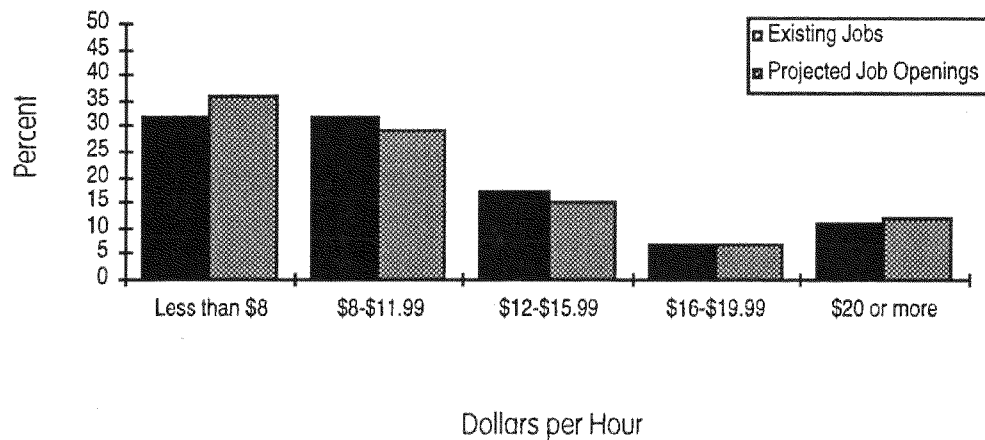


*There are few job openings in the economy that pay more than \$25 an hour. Due to lack of space they have not been included here.

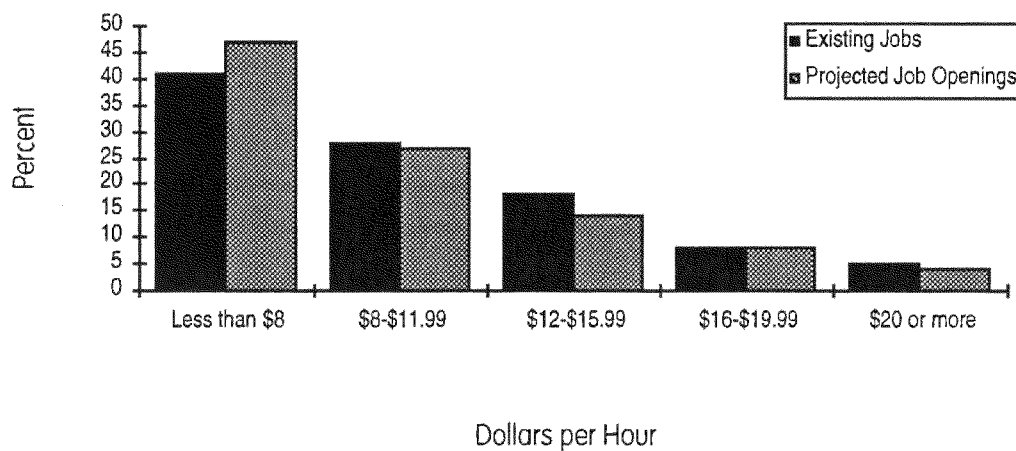
The percentage of jobs and job openings that pay a living wage vary from state to state for a number of reasons, including the mix of industries and related occupations in a state, and the prevailing wage levels, which also vary from state to state.

The industry mix effect can be seen clearly in a comparison of Washington and Montana, two states with very different industry structures. The relatively high frequency occupations in Washington tend to be higher wage occupations than those found in Montana, and there is a clear association of these occupations with major industries that are important drivers of each state's economy. For example, due to the presence of Boeing and its subcontractors, Washington has a high frequency of certain transportation equipment industry occupations, including electrical installers and repairers with a median wage of \$14.55 an hour and aeronautical engineers with a median wage of \$30.61 an hour. Montana, on the other hand, has a larger mining industry as well as major railroad switching yards and maintenance facilities. Occupations in these two industries also show up with

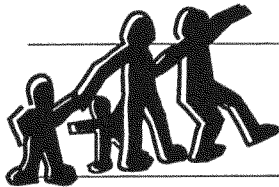
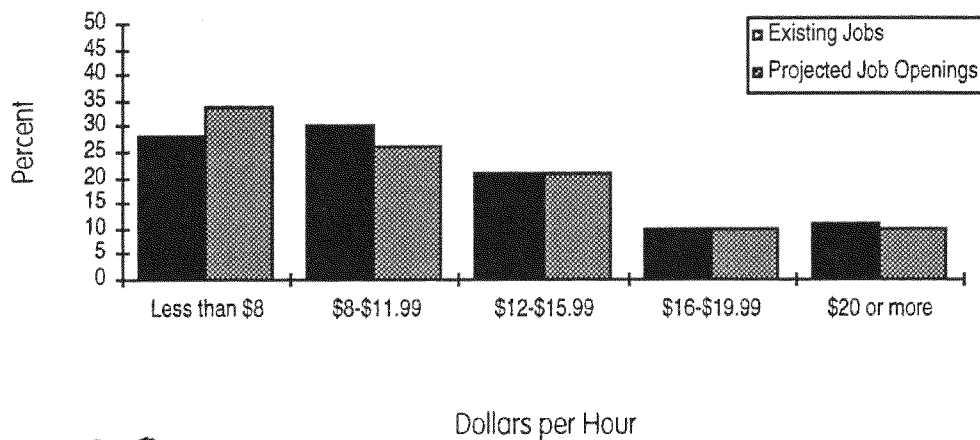
CHANGING DISTRIBUTION OF JOBS IN IDAHO'S ECONOMY



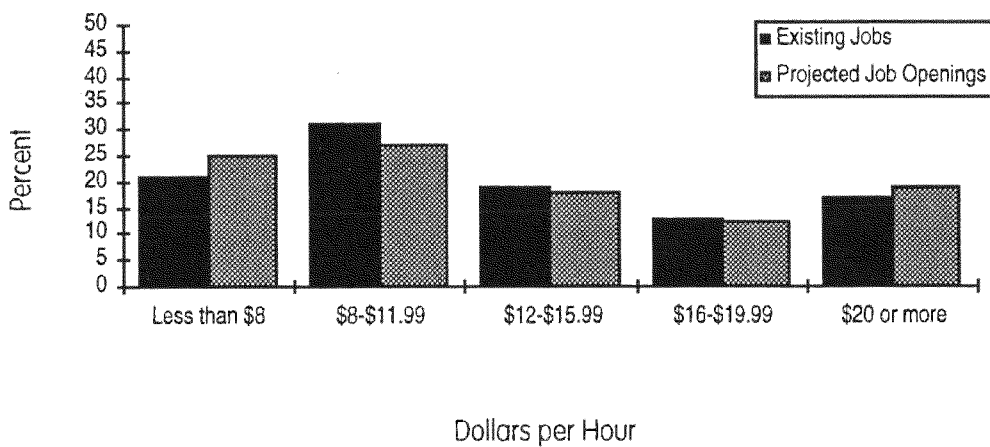
CHANGING DISTRIBUTION OF JOBS IN MONTANA'S ECONOMY



CHANGING DISTRIBUTION OF JOBS IN OREGON'S ECONOMY



CHANGING DISTRIBUTION OF JOBS IN WASHINGTON'S ECONOMY



relatively high frequency, including dragline operators at a median wage of \$10.88 an hour and railroad conductors and yardmasters at a median wage of \$12.45 an hour.

Wages for any single occupation also vary across the Northwest states, for a variety of reasons, including its connection to key industries in the state and costs of living. Understanding the complexity of such wage variations may be helpful in efforts to reduce the job gap.

Comparing jobs with job openings reveals that there are more lower paying jobs and job openings than higher paying ones, as shown in the charts on the previous pages. In all four states, there is a higher percentage of job openings paying less than \$8 an hour than existing jobs paying less than \$8 an hour. The difference is at least five percent in each state for the under \$8 an hour category. There are smaller but consistent differences across all four states at the \$8 – 19.99 an hour wage levels as well, with an equal or a lower percentage of job openings than existing jobs. At the \$20 or more an hour wage level, there is a higher percentage of job openings than existing jobs in two states; in the other two, it is the opposite.

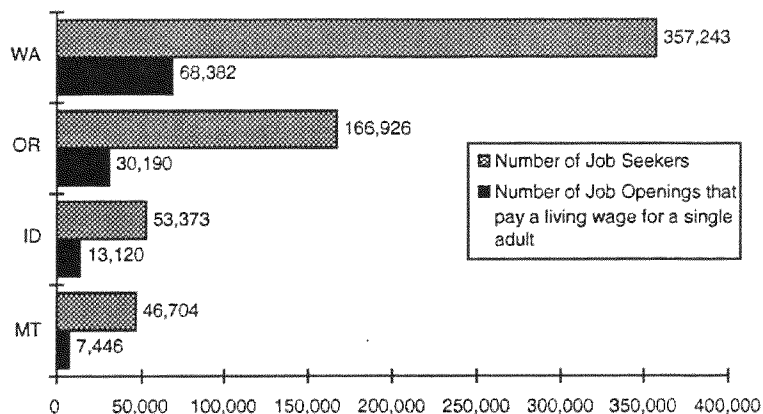
These trends can be interpreted in at least two ways. If there are more low wage job openings than exist in the current job base, and at least in some states, more high wage job openings than the current job base, then the labor market may be polarizing. In the future, there may be fewer living wage jobs in the middle of the income distribution, but more very low and very high wage jobs. Another interpretation is that workers enter the labor force in low wage jobs and then either move from one low wage job to another or move up to better jobs over time. Some may argue that this accounts for the disproportionate share of job openings at the lowest level. While this is true to an extent, if one focuses the analysis exclusively on those job openings due to industry expansion, there is still growth at the lowest and highest wage levels. This pattern supports the “polarization” hypothesis with proportionately fewer jobs in the middle of the pay range where living wages can be found.

Another indicator of the job gap is the number of job seekers compared to the number of job openings that pay a living wage. Overall, there are more people looking for work than there are job openings that pay a living wage, as shown in the charts and table on the following pages.

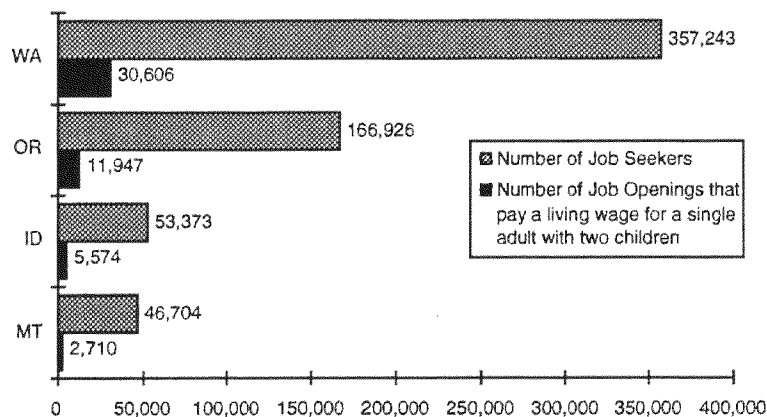
Idaho has the smallest number of job seekers per job opening—an average of two job seekers for every job opening. The other states have an average of three job seekers for every job opening. However, not all job openings pay a living wage, even for a single adult. For each job opening that pays at least the living wage for a single adult, there are on average four to six job seekers, depending on the state. For each job opening that pays at least the living wage for a single adult with two children, there are 10 to 17 job seekers. The ratio of job seekers to job openings is higher for larger households because job seekers from smaller households can compete for the higher wage jobs, but fewer higher wage jobs are available.

A job gap ratio of 4 to 1, for example, does not necessarily imply there are four people competing for each job opening at that wage level. It simply indicates that over the course of a year there were four times as many job seekers as there were

JOB SEEKERS COMPARED TO JOB OPENINGS THAT PAY A LIVING WAGE FOR A SINGLE ADULT



JOB SEEKERS COMPARED TO JOB OPENINGS THAT PAY A LIVING WAGE FOR A SINGLE ADULT WITH TWO CHILDREN



living wage jobs at or above that wage level. Available data do not provide details on what sorts of jobs workers from households of different sizes actually pursue, so no precise conclusions can be reached about the applicant pool for jobs at different wage levels. The applicant pool also depends on the skills and education and training of job seekers, as well as other factors. Large ratios suggest greater competition among job seekers for available job openings.

State by state figures are:

- In Idaho, for each job opening that pays at least the \$9.22 an hour living wage for a single adult, there are four job seekers on average. For each job opening that pays at least the \$14.42 an hour living wage for a single adult with two children, there are 10 job seekers on average.
- In Montana, for each job opening that pays at least the \$9.02 an hour living wage for a single adult, there are six job seekers on average. For each job opening that pays at least the \$14.80 an hour living wage for a single adult with two children, there are 17 job seekers on average.
- In Oregon, for each job opening that pays at least the \$10.07 an hour living wage for a single adult, there are six job seekers on average. For each job opening that pays at least the \$16.36 an hour living wage for a single adult with two children, there are 14 job seekers on average.
- In Washington, for each job opening that pays at least the \$10.25 an hour living wage for a single adult, there are five job seekers on average. For each job opening that pays at least the \$16.86 an hour living wage for a single adult with two children, there are 12 job seekers on average.

For those job openings that pay a living wage and require no more than some combination of a high school diploma, on-the-the-job training, work experience, and/or post-high school vocational training, the competition may be even stronger. In every state, slightly more than half of all job openings that pay a living wage for a single adult require that amount of education and training, as shown in the chart on the following page. For those job openings that pay a living wage for a single adult with two children, the proportion is less than a quarter.

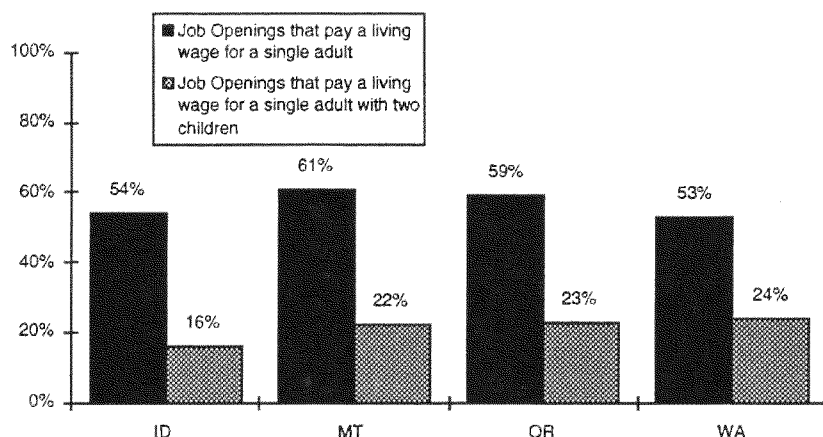
Job Gap Ratios (Job Seekers per Job Opening)

	Idaho	Montana	Oregon	Washington
All Job Openings	2 to 1	3 to 1	3 to 1	3 to 1
Job Openings Paying a Living Wage				
Single adult	4 to 1	6 to 1	6 to 1	5 to 1
Single adult with two children	10 to 1	17 to 1	14 to 1	12 to 1

Job gap ratios are calculated by dividing the number of people who were looking for work at some point during 1996 by the number of job openings that year. Job seekers include:

- The unemployed—people who are not employed, but looking for work. Included are those who have been laid off, quit their jobs, are entering the workforce for the first time, or are re-entering it. Not included are those who are unemployed due to temporary layoff or those looking only for part-time work.
- Involuntary part-time workers—people who work less than full time, but want to work full time.
- Discouraged workers and marginally attached workers—people who are not employed and not currently looking for work, but have looked for work within the past year. In the case of discouraged workers, they are not seeking work because they believe there are no jobs available or there are none for which they qualify. And in the case of marginally attached workers, it is because of personal or financial reasons.

LIVING WAGE JOB OPENINGS THAT REQUIRE NO MORE THAN SOME VOCATIONAL TRAINING



Not included are people who prefer part-time work.

Job seekers equal between nine and 14 percent of employment in each of the states. The largest group of job seekers in all four states is the unemployed, accounting for about 60 percent of all job seekers, as shown in the table below. Marginally attached and discouraged workers account for seven to 11 percent of the job seekers, while involuntary part-time workers account for about 30 percent of the total.

Estimated Number of Job Seekers

	<u>Idaho</u>	<u>Montana</u>	<u>Oregon</u>	<u>Washington</u>
Number of Job Seekers	53,373	46,704	166,926	357,243
Job Seekers as a percent of total employment	9%	11%	10%	13%
Job Seeker categories				
Unemployed	61%	58%	64%	59%
Involuntary Part-Time	31%	31%	29%	30%
Marginally Attached/ Discouraged	8%	11%	7%	11%

It is important to note that the unemployment rate reflects only the unemployed and, therefore, misses about 40 percent of all job seekers. This suggests that there are many more job seekers for each living wage job opening than conventionally assumed.

The job seeker figures used are likely an underestimate of the actual number of job seekers. Ideally, the count of job seekers would capture everyone, working or not,

who needs a living wage job. The figures understate the number of job seekers in that it does not count those who are working full time at less than a living wage job but want a living wage job, because data on this group do not exist. It overstates the number in that all the unemployed are counted, even though some may not be looking for a living wage job. Also, people who left the labor market and then re-entered the same occupation are counted among the job seekers, whereas those who moved directly from one job to another in the same occupation are not. However, assuming even a fraction of the people working at less than a living wage job for a single adult want a living wage job, the count is, on balance, an underestimate.

Job openings include:

- Job openings due to growth—the result of new jobs being created by new or existing firms.
- Job openings due to net replacement—the result of people retiring, entering school or the military, moving across state boundaries, changing occupations, or otherwise leaving the occupation in which they currently work.

The proportion of job openings due to growth and net replacement vary from state to state. Proportionately more job openings result from growth in Idaho (53 percent) than in Montana (41 percent). Conversely, proportionately more job openings result from net replacement in Montana (59 percent) than in Idaho (47 percent). Oregon and Washington fall in between, with a 48/52 percentage split between growth and net replacement in Oregon and a 45/55 split in Washington.

These differences are largely attributable to differences in workforce demographics and growth rates of new and existing firms.

Job Openings

	<u>Idaho</u>	<u>Montana</u>	<u>Oregon</u>	<u>Washington</u>
Job Openings	25,335	17,000	61,796	120,765
Growth as percent of total	53%	41%	48%	45%
Net replacement as percent of total	47%	59%	52%	55%

The analysis does not include job openings that result from people changing employers but remaining in the same occupation, since these are largely invisible to the average job seeker. Also not included, for similar reasons, are job openings for unpaid family workers and self-employment.

Job openings are broken down by occupation, wages paid, and education and training required. Wage and education and training data were collected and analyzed for over 800 occupations. In determining which job openings paid a living wage, the state median wage for an occupation was used, where available; this means that half the people in the occupation earn less and half more than that amount. Not everyone will start at the median wage, but many should progress to that wage over time.



(A more detailed description of the methodology can be found in the Technical Notes & Resources Section.)

CONCLUSION & NEXT STEPS

This first phase of the Northwest Job Gap Study develops estimates of living wages needed to support families in the Northwest and documents the extent to which there is a gap between the number of living wage jobs being created and the number of people needing living wage jobs. Despite strong growth in the regional economy and the creation of many new jobs over the last decade, the Northwest is not creating enough living wage jobs for all those who need them, as indicated by the number of working age households compared to the number of jobs that pay a living wage, the percentage of jobs and job openings that pay less than a living wage, and the number of job seekers compared to the number of job openings that pay a living wage.

Findings from the first phase of the Northwest Job Gap Study are intended to help guide and shape the efforts of business, labor, government, and the community—in terms of both policy and practice—around economic, workforce, and community development.

Next phases of the Northwest Job Gap Study will focus on identifying which occupations and industries provide living wage job opportunities to people needing them; analyzing workforce demographics such as race/ethnicity, gender, and education and training levels in the context of living wage jobs; and identifying ways to promote living wage jobs and make sure people needing these jobs are able to get and keep them. Also, education and outreach will be conducted to raise awareness and promote public dialogue about the job gap.

STATE FINDINGS

IDAHO

IDAHO KEY FINDINGS

Key findings for Idaho are:

- The living wage for a single adult is \$9.22 an hour. This is based on what is needed to meet basic needs and provides some ability to deal with emergencies and plan ahead. The living wage for a single adult with two children is \$14.42 an hour.
- Almost half of all job openings (45 percent) pay less than the \$9.22 an hour living wage for a single adult. Three quarters of all job openings (75 percent) pay less than the \$14.42 an hour living wage for a single adult with two children.
- For each job opening that pays at least the \$9.22 an hour living wage for a single adult, there are four job seekers on average. For each job opening that pays at least the \$14.42 an hour living wage for a single adult with two children, there are 10 job seekers on average.

WHAT IS A LIVING WAGE?

Living wages for Idaho, which reflect family budgets as shown on the following page, are:

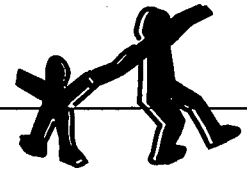
- For a single adult household, \$19,168 a year or \$9.22 an hour.
- For a single adult with one child, \$24,302 a year or \$11.68 an hour.
- For a single adult with two children, \$29,995 a year or \$14.42 an hour.
- For two adults, one of whom is working, with two children, \$26,024 a year or \$12.51 an hour.
- For two adults, both of whom are working, with two children, \$34,032 a year or \$16.36 an hour (which means that the combined wages of both working adults needs to total this amount).









These are statewide averages. In some areas, costs are higher (particularly for housing and child care) and, as a result, living wages are higher. In other areas, including most of the state's rural areas, costs and, therefore, living wages are lower. Living wages for higher cost and lower cost areas are:

	Higher Cost Areas	Lower Cost Areas
Single adult	\$9.82/hour	\$8.80/hour
Single adult with one child	\$12.48/hour	\$11.08/hour
Single adult with two children	\$15.23/hour	\$13.89/hour
Two adults (one working) with two children	\$13.38/hour	\$12.01/hour
Two adults (both working) with two children	\$17.18/hour	\$15.57/hour

Idaho's higher cost areas are Ada, Canyon, and Kootenai counties.

IDAHO FAMILY BUDGETS (IN 1996 DOLLARS)



	<u>Household 1</u>	<u>Household 2</u>	<u>Household 3</u>	<u>Household 4</u>	<u>Household 5</u>
 Food	141	263	331	462	462
 Housing & Utilities	379	474	474	474	474
 Transportation	386	333	378	346	405
 Health Care	58	108	121	146	146
 Child Care	0	128	414	0	414
 Household, Clothing & Personal	208	255	282	309	322
 Savings	130	159	176	193	201
 State, local & Federal Taxes	295	304	322	240	412
Gross Monthly Income Needed	1,597	2,025	2,500	2,169	2,836*
Gross Annual Income Needed	19,168	24,302	29,995	26,024	34,032*
Living Wage (at 2080 hrs/yr)	\$9.22	\$11.68	\$14.42	\$12.51	\$16.36*

Household 1 is a single adult

Household 2 is a single adult with a school-age child (age 6-8 yrs)

Household 3 is a single adult with a toddler (12-24 months) and a school-age child (age 6-8 yrs)

Household 4 is two adults (one of whom is working) with a toddler and a school-age child

Household 5 is two adults (both of whom are working) with a toddler and a school-age child

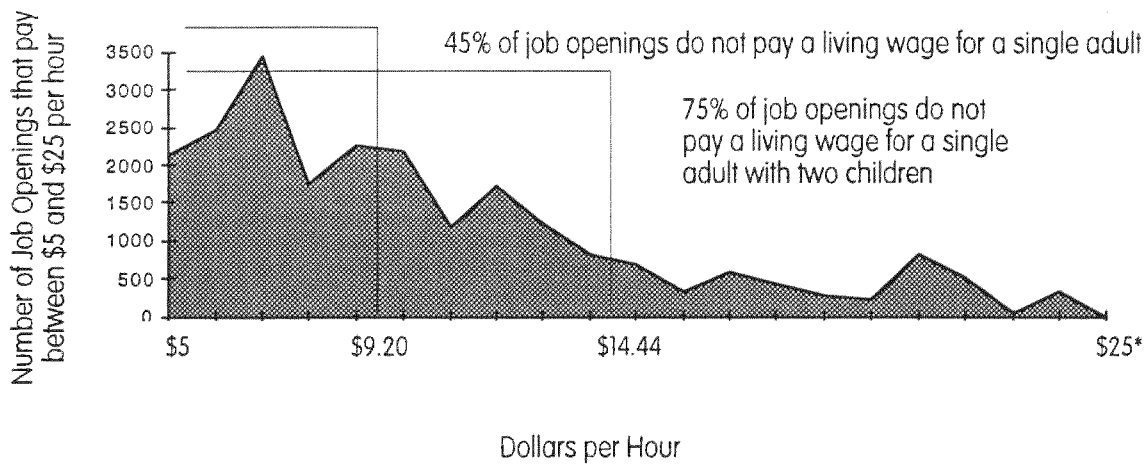
*Total amount earned by two working adults

Idaho's minimum wage is less than 55 percent of the living wage for a single adult and less than 35 percent of the living wage for a single adult with two children. The state's average annual wage (\$23,362 in 1996) is 122 percent of the living wage for a single adult and 78 percent of the living wage for a single adult with two children.

ARE WE CREATING ENOUGH JOBS THAT PAY A LIVING WAGE?

There were about 330,000 working age households in Idaho in 1996, but fewer than 275,000 jobs that could support a single adult and about 110,000 jobs that could support a single adult with two children.

IDAHO DISTRIBUTION OF JOB OPENINGS BY WAGE RATE



*There are few job openings in the economy that pay more than \$25 an hour. Due to lack of space they have not been included here.

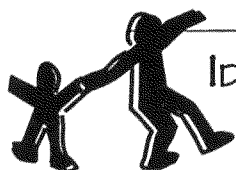
Forty two percent of all jobs in the economy pay less than the \$9.22 an hour living wage for a single adult and 75 percent pay less than the \$14.42 an hour living wage for a single adult with two children.

Of all job openings, almost half (45 percent) pay less than the \$9.22 an hour living wage for a single adult, as shown in the chart above. Three quarters of job openings (75 percent) pay less than the \$14.42 an hour living wage for a single adult with two children. It is important to note the distinction between jobs and job openings. Not all jobs come open during a year. Job openings are of particular interest because they provide employment opportunities to people looking for work.

In addition, there are more people looking for work than there are job openings that pay a living wage. As shown in the table on the following page, job gap ratios, which compare job seekers to job openings, are:

- For each job opening, regardless of pay, there are two job seekers on average.
- For each job opening that pays at least the \$9.22 an hour living wage for a single adult, there are four job seekers on average.
- For each job opening that pays at least the \$14.42 an hour living wage for a single adult with two children, there are 10 job seekers on average.

For those job openings that pay a living wage and require at most some combination of a high school diploma, on-the-job training, work experience, and/or post-high school vocational training, the competition may be even stronger. Fifty four percent of all job openings that pay at least the \$9.22 an hour living wage for a single adult require that amount of education and training. For those job openings that pay at least the \$14.42 an hour living wage for a single adult with two children, the proportion is 16 percent.



IDAHO JOB GAP RATIO

	<u>Household 1</u> \$9.22	<u>Household 3</u> \$14.42	<u>All Job</u> <u>Openings</u>
Job Seekers	53,373	53,373	53,373
Job Openings	13,120	5,574	25,355
Job Seekers per Job Opening	4 to 1	10 to 1	2 to 1
Percent of all Job Openings paying less than a living wage	45%	75%	

Job gap ratios are calculated by dividing the number of people who were looking for work at some point during 1996 by the number of job openings that year. Job seekers total 53,373, which equals about nine percent of total employment in the state. Job seekers include the unemployed (61 percent of the total), involuntary part-time workers (31 percent), and discouraged and marginally attached workers (eight percent).

Job openings total 25,355 and include job openings due to growth (about 53 percent of the total) and job openings due to net replacement (47 percent).

As shown in the chart below, 13,120 of the 25,355 job openings pay at least the \$9.22 an hour living wage for a single adult. And 7,043 of these job openings pay at least the \$9.22 an hour living wage for a single adult and require at most some combination of a high school diploma, on-the-job training, work experience, and/or post-high school vocational training.

FINDINGS FOR IDAHO



MONTANA

MONTANA KEY FINDINGS

Key findings for Montana are:

- The living wage for a single adult is \$9.02 an hour. This is based on what is needed to meet basic needs and provides some ability to deal with emergencies and plan ahead. The living wage for a single adult with two children is \$14.80 an hour.
- About half of all job openings (53 percent) pay less than the \$9.02 an hour living wage for a single adult. Over three quarters (81 percent) pay less than the \$14.80 an hour living wage for a single adult with two children.
- For each job opening that pays at least the \$9.02 an hour living wage for a single adult, there are six job seekers on average. For each job opening that pays at least the \$14.80 an hour living wage for a single adult with two children, there are 17 job seekers on average.

WHAT IS A LIVING WAGE?

Living wages for Montana, which reflect family budgets as shown on the following page, are:

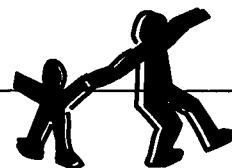
- For a single adult household, \$18,760 a year or \$9.02 an hour.
- For a single adult with one child, \$24,351 a year or \$11.71 an hour.
- For a single adult with two children, \$30,784 a year or \$14.80 an hour.
- For two adults, one of whom is working, with two children, \$25,559 a year or \$12.29 an hour.
- For two adults, both of whom are working, with two children, \$34,491 a year or \$16.58 an hour (which means that the combined wages of both working adults needs to total this amount).









These are statewide averages. In some areas, costs are higher (particularly for housing and child care) and, as a result, living wages are higher. In other areas, including most of the state's rural areas, costs and, therefore, living wages are lower. Living wages for higher cost and lower cost areas are:

	Higher Cost Areas	Lower Cost Areas
Single adult	\$9.10/hour	\$8.91/hour
Single adult with one child	\$11.88/hour	\$11.44/hour
Single adult with two children	\$14.94/hour	\$14.64/hour
Two adults (one working) with two children	\$12.47/hour	\$12.12/hour
Two adults (both working) with two children	\$16.72/hour	\$16.49/hour

Montana's higher cost areas are Yellowstone, Missoula, Cascade, Flathead, Gallatin, Lewis and Clark, Silver Bow, and Ravalli counties.

MONTANA FAMILY BUDGETS (IN 1996 DOLLARS)



	<u>Household 1</u>	<u>Household 2</u>	<u>Household 3</u>	<u>Household 4</u>	<u>Household 5</u>
 Food	141	263	331	462	462
 Housing & Utilities	357	467	467	467	467
 Transportation	386	333	378	346	405
 Health Care	64	117	132	162	162
 Child Care	0	152	482	0	482
 Household, Clothing & Personal	205	255	283	310	323
 Savings	128	159	177	194	202
 State, local & Federal Taxes	282	283	315	190	371
Gross Monthly Income Needed	1,563	2,029	2,565	2,130	2,874*
Gross Annual Income Needed	18,760	24,351	30,784	25,559	34,491*
Living Wage (at 2080 hrs/yr)	\$9.02	\$11.71	\$14.80	\$12.29	\$16.58*

Household 1 is a single adult

Household 2 is a single adult with a school-age child (age 6-8 yrs)

Household 3 is a single adult with a toddler (12-24 months) and a school-age child (age 6-8 yrs)

Household 4 is two adults (one of whom is working) with a toddler and a school-age child

Household 5 is two adults (both of whom are working) with a toddler and a school-age child

*Total amount earned by two working adults

Montana's minimum wage is less than 60 percent of the living wage for a single adult and less than 35 percent of the living wage for a single adult with two children. The state's average annual wage (\$21,144 in 1996) is 113 percent of the living wage for a single adult and 69 percent of the living wage for a single adult with two children.

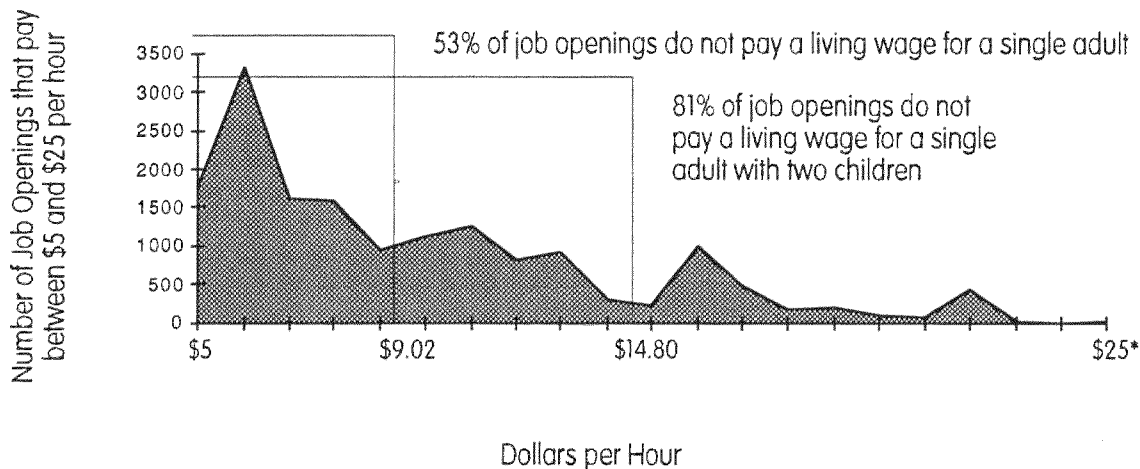
ARE WE CREATING ENOUGH JOBS THAT PAY A LIVING WAGE?

There were about 265,000 working age households in Montana in 1996, but fewer than 170,000 jobs that could support a single adult and fewer than 66,000 jobs that could support a single adult with two children.

About 45 percent of all jobs in the economy pay less than the \$9.02 an hour living wage for a single adult and 73 percent pay less than the \$14.80 an hour living wage for a single adult with two children.

Of all job openings, about half (53 percent) pay less than the \$9.02 an hour living wage for a single adult, as shown in the chart below. Over three quarters of job openings (81 percent) pay less than the \$14.80 an hour living wage for a single adult with two children. It is important to note the distinction between jobs and job openings. Not all jobs come open during a year. Job openings are of particular interest because they provide employment opportunities to people looking for work.

MONTANA DISTRIBUTION OF JOB OPENINGS BY WAGE RATE



*There are few job openings in the economy that pay more than \$25 an hour. Due to lack of space they have not been included here.

In addition, there are more people looking for work than there are job openings that pay a living wage. As shown in the table on the following page, job gap ratios, which compare job seekers to job openings, are:

- For each job opening, regardless of pay, there are three job seekers on average.
- For each job opening that pays at least the \$9.02 an hour living wage for a single adult, there are six job seekers on average.
- For each job opening that pays at least the \$14.80 an hour living wage for a single adult with two children, there are 17 job seekers on average.

For those job openings that pay a living wage and require at most some combination of a high school diploma, on-the-job training, work experience, and/or post-high school vocational training, the competition may be even stronger. Sixty one percent of all job openings that pay at least the \$9.02 an hour living wage for a single adult require that amount of education and training. For those job openings that pay at least the \$14.80 an hour living wage for a single adult with two children, the proportion is 22 percent.



MONTANA JOB GAP RATIO

	<u>Household 1</u> \$9.02	<u>Household 3</u> \$14.80	<u>All Job</u> <u>Openings</u>
Job Seekers	46,704	46,704	46,704
Job Openings	7,446	2,710	17,000
Job Seekers per Job Opening	6 to 1	17 to 1	3 to 1
Percent of all Job Openings paying less than a living wage	53%	81%	

Job gap ratios are calculated by dividing the number of people who were looking for work at some point during 1996 by the number of job openings that year. Job seekers total 46,704, which equals about 11 percent of total employment in the state. Job seekers include the unemployed (58 percent of the total), involuntary part-time workers (31 percent), and discouraged and marginally attached workers (11 percent).

Job openings total 17,000 and include job openings due to growth (41 percent of the total) and job openings due to net replacement (59 percent).

As shown in the chart below, 7,446 of the 17,000 job openings pay at least the \$9.02 an hour living wage for a single adult. And 4,536 of these job openings pay at least the \$9.02 an hour living wage for a single adult and require at most some combination of a high school diploma, on-the-job training, work experience, and/or post-high school vocational training.

FINDINGS FOR MONTANA



OREGON

OREGON KEY FINDINGS

Key findings for Oregon are:

- The living wage for a single adult is \$10.07 an hour. This is based on what is needed to meet basic needs and provides some ability to deal with emergencies and plan ahead. The living wage for a single adult with two children is \$16.36 an hour.
- About half of all job openings (47 percent) pay less than the \$10.07 an hour living wage for a single adult. About three quarters of all job openings (77 percent) pay less than the \$16.36 an hour living wage for a single adult with two children.
- For each job opening that pays at least the \$10.07 an hour living wage for a single adult, there are six job seekers on average. For each job opening that pays at least the \$16.36 an hour living wage for a single adult with two children, there are 14 job seekers on average.

WHAT IS A LIVING WAGE?

Living wages for Oregon, which reflect family budgets as shown on the following page, are:

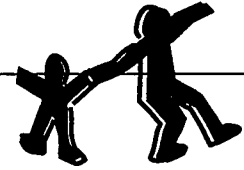
- For a single adult household, \$20,943 a year or \$10.07 an hour.
- For a single adult with one child, \$27,202 a year or \$13.08 an hour.
- For a single adult with two children, \$34,019 a year or \$16.36 an hour.
- For two adults, one of whom is working, with two children, \$29,197 a year or \$14.04 an hour.
- For two adults, both of whom are working, with two children, \$37,404 a year or \$17.98 an hour (which means that the combined wages of both working adults needs to total this amount).









These are statewide averages. In some areas, costs are higher (particularly for housing and child care) and, as a result, living wages are higher. In other areas, including most of the state's rural areas, costs and, therefore, living wages are lower. Living wages for higher cost and lower cost areas are:

	Higher Cost Areas	Lower Cost Areas
Single adult	\$10.36/hour	\$9.45/hour
Single adult with one child	\$13.57/hour	\$12.31/hour
Single adult with two children	\$17.13/hour	\$15.37/hour
Two adults (one working) with two children	\$14.34/hour	\$13.32/hour
Two adults (both working) with two children	\$18.75/hour	\$17.05/hour

Oregon's higher cost areas are Multnomah, Washington, Clackamas, Marion, Polk, Yamhill, Benton, Lane, Deschutes, and Jackson counties.

OREGON FAMILY BUDGETS (IN 1996 DOLLARS)



	<u>Household 1</u>	<u>Household 2</u>	<u>Household 3</u>	<u>Household 4</u>	<u>Household 5</u>
 Food	141	263	331	462	462
 Housing & Utilities	453	568	568	568	568
 Transportation	372	321	364	333	390
 Health Care	60	112	125	152	152
 Child Care	0	146	498	0	498
 Household, Clothing & Personal	222	273	300	327	340
 Savings	139	171	188	205	212
 State, Local & Federal Taxes	359	414	461	386	495
Gross Monthly Income Needed	1,745	2,267	2,835	2,433	3,117*
Gross Annual Income Needed	20,943	27,202	34,019	29,197	37,404*
Living Wage (at 2080 hrs/yr)	\$10.07	\$13.08	\$16.36	\$14.04	\$17.98*

Household 1 is a single adult

Household 2 is a single adult with a school-age child (age 6-8 yrs)

Household 3 is a single adult with a toddler (12-24 months) and a school-age child (age 6-8 yrs)

Household 4 is two adults (one of whom is working) with a toddler and a school-age child

Household 5 is two adults (both of whom are working) with a toddler and a school-age child

*Total amount earned by two working adults

Oregon's minimum wage is less than 60 percent of the living wage for a single adult and less than 35 percent of the living wage for a single adult with two children. The state's average annual wage (\$27,046 in 1996) is 129 percent of the living wage for a single adult and 80 percent of the living wage for a single adult with two children.

ARE WE CREATING ENOUGH JOBS THAT PAY A LIVING WAGE?

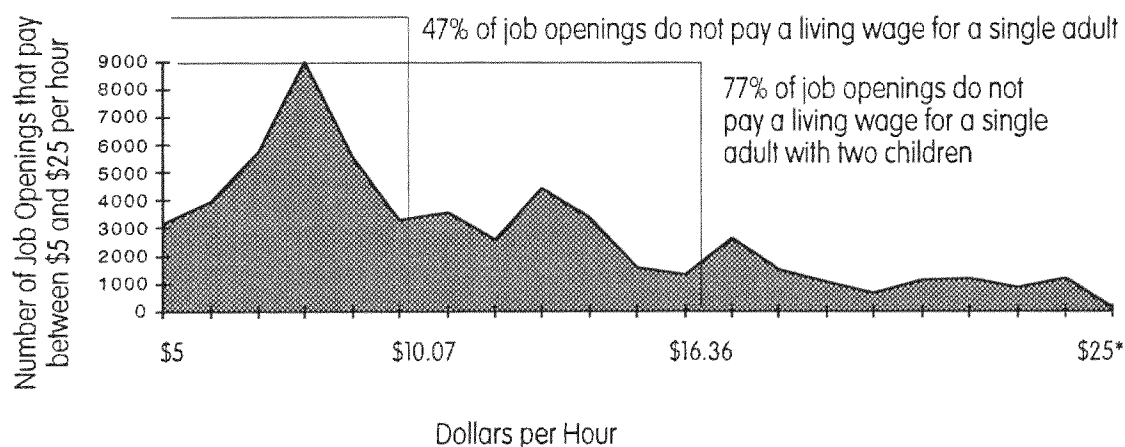
There were slightly more than 1 million working age households in Oregon in 1996, but fewer than 760,000 jobs that could support a single adult and only slightly more than 300,000 jobs that could support a single adult with two children.

About 44 percent of all jobs in the economy pay less than the \$10.07 an hour living wage for a single adult and 76 percent pay less than the \$16.36 an hour living wage for a single adult with two children.

Of all job openings, about half (47 percent) pay less than the \$10.07 an hour living wage for a single adult, as shown in the chart below. About three quarters of job openings (77 percent) pay less than the \$16.36 an hour living wage for a single adult with two children.

It is important to note the distinction between jobs and job openings. Not all jobs come open during a year. Job openings are of particular interest because they provide employment opportunities to people looking for work.

OREGON DISTRIBUTION OF JOB OPENINGS BY WAGE RATE

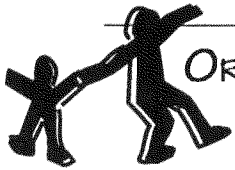


*There are few job openings in the economy that pay more than \$25 an hour. Due to lack of space they have not been included here.

In addition, there are more people looking for work than there are job openings that pay a living wage. As shown in the table on the following page, job gap ratios, which compare job seekers to job openings, are:

- For each job opening, regardless of pay, there are three job seekers on average.
- For each job opening that pays at least the \$10.07 an hour living wage for a single adult, there are six job seekers on average.
- For each job opening that pays at least the \$16.36 an hour living wage for a single adult with two children, there are 14 job seekers on average.

For those job openings that pay a living wage and require at most some combination of a high school diploma, on-the-job training, work experience, and/or post-high school vocational training, the competition may be even stronger. Fifty nine percent of all job openings that pay at least the \$10.07 an hour living wage for a single adult require that amount of education and training. For those job openings that pay at least the \$16.36 an hour living wage for a single adult with two children, the proportion is 23 percent.



OREGON JOB GAP RATIO

	<u>Household 1</u> <u>\$10.07</u>	<u>Household 3</u> <u>\$16.36</u>	<u>All Job</u> <u>Openings</u>
Job Seekers	166,926	166,926	166,926
Job Openings	30,190	11,947	61,796
Job Seekers per Job Opening	6 to 1	14 to 1	3 to 1
Percent of all Job Openings paying less than a living wage	47%	77%	

Job gap ratios are calculated by dividing the number of people who were looking for work at some point during 1996 by the number of job openings that year. Job seekers total 166,926, which equals about 10 percent of total employment in the state. Job seekers include the unemployed (about 64 percent of the total), involuntary part-time workers (29 percent), and discouraged and marginally attached workers (seven percent).

Job openings total 61,796 and include job openings due to growth (about 48 percent of the total) and job openings due to net replacement (52 percent).

As shown in the chart below, 30,190 of the 61,796 job openings pay at least the \$10.07 an hour living wage for a single adult. And 17,713 of these job openings pay at least the \$10.07 an hour living wage for a single adult and require at most some combination of a high school diploma, on-the-job training, work experience, and/or post-high school vocational training.

FINDINGS FOR OREGON



WASHINGTON

WASHINGTON KEY FINDINGS

Key findings for Washington are:

- The living wage for a single adult is \$10.25 an hour. This is based on what is needed to meet basic needs and provides some ability to deal with emergencies and plan ahead. The living wage for a single adult with two children is \$16.86 an hour.
- Forty one percent of all job openings pay less than the \$10.25 an hour living wage for a single adult. Seventy two percent pay less than the \$16.86 an hour living wage for a single adult with two children.
- For each job opening that pays at least the \$10.25 an hour living wage for a single adult, there are five job seekers on average. For each job opening that pays at least the \$16.86 an hour living wage for a single adult with two children, there are 12 job seekers on average.

WHAT IS A LIVING WAGE?

Living wages for Washington, which reflect family budgets as shown on the following page, are:

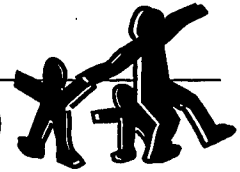
- For a single adult household, \$21,322 a year or \$10.25 an hour.
- For a single adult with one child, \$27,288 a year or \$13.12 an hour.
- For a single adult with two children, \$35,079 a year or \$16.86 an hour.
- For two adults, one of whom is working, with two children, \$29,023 a year or \$13.95 an hour.
- For two adults, both of whom are working, with two children, \$38,369 a year or \$18.45 an hour (which means that the combined wages of both working adults needs to total this amount).









These are statewide averages. In some areas, costs are higher (particularly for housing and child care) and, as a result, living wages are higher. In other areas, including most of the state's rural areas, costs and, therefore, living wages are lower. Living wages for higher cost and lower cost areas are:

	Higher Cost Areas	Lower Cost Areas
Single adult	\$10.43/hour	\$9.50/hour
Single adult with one child	\$13.49/hour	\$12.16/hour
Single adult with two children	\$17.59/hour	\$15.47/hour
Two adults (one working) with two children	\$14.16/hour	\$12.89/hour
Two adults (both working) with two children	\$19.17/hour	\$17.11/hour

Washington's higher cost areas are King, Pierce, Snohomish, Spokane, Clark, Kitsap, Yakima, Thurston, Whatcom, Benton, and Franklin counties.

WASHINGTON FAMILY BUDGETS (IN 1996 DOLLARS)



	<u>Household 1</u>	<u>Household 2</u>	<u>Household 3</u>	<u>Household 4</u>	<u>Household 5</u>
 Food	141	263	331	462	462
 Housing & Utilities	488	615	615	615	615
 Transportation	372	321	364	333	390
 Health Care	64	117	132	162	162
 Child Care	0	170	602	0	602
 Household, Clothing & Personal	230	284	312	340	352
 Savings	144	178	195	212	220
 State, local & Federal Taxes	338	327	372	296	395
Gross Monthly Income Needed	1,777	2,274	2,923	2,419	3,197*
Gross Annual Income Needed	21,322	27,288	35,079	29,023	38,369*
Living Wage (at 2080 hrs/yr)	\$10.25	\$13.12	\$16.86	\$13.95	\$18.45*

Household 1 is a single adult

Household 2 is a single adult with a school-age child (age 6-8 yrs)

Household 3 is a single adult with a toddler (12-24 months) and a school-age child (age 6-8 yrs)

Household 4 is two adults (one of whom is working) with a toddler and a school-age child

Household 5 is two adults (both of whom are working) with a toddler and a school-age child

*Total amount earned by two working adults

Washington's minimum wage is about 50 percent of the living wage for a single adult and about 30 percent of the living wage for a single adult with two children. The state's average annual wage (\$28,871 in 1996) is 135 percent of the living wage for a single adult and 82 percent of the living wage for a single adult with two children.

ARE WE CREATING ENOUGH JOBS THAT PAY A LIVING WAGE?

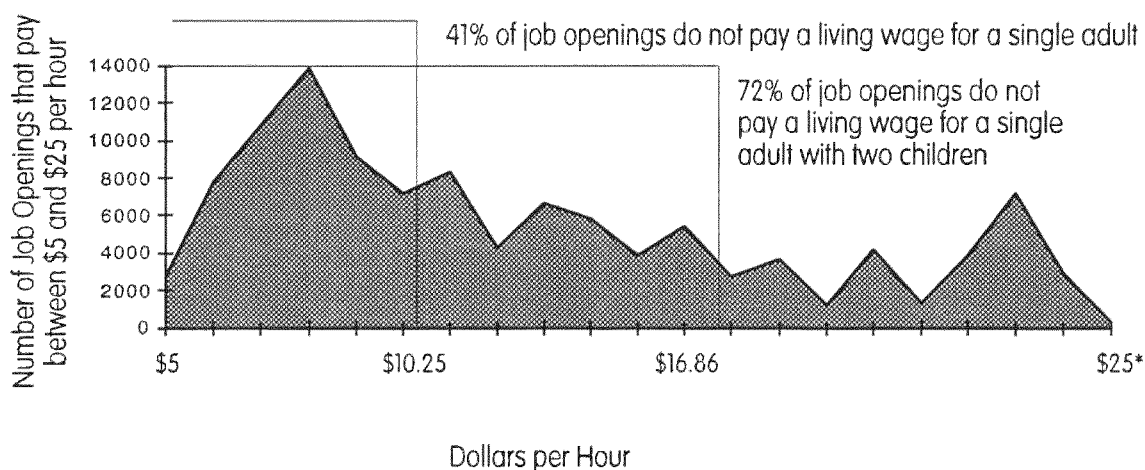
There were about 1.8 million working age households in Washington in 1996, but only about 1.5 million jobs that could support a single adult and about 610,000 jobs that could support a single adult with two children.

Thirty seven percent of all jobs in the economy pay less than the \$10.25 an hour living wage for a single adult and 73 percent pay less than the \$16.86 an hour living wage for a single adult with two children.

Of all job openings, 41 percent pay less than the \$10.25 an hour living wage for a single adult, as shown in the chart below. Seventy two percent pay less than the \$16.86 an hour living wage for a single adult with two children.

It is important to note the distinction between jobs and job openings. Not all jobs come open during a year. Job openings are of particular interest because they provide employment opportunities to people looking for work.

WASHINGTON DISTRIBUTION OF JOB OPENINGS BY WAGE RATE

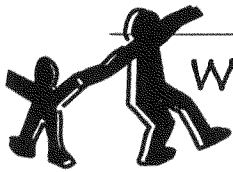


*There are few job openings in the economy that pay more than \$25 an hour. Due to lack of space they have not been included here.

In addition, there are more people looking for work than there are job openings that pay a living wage. As shown in the table on the following page, job gap ratios, which compare job seekers to job openings, are:

- For each job opening, regardless of pay, there are three job seekers on average.
- For each job opening that pays at least the \$10.25 an hour living wage for a single adult, there are five job seekers on average.
- For each job opening that pays at least the \$16.86 an hour living wage for a single adult with two children, there are 12 job seekers on average.

For those job openings that pay a living wage and require at most some combination of a high school diploma, on-the-job training, work experience, and/or post-high school vocational training, the competition may be even stronger. Fifty three percent of all job openings that pay at least the \$10.25 an hour living wage for a single adult require that amount of education and training. For those job openings that pay at least the \$16.86 an hour living wage for a single adult with two children, the proportion is 24 percent.



WASHINGTON JOB GAP RATIO

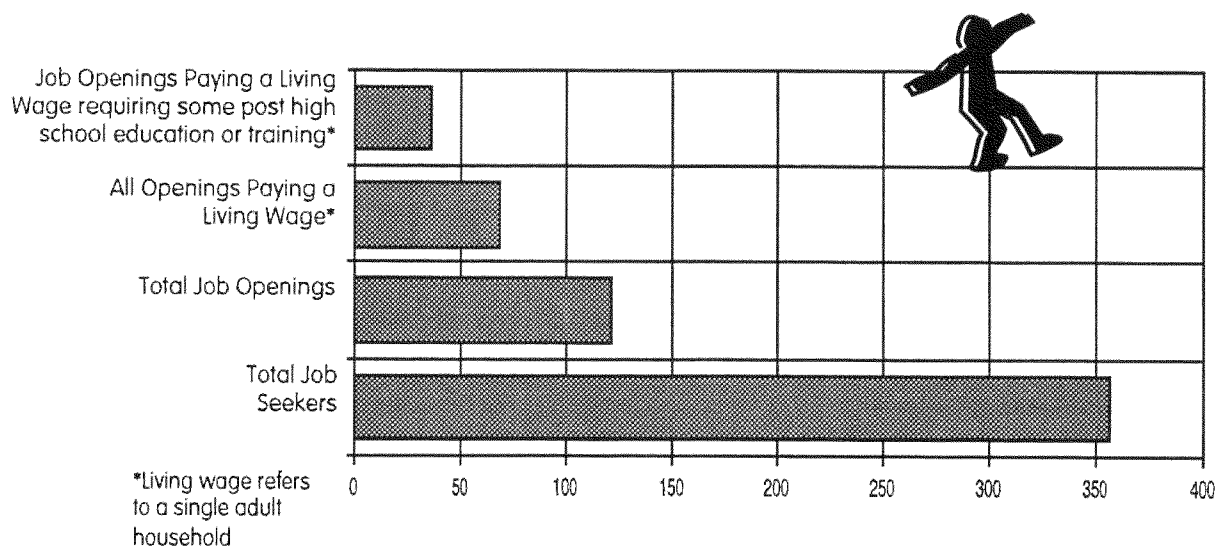
	<u>Household 1</u> <u>\$10.25</u>	<u>Household 3</u> <u>\$16.86</u>	<u>All Job</u> <u>Openings</u>
Seekers	357,243	357,243	357,243
Job Openings	68,382	30,606	120,765
Job Seekers per Job Opening	5 to 1	12 to 1	3 to 1
Percent of all Job Openings paying less than a living wage	41%	72%	

Job gap ratios are calculated by dividing the number of people who were looking for work at some point during 1996 by the number of job openings that year. Job seekers total 357,243, which equals about 13 percent of total employment in the state. Job seekers include the unemployed (about 59 percent of the total), involuntary part-time workers (30 percent), and discouraged and marginally attached workers (11 percent).

Job openings total 120,765 and include job openings due to growth (about 45 percent of the total) and job openings due to net replacement (55 percent).

As shown in the chart below, 68,382 of the 120,765 job openings pay at least the \$10.25 an hour living wage for a single adult. And 36,139 of these job openings pay at least the \$10.25 an hour living wage for a single adult and require at most some combination of a high school diploma, on-the-job training, work experience, and/or post-high school vocational training.

FINDINGS FOR WASHINGTON



Thousands of Job Openings and Job Seekers

TECHNICAL NOTES AND RESOURCES



The Northwest Job Gap Study involves a comparison of the number of job seekers to the number of job openings at or above a living wage level. This section defines key terms such as living wage, job seekers, and job openings; describes the data methodology used; and lists resources.

DEFINITIONS OF KEY TERMS

Key terms used in the job gap study include:

- Family budgets and living wages
- Job seekers
- Job openings

FAMILY BUDGETS AND LIVING WAGES

A living wage is a wage that allows families to meet their basic needs without resorting to public assistance, and provides them some ability to deal with emergencies and plan ahead. It is not a poverty wage.

Family budgets have been developed for several different household types, and these budgets have been converted into a living wage assuming that the wage earner works full time year round. The budgets include basic necessities such as food, housing and utilities, transportation, health care, child care (when necessary), clothing, and other personal items. In addition, applicable local, state, and federal taxes are included. Finally, a savings component is included to help cover emergencies and future expenses such as postsecondary education for a child, or the retirement of the wage earner. In each category, care was taken that the budgets not reflect a poverty-level wage, but neither are they designed to provide a luxurious standard of living. For example, a household with a single adult and two children is assumed to occupy a two bedroom apartment but would only be able to afford 40 percent of all units in the area. Details on each budget item are provided later in this section.

Household types were selected to reflect the range of budget requirements for five household types:

- Single adult
- Single adult with one child between the ages of 6 and 8
- Single adult with two children, one between the ages of 6 and 8 and the other between the ages of 1 and 2
- Two adults including one wage earner, with two children, one between the ages of 6 and 8 and the other between the ages of 1 and 2
- Two adults, both wage earners, with two children, one between the ages of 6 and 8 and the other between the ages of 1 and 2

No one household type included in the analysis represents a large percentage of the population. Rather, the household types provide a representative picture of the wide range of income needs that families experience. This range falls between the requirements for a single adult living alone, and a household with two children and one or two working adults. Between 40 and 50 percent of the households in the four Northwest states will see themselves reflected in one of these budgets. Virtually all of the remainder should be able to approximate a livable wage budget for themselves with some simple arithmetic.

In the job gap calculations, statewide average budgets are used. However, in every state, some areas have relatively higher living costs than others. Rural areas tend to have lower housing and child care costs but higher transportation costs. Some rural areas adjacent to urban areas tend to experience many of the cost pressures of bigger cities. In order to judge the adequacy of the statewide average budget levels, budgets were developed for high and low cost areas in each state.

JOB SEEKERS

The most conventional and widely used measure of job seekers is the official count of unemployed persons. This measure is widely reported on a monthly basis for the nation as a whole, for each state, and for many metropolitan areas. However, the number of unemployed persons, and the even more familiar unemployment rate, are incomplete estimates of job seekers.

To be counted as unemployed, a person must not be employed but actively looking for work at the time of a federal survey. There are two additional components of the job seeker number that are regularly estimated but do not receive as much attention as the number of unemployed and the unemployment rate. First, the federal government provides estimates of discouraged and marginally attached workers, those that have looked for work in recent months but were not looking at the time of the survey. The second group are those persons who are working part time on an involuntary basis. Some workers prefer part-time work such as secondary wage earners, students, and retirees. However, there is another group of people working in one or more part-time jobs who would prefer a full-time job, but have not been able to find one. These "involuntary part-time" workers are also included in the job seeker estimates.

JOB OPENINGS

Readers who track the course of the economy are familiar with employment measures. Each month federal and state governments announce counts of employment and changes in employment; these indicators are widely used in assessing the performance of the economy. In the job gap study, a different indicator is added: job openings. Job openings are created by changes in employment from the growth of the economy, and by employers' worker replacement needs due to retirements, deaths, entering school or military service, or moving across state boundaries.

In the job gap study, the particular measure of replacement used is net replacement; net replacement removes those openings created by the movement of individuals from one position to another in the same occupation. These openings are largely invisible to the average job seeker because many of them are internal promotions.

Data on job openings are available by occupation for approximately 800 occupational categories. Median wage data are also available for these occupations, making it possible to identify which occupations pay living wages and thus what percentage of job openings are living wage jobs.

TECHNICAL DATA CONSIDERATIONS

Gathering and analyzing data for a regional study presents particular analytical challenges. In every phase of the research, data were gathered to facilitate cross-state comparison. Data from federal agencies and state data developed to meet federal requirements form the basis of this report. Where possible, definitions and methods were employed that result in conservative estimates. 1996 was chosen as the analysis year because it is the most recent year for which job openings, occupational wages, and employment figures are available.

This section contains:

- Family budget components
- High and Low cost areas
- Job seekers
- Jobs and job openings
- Wages associated with each occupation

FAMILY LIVING WAGE BUDGETS

A living wage is a wage that provides a household with economic self-sufficiency, allowing it to meet its basic needs without government subsidy. For this study, a modified market basket approach was used. The budgets were developed using the most current data available and then inflation-adjusted to 1996 dollars.

Household budgets, upon which living wages are based, include:

- Food,
- Housing and utilities,
- Transportation,
- Health care,
- Child care,
- Household, clothing, and personal,
- Savings, and
- State, local, and federal taxes.





Food costs are derived from the "Low Cost Food Plan" produced by the U.S. Department of Agriculture (USDA). The values are based on food expenditures by the 25th to 50th percentiles of the U.S. population, as determined in the National Household Food Consumption Survey. This plan is 25 to 30 percent higher than the "Thrifty Food Plan" which is used as the basis for food stamp allocations and federal poverty benchmarks. The Thrifty Plan was not used because nutritionists consider it to be nutritionally inadequate on a long-term basis. The Low Cost Plan is based on the assumption that all food is prepared at home.

There are no adjustments for these food plans by state or region. Other reports indicate that the variation in food prices is small enough that geographic adjustments are not necessary. The USDA values are based on research published in 1983 and updated monthly for inflation.



Housing and utilities costs are derived from U.S. Department of Housing and Urban Development (HUD) Fair Market Rents, and information provided by US West.

Fair Market Rent data are provided at a county level. For this study, the data were weighted by county population. This ensures that more populous counties contribute proportionately to the overall estimates. Fair Market Rents are gross rent and utility estimates "that would be needed to rent privately owned, decent, safe, and sanitary rental housing of a modest (non-luxury) nature with suitable amenities." They include shelter rent plus the cost of all utilities, except telephones. HUD sets Fair Market Rents at the 40th percentile (in other words, 40 percent of the standard quality rental housing units are at or below this cost.) The 40th percentile rent is drawn from the distribution of rents of all units occupied by renter households who moved to their present residence within the past 15 months. Public housing units and units less than two years old are excluded. It is assumed that families with one or two children will rent a two bedroom unit, and that a single adult household will rent a one bedroom unit.

US West provided the cost of basic service for unlimited local calls, with no call waiting, voice messaging, or other extras. The estimate does not include any long distance charges.



Transportation costs are derived using the 1995 U.S. National Personal Transportation Study from the U.S. Department of Transportation, the Consumer Expenditure Survey (CES) of the U.S. Department of Labor, and Internal Revenue Service (IRS) reimbursement rates for automobile travel. Private and public transportation costs are included.

- Private transportation costs are based on the assumption that households own and operate a vehicle. The 1995 U.S. National Personal Transportation Study provides data on the average annual vehicle miles of travel per driver. Values for the "Pacific" region are applied to Oregon and Washington, and "Mountain" region values are used for Idaho and Montana. These mileage totals are adjusted for the number of adults, number of workers, and number of persons in a household.

To determine the total cost of private transportation, the mileage totals are multiplied by the IRS reimbursement rate of \$0.31 per mile which covers insurance, gasoline, repairs, depreciation, and vehicle registration fees. Further adjustments for urban and rural areas are based on CES data.

- Public transportation costs are estimated using CES figures for average expenses on fares for local mass transit and long distance travel by public carriers such as airlines, railroads, and buses. The values are added to the total without adjusting for household composition because data for such adjustments were not available.



Health care expenses are derived using updates from the 1987 National Health Care Expenditure Survey, data from the Families USA Foundation, and the CES. They include both out-of-pocket costs and individual contributions for health insurance coverage. All health care expenses are inflation-adjusted using the medical care component of the Consumer Price Index.

- Out-of-pocket costs are based on current estimates of out-of-pocket expenses for individuals by age and gender, drawn from the 1987 National Health Care Expenditure Survey and updated by the U.S. Department of Health and Human Services Agency for Health Care Policy and Research. These figures are then adjusted to take into account differences by state using data from the Families USA Foundation; and urban and rural areas using data from the CES.
- Insurance costs are based on estimates of average individual and family health insurance premiums, as published by the Agency for Health Care Policy and Research. Because employers consistently pay about 84 percent of premiums, these health insurance premium estimates are multiplied by 16 percent to account for the household's contribution to their health insurance.



CHILD CARE

Child care expenses are based on the assumption that all single parent households and households with two working parents require child care services. Estimates are derived from market rate surveys conducted by state welfare agencies. Because the federal government and most states subsidize child care for low income families up to the 75th percentile, state level data are readily available and used for these estimates. The total cost is adjusted to reflect the percentage of children using centers versus smaller home based care. School-age children are assumed to attend half-time and toddlers full-time, 12 months a year. In the two parent household, with one parent working, it is assumed that child care is not necessary.



HOUSEHOLD, CLOTHING, AND PERSONAL

Household, clothing, and personal spending estimates are derived from the CES and are calculated as a fixed percentage of total household spending minus child care and taxes. Spending on these items, as a proportion of total income, is consistent across income categories. No detailed expenditures or needs-based estimates are available for these budget categories. A total percentage of 16 percent for this item is used in the household budgets. As defined by the CES:

- Household costs include laundry and cleaning supplies, stationery supplies and postage, household linens (towels, sheets, etc.), sewing materials, furniture, floor coverings, major appliances, miscellaneous housewares (small appliances, plates, etc.), and other items needed to operate and maintain a household. Household costs are estimated at 4 percent.
- Clothing and personal costs include clothing, personal care products, reading materials, and other personal expenses. Clothing and personal costs are estimated at 6 percent.
- Recreation and entertainment costs include fees for participant sports, admissions to sporting events, movies and video rentals, TV/sound equipment, music, pets, toys, and other entertainment expenses. Entertainment costs are estimated at 4 percent.
- Miscellaneous costs include items not covered in the above categories such as school supplies, bank fees, and credit card finance charges. Miscellaneous costs are estimated at 2 percent.



SAVINGS

Savings rates are based on the recommendations of experts. They are set at 10 percent of spending minus childcare and taxes. The American Savings Education Council has developed a formula for estimating the percentage of income that a household should save. When applied to the households in our study, the

recommendation is that they should save between 7 and 13 percent of their income for retirement. Using the lower estimate of 7 percent, an additional 3 percent was added to cover emergencies and allow families to plan ahead.



STATE, LOCAL, AND FEDERAL TAXES

Taxes include employment taxes (FICA), federal taxes (including child care credits and the Earned Income Tax Credit), and state and local sales and income taxes, as appropriate. Employment taxes are calculated at 7.65 percent of earned income. Federal taxes assume no itemized deductions, no outside income, and a 15 percent tax rate. Where appropriate, deductions are made for applicable child care and EITC benefits, including the \$400 per child credit set to take effect in 1998. Appropriate state sales tax rates are applied to appropriate categories. State income tax rates, as identified by the Citizens for Tax Justice, are applied to total earned income.

HIGH & LOW COST AREAS

Household budget numbers published in earlier chapters are statewide averages. Household budgets and living wages have also been developed for high and low cost areas. These distinctions are based on county population, proximity to a metropolitan area, and the costs of housing and child care. Where the cost of living in an area is higher, the living wage budgets have been modified to better reflect those costs. Where county specific data were available, budgets were developed using the counties identified below. Otherwise, budget items were modified using percentages determined by the CES for urban and rural areas.

- Idaho's high cost areas are defined as counties with an urban population of more than 100,000 persons and counties with a population of 20,000 or more that are adjacent to a metro area. This includes Ada, Canyon, and Kootenai counties.
- Montana's high cost areas are defined as counties that contain an urban population of 20,000 or more persons. This includes Yellowstone, Missoula, Cascade, Flathead, Gallatin, Lewis and Clark, Silver Bow, and Ravalli counties.
- Oregon's high cost areas are defined as counties with an urban population of more than 100,000 persons or adjacent to a metro area. This includes Multnomah, Washington, Clackamas, Marion, Polk, Yamhill, Benton, Lane, Deschutes, and Jackson counties.
- Washington's high cost areas are defined as counties with an urban population of more than 100,000 persons or adjacent to a metro area. This includes King, Pierce, Snohomish, Spokane, Clark, Kitsap, Yakima, Thurston, Whatcom, Benton, and Franklin counties.

JOB SEEKERS

Data on job seekers come from the Bureau of Labor Statistics (BLS) at the U.S. Department of Labor through the Current Population Survey (CPS). Ideally, the count of job seekers would capture everyone, working or not, who needs a living wage job. Unfortunately, data are not available for all groups and our resulting count is likely an underestimate of the total number of job seekers in 1996. For the purposes of this study, job seekers are defined to include:

- **Unemployed.** The unemployed are those who are not employed, are available for work, and have looked for work within the last four weeks. Specific groups include:
 - Persons who have been laid off or otherwise had their employment end involuntarily (about 50 percent of the total unemployed);
 - Job leavers who have quit their jobs or otherwise terminated their employment voluntarily and immediately begun looking for work (about 12 percent);
 - Re-entrants who have worked previously but were out of the labor market prior to beginning their job search (about 33 percent); and
 - New entrants who have never worked (about five percent).
- **Involuntary Part-time Workers.** Involuntary part-time workers are those who regularly work less than 35 hours a week because of a lack of work from their employers or because they are unable to find a full time job. They are sometimes referred to as the under-employed. In the four Northwest states, about 21 percent of all employed people work part time. Of these, BLS estimates that about 12 to 15 percent would prefer to work full time. Since these people desire full time work, they are counted as job seekers.
- **Marginally Attached and Discouraged Workers.** Marginally attached and discouraged workers are those who are not working, but are not defined as "unemployed" because they did not look for work in the previous four weeks. They want and are available for work, and have looked for work sometime in the past year. Discouraged workers are not seeking work because they believe there are no jobs available or there are none for which they qualify. Marginally attached workers are not seeking work because of personal or financial reasons such as ill health, family responsibilities, or a lack of child care or transportation. As they have demonstrated a recent interest in working, both groups are counted as job seekers. Because there are relatively few discouraged and marginally attached workers, the number is subject to considerable rounding and sampling errors.

Not included in the definition of job seekers are:

- **Unemployed Due to Temporary Layoff.** Some persons counted among the unemployed are on temporary layoff and have been given a date to return to work or expect to return to work within six months. Since these people expect to be rehired, they are not likely to be among those seeking a new job. Therefore, they have been subtracted from the total unemployed.

- **Unemployed Seeking Part-Time Work.** About 20 to 25 percent of the unemployed seek part-time work for a number of reasons, including continuing education and family or personal obligations. Since they are not interested in a full time job, they are excluded from the count of job seekers.
- **Persons who were both unemployed and involuntary part-time.** CPS estimates that approximately 22 percent of people who were unemployed also worked part-time involuntarily. This double-counting was subtracted from the job seeker count.

JOB SEEKERS, 1996



	<u>ID</u>	<u>MT</u>	<u>OR</u>	<u>WA</u>
Unemployed individuals not on temporary layoff and who are seeking full time work.	32,573	27,144	106,766	211,723
Involuntary part-time workers	16,800	14,560	48,160	107,520
Marginally attached and discouraged workers	4,000	5,000	12,000	38,000
Total Job Seekers	53,373	46,704	166,926	357,243

Since this report examines all seekers and openings during the entire year, BLS's monthly unemployment averages were converted to annual totals. According to BLS estimates, 16.786 million persons across the U.S. experienced at least one week of unemployment during 1996. The 1996 monthly average unemployment was 7.236 million. This results in a multiplier of 2.32, or in other words, for every 100 people counted in an average month, there were 232 people unemployed that year. A similar computation yielded a 1.12 multiplier for employment in 1996. These multipliers were applied to average monthly state data to estimate the number of job seekers who were unemployed or under-employed at any time in 1996. No multipliers were developed for discouraged or marginally attached workers.

In spite of these adjustments, the total number of seekers is likely still an underestimate of the actual number of job seekers. The count of job seekers should capture every person, whether or not they are working, who needs a living wage job. However, our estimate understates the number of job seekers in that it does not count those who are working full time at a job paying less than a living wage, but who want a living wage job. It slightly overstates the true number in that all the unemployed are counted, even though some may not be looking for a living wage job; also, people who left the labor market and then re-entered the same occupation are counted among the job seekers, whereas those who moved directly from one job to another in the same occupation are not. However, assuming even a fraction of the people working at less than a living wage job for a single adult want a living wage job, the count is, on balance, an underestimate.

JOB OPENINGS

Job openings are estimated annual openings due to growth and net replacement. Openings estimates are produced by each state at least every two years following guidelines developed by the states in cooperation with the Bureau of Labor Statistics and the Employment and Training Administration (ETA).

- **Job openings due to growth.** These are job openings that result from new jobs being created by new or existing firms. Between 40 and 50 percent of all openings are due to growth of the economy.
- **Job openings due to net replacement.** These are job openings that result from people retiring, entering school or the military, moving across state boundaries, changing occupations, or otherwise leaving the occupation in which they currently work.

Job openings data exclude openings due to self-employment or work in an unpaid family business since this research attempts to model the labor market as viewed by an unemployed job seeker. Self-employment opportunities are often seen as more risky than a wage or salary job. Also, wage data for self-employed individuals are not presently available. Openings due to self-employment represent less than 12 percent of all openings and do not appreciably affect the results even if one assumes an identical median wage for those occupations.

Similarly, the analysis also does not include those openings that are due to people who change employers, but remain within the same occupation. This is a large component of what is called "frictional" unemployment or "churning" in the labor market. There are no new net openings for accountants, for example, that result from an accountant who simply moves from one firm to another. Therefore both these job changers and the jobs they occupy have been excluded from the analysis.

BLS has classified occupations into eleven education and training categories. The categories range from "short-term on the job training" to "Ph.D." required. These categories were applied to the openings to determine which openings are available to people with different educational backgrounds.

WAGES

Data on the wages associated with job openings come primarily from the Occupational Employment Statistics (OES) wage survey of employers conducted by state Employment Security Agencies in cooperation with the BLS and the ETA.

To determine which occupations pay a living wage, the state's median wage for each occupation was identified. Using a median wage overestimates the number of jobs that meet the living wage criteria. The median means that half the people in the occupation earn less and half earn more than that amount. Since most persons who are new to a job do not start at the median wage, this has the effect of overstating the number of living wage jobs and job openings and underestimating the overall job gap.

When state figures were not available, the national median wage for that occupation was adjusted to reflect prevailing wage rates in that state. Adjustments were made on a statewide basis, using existing state data to estimate the percent difference between state median wages and national median wages.¹ Finally, using the living wage budgets described earlier, occupations were classified as non-living wage or as living wage for each household type. The openings were aggregated to reflect all jobs that pay a living wage for each household. In other words, since the living wage for Household 3 is greater than that for Household 1, if a high wage job pays living wage for Household 3 therefore it is also sufficient to support Household 1.

RESOURCES

DATA SOURCES

American Savings Education Council. See: <http://www.asec.org/toolshm.htm>

Citizens For Tax Justice, Institute on Taxation and Economic Policy, June 1996. "Who Pays? A Distributional Analysis of the Tax Systems in all 50 States." See: <http://www.ctj.org> Or call 202-626-3780.

Families USA Foundation. Press Release November 22, 1993. 202-628-3030

State Departments of Social, Health, Welfare, Family or Human Services, child care rate specialists

State Departments of Employment Security, Labor, or other Labor Market Information units

United States Bureau of the Census. See: <http://www.census.gov/>

United States Bureau of Labor Statistics. Consumer Expenditure Survey See: <http://stats.bls.gov/csxhome.htm>

Consumer Price Index. See: <http://stats.bls.gov/cpihome.htm>

Local Area Unemployment Stats. See: <http://stats.bls.gov/lauhome.htm> Or call 202-606-6392

Occupational Employment Stats. See: http://stats.bls.gov/oes/oes_data.htm Or call 202-606-6503

United States Department of Agriculture, Center for Nutrition Policy and Promotion. See: <http://www.usda.gov/fcs/cnpp.htm> Or call 202-418-2312

¹ When state level occupational data was not available, we used a regression to adjust national data to state levels. Using existing state wage data we ran the following regression for each state:

$$\beta \ln(\text{state_MED}) = \beta \ln(\text{US_MED}) + \text{intercept} + \epsilon$$

United States Department of Health and Human Services, Agency for Health Care Policy and Research. See: <http://www.meps.ahcpr.gov/> Or call 301-594-1406 ext. 1458

United States Department for Housing and Urban Development, Policy Development and Research. See: <http://www.huduser.org/data/factors.html> Or call 202-708-9426, ext. 328

United States Department of Transportation, Center for Transportation Analysis. See: <http://www-cta.ornl.gov/npts/1995/doc/> Or call 202-366-5026

OTHER JOB GAP AND RELATED STUDIES

Are There Enough Jobs for All Those Who Must Work? May 1997. The California Budget Project, 921 11th St., Suite 701, Sacramento CA 95814-2821. Phone 916-444-0500; Fax 914-444-0172.

The Job Gap Study. 1995. JOBS NOW Coalition, 818 Minnesota Building, 46 East 4th St., St. Paul MN, 55101. Phone 612-290-0240; Fax 612-290-0162. <http://www.osjspm.org/jobgap.htm>

Work After Welfare: Is the Midwest's Booming Economy Creating Enough Jobs? 1997. The Midwest Job Gap Project, Office for Social Policy Research, Northern Illinois University, phone 815-753-1309; and the Research and Planning Department, Chicago Urban League, phone 773-451-3590.

Vermont Job Gap Study. 1997. Peace & Justice Center, 21 Church St., Burlington VT 05401. Phone: 802-863-2345 <http://www.igc.org/pjc/>



Oregon

John A. Kitzhaber, M.D., Governor

Department of Human Resources

*Mental Health and Developmental**Disability Services Division*

2575 Bittern Street NE

Salem OR 97310-0520

(503) 945-9499

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TTY 945-9836

Developmental Disability Services

Direct Care Staffing Report

January through September 1998

This report describes the trend in turnover among people employed as direct care staff in community residential and vocational programs serving people with developmental disabilities. It also describes the trend in employer expenditures for compensation to direct care staff. The report is intended to assist community programs, state program administrators, legislators, and others who have an interest in monitoring these trends and the relationship between them.

Background

Turnover among direct care staff has been recognized as a serious and growing problem since the early 1990s. A study completed in 1996 documented an average turnover rate of 72% among programs providing residential and vocational services. Staff turnover of this magnitude is of great concern because it undercuts the quality of care and threatens the stability of community programs.

Wage levels have been viewed as one of the most significant barriers to recruitment and retention of direct care staff. In 1996 the average wage paid direct care staff was about \$6.50 per hour. This was \$2.22 per hour under the market rate estimated by the Oregon Employment Division at that time. Pressure on wages is the result of a strong and growing Oregon economy, with unemployment levels among the lowest experienced in decades. In addition, increases in the minimum wage were under consideration at both the state and federal level.

During the 1997 Legislative Session, the Department of Human Resources identified a wage increase for these community programs as one of its highest priorities. The Mental Health and Developmental Disability Services Division, through its Office of Developmental Disability Services, presented a plan that proposed increasing wages by reinvesting funds available from downsizing and the eventual closure of Fairview Training Center. The Legislature responded to the Division's plan, and requests from community programs, by approving an increase of \$1.30 per hour, in addition to a general cost of living adjustment, phased-in over the 1997-99 biennium.

Direct Care Staffing Report

The following chart shows direct care wage increases approved by the Legislature for the 1997-99 biennium. Increases in the Oregon minimum wage are also shown.

Wage Increases					Wage Impact		Ore. Min. Wage	
Effective Date	COLA	Additnl. Increase	Subtotal	Cum. Total	Wage	% Increase	Min. Wage	Cum. Total
1996					6.50		4.75	
1-Jul-97	0.20		0.20	0.20	6.70	3.0%	5.50	0.75
1-Oct-97		0.25	0.25	0.45	6.95	3.7%		
1-Jan-98		0.25	0.25	0.70	7.20	3.6%	6.00	1.25
1-Jul-98	0.20		0.20	0.90	7.40	2.8%		
1-Jan-99		0.80	0.80	1.70	8.20	10.8%	6.50	1.75
Total	0.40	1.30	1.70					

Current Report

This report is based on data supplied by 114 organizations that employ about 4,200 direct care staff across the state. Data is collected monthly and reported quarterly. This is the second report. It covers the nine month period of January through September 1998.

Highlights:

- Staff turnover in the first three quarters of 1998 is well above the average for 1997. At the current rate, programs would experience a 91% turnover for the year. See chart, page 3. However, additional information gathered from a sample of providers suggests that this high rate of turnover is concentrated in about half of the budgeted positions. The other half of the workforce, especially the estimated 17% that have been employed 4+ years, are a source of program stability. See chart on last page.
- Vacant positions at the end of each month average about 8% of all positions. Maintaining staff coverage for vacant positions requires extra hours for managers and staff. Overtime expense for direct care staff (paid at "time and a half") averages \$648,000 per month. See table on page 4.
- About 14% of all positions are either filled or vacated during the month. These transitions impact relationships with clients, program operations, and administrative costs associated with recruitment and training. See table on page 4.
- The average total compensation per hour paid during this period is almost \$0.50 per hour higher than anticipated by the state's funding plan. However, this data is taken from payroll records and many of the entry level positions were vacant. The average compensation would have been lower if these positions were included in the payroll.

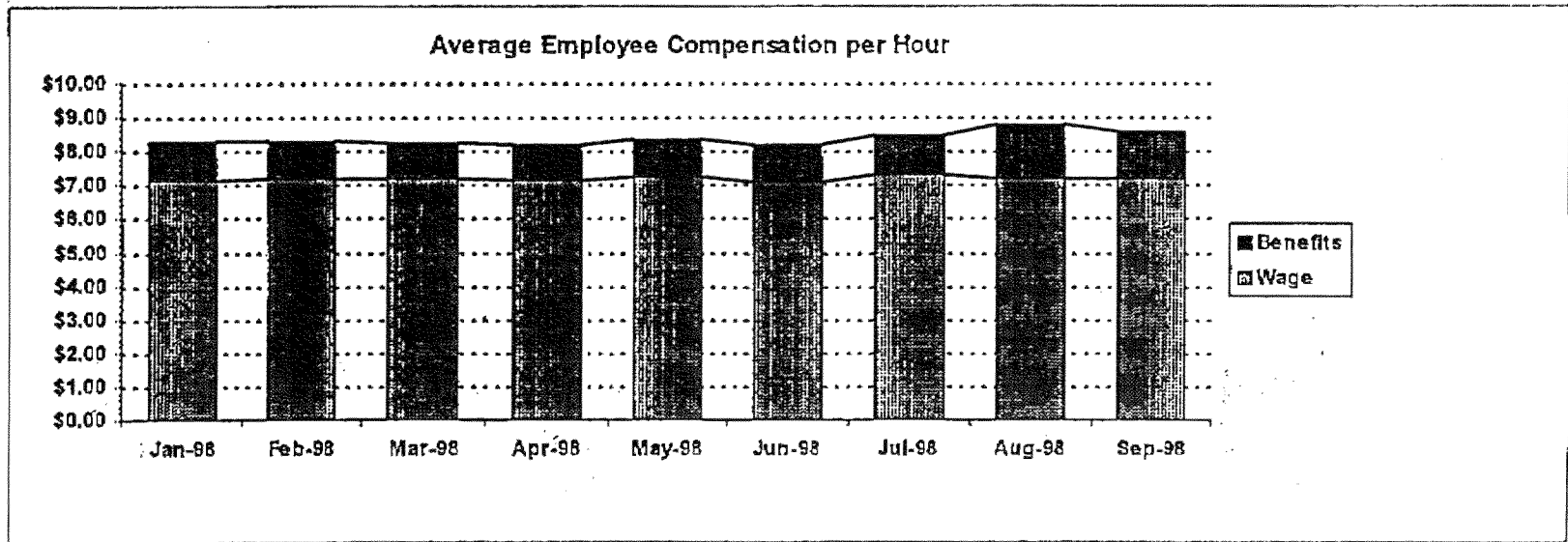
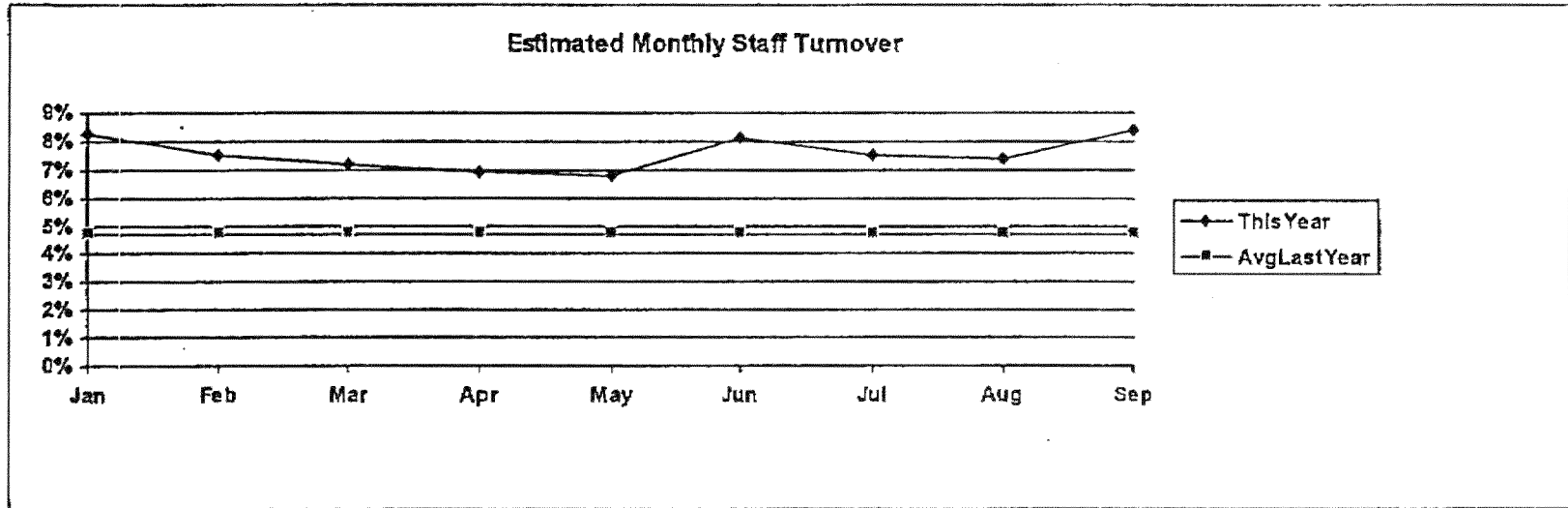
It should be noted that the State's economy remained strong, with good wages and low unemployment, throughout this period. The minimum wage also increased \$1.25/hr. while direct care wages increased only \$0.90/hr. during this period. See chart above.

The next quarterly report, which is also the year-end report, will be available in February.

Direct Care Staffing Statewide Summary Report

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Page 3



Direct Care Staffing Report: Statewide Summary

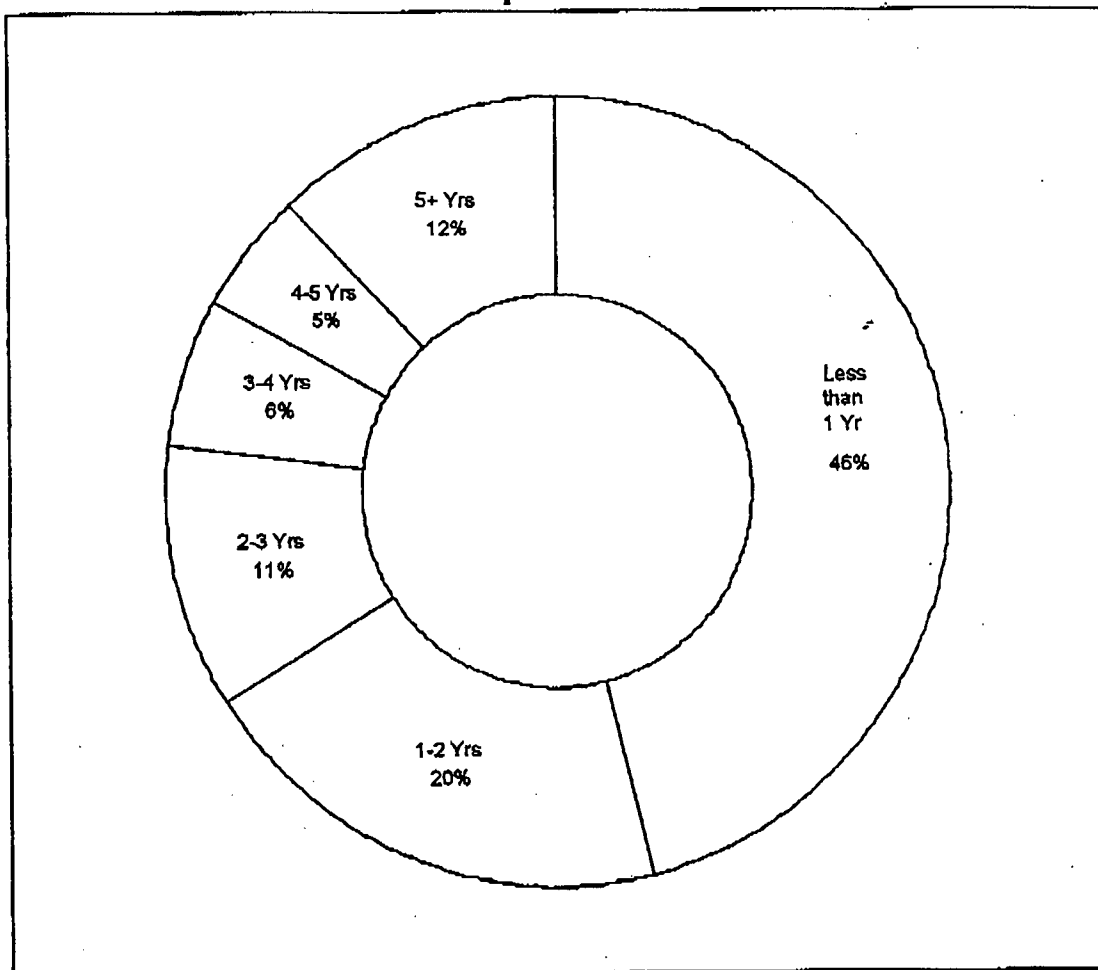
Month	Staff Turnover						Hourly Cost					Overtime			
	Positions Budgeted	Staff Hired	Staff Left	Pos Vacant	Pos in Trans	Est Monthly TurnOver	Est Annual TurnOver	Avg Wage	Avg Taxed Benefit	Avg UnTaxed Benefit	Total Comp	Avg Emp Tax	Avg Total Cost	Over-Time Hours	Est Overtime Cost
Jan-98	4,228	348	277	338	825	8%	99%	\$7.11	7%	9%	\$8.27	25%	\$10.30	38,154	\$570,850
Feb-98	4,297	322	215	285	537	7%	90%	\$7.19	5%	10%	\$8.27	11%	\$9.15	64,139	\$1,327,106
Mar-98	4,311	311	283	304	594	7%	87%	\$7.18	5%	10%	\$8.23	20%	\$9.84	32,383	\$458,875
Apr-98	4,165	287	242	338	529	7%	83%	\$7.13	5%	9%	\$8.16	11%	\$9.08	34,855	\$497,613
May-98	4,221	287	298	322	585	7%	82%	\$7.22	6%	10%	\$8.33	10%	\$9.16	38,757	\$554,403
Jun-98	4,250	345	305	333	650	8%	97%	\$7.09	6%	10%	\$8.19	10%	\$9.01	38,806	\$552,888
Jul-98	4,257	320	274	306	594	8%	90%	\$7.30	6%	9%	\$8.43	11%	\$9.34	44,698	\$669,555
Aug-98	4,035	298	291	331	589	7%	89%	\$7.16	6%	17%	\$8.77	11%	\$9.71	38,697	\$584,092
Sep-98	4,071	342	286	351	628	8%	101%	\$7.18	6%	13%	\$8.54	11%	\$9.45	42,099	\$626,316
Total		2,860	2,471											372,588	\$5,839,598
Average	4,204	318	275	323	592	8%	91%	\$7.17	6%	11%	\$8.35	13%	\$9.45	41,399	\$648,855
Percent		8%	7%	8%	14%										

Wednesday, November 25, 1998

Prepared by Sean McMullen, Data Coordinator, ODDS

Length of Employment Among Direct Care Staff

Based on information provided by a sample of providers using payroll records
for September 1998



No significant difference was found between providers with the highest rate of turnover and those with the lowest rate of turnover, when comparing the percent of direct care staff employed less than one year. Providers with the highest rate of turnover averaged 46%, while those with the lowest rate of turnover averaged 44% of direct care staff employed less than one year.

Direct Care Staffing Report

Statewide Summary

Month	Staff Budgeted	DC Staff Hired	DC Staff Left	DC Pos Vacant	Pos in Trans	Est Monthly TurnOver	Est Annual TurnOver	Ave Wage	Ave Taxed Bene	Ave UnTaxed Bene	Total Comp	Avg Emp Tax	Avg Total Cost	Total OT	Est Cost OT
Jan-98	4293	357	325	344	682	9%	108%	\$7.73	7%	9%	\$9.01	24%	11.19	39711	\$589,873.66
Feb-98	4384	329	231	291	580	8%	97%	\$7.72	5%	10%	\$8.88	11%	\$9.82	65766	\$1,347,917.45
Mar-98	4377	321	293	310	614	8%	95%	\$7.79	5%	10%	\$8.87	19%	10.59	34033	\$477,927.28
Apr-98	4232	288	246	340	534	7%	89%	\$7.77	5%	9%	\$8.90	11%	\$9.89	34926	\$498,844.56
May-98	4288	292	298	322	590	7%	88%	\$7.82	6%	10%	\$9.04	10%	\$9.94	38953	\$557,829.84
Jun-98	4317	348	307	333	655	9%	105%	\$7.71	6%	10%	\$8.91	10%	\$9.80	38943	\$555,298.46
Jul-98	4521	339	299	312	638	8%	97%	\$7.91	6%	9%	\$9.12	11%	10.12	46376	\$698,702.52
Aug-98	4259	313	309	338	622	8%	98%	\$7.84	6%	16%	\$9.54	11%	10.57	40497	\$613,273.25
Sep-98	4340	374	327	369	701	9%	113%	\$7.87	6%	13%	\$9.36	11%	10.38	43808	\$654,404.25
Oct-98	4796	482	310	372	792	11%	131%	\$7.81	5%	10%	\$8.97	11%	10.00	54783	\$790,687.85
Nov-98	4824	345	220	333	585	8%	92%	\$7.90	15%	10%	\$9.88	11%	11.00	46165	\$885,427.71
Dec-98	4447	308	202	303	510	7%	89%	\$7.99	7%	9%	\$9.33	54%	14.36	47782	\$742,983.82
Total	53058	4088	3367	3887	7463									531743	\$8,411,170.85
Average	4421.5			330.58	621.82	8%	100%	\$7.82	7%	10%	\$9.15	18%	\$10.84	44311.8	\$700,930.88

Friday, March 05, 1999

Page 1 of 1

Prepared by Sean McMullen, Data Coordinator, ODDS

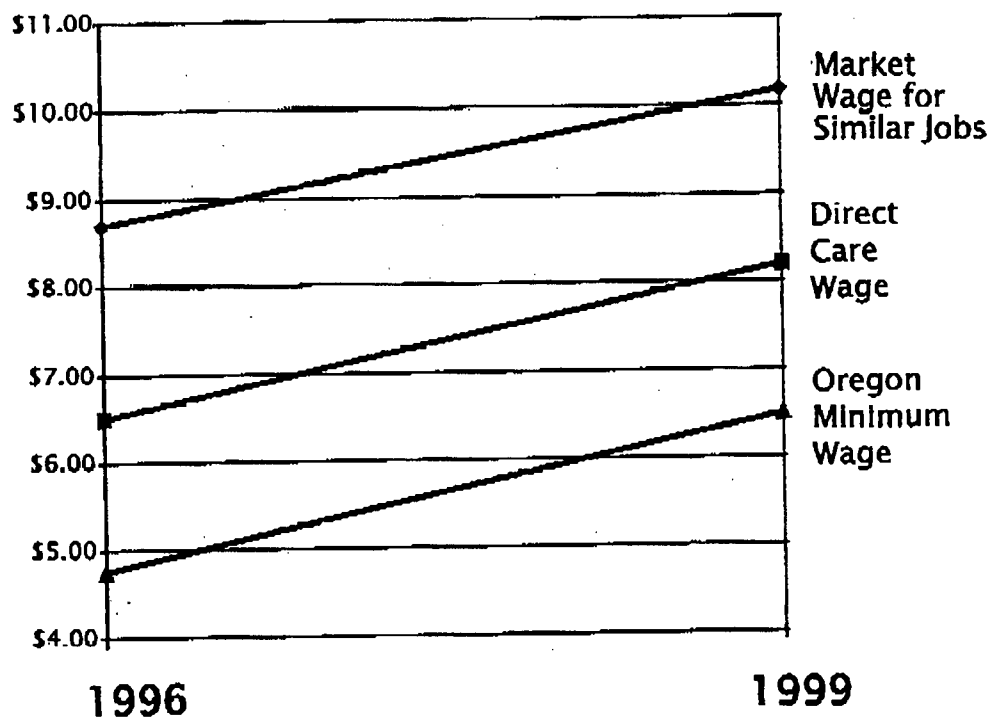
Direct Care Staffing Report

Regional Summary

<i>Region:</i>	<i>Est Annual TurnOver</i>	<i>Ave Wage</i>
Baker, Grant, Union, Wallowa	131%	\$7.86
Benton, Lincoln, Linn	113%	\$7.96
Clackamas	100%	\$8.22
Clatsop, Tillamook, Columbia	83%	\$8.03
Coos, Curry	43%	\$8.65
Crook, Deschutes, Jefferson	63%	\$7.58
Douglas	93%	\$7.95
Gilliam, Hood River, Sherman, Wasco, Wheeler	68%	\$7.40
Hamey, Malheur	153%	\$7.26
Jackson, Josephine	108%	\$7.78
Klamath, Lake	75%	\$7.91
Lane	111%	\$7.86
Marion, Polk, Yamhill	112%	\$7.73
Morrow, Umatilla	104%	\$6.97
Multnomah, Washington	104%	\$8.04

Department of Human Resources
Mental Health and Developmental Disability Services Division
1999 Ways and Means Presentation

Direct Care Wage Distance Above or Below Oregon Minimum Wage & Market Wage 1996 vs 1999



- ✓ Oregon Minimum Wage was \$4.75/hr in 1996. A voter approved ballot measure increased it to \$6.50/hr. by 1999, an increase of \$1.75 over three years.
- ✓ Direct Care Wage was \$6.50/hr. in 1996. Legislative approved increases (including COLA) will bring it to \$8.20/hr. by 1999, an increase of \$1.70/hr. over three years.
- ✓ Market Wage was \$8.72/hr. in 1996 according to a study conducted by the Oregon Employment Division. The updated estimate by OED for 1999 is 10.18/hr., an increase of \$1.46/hr. over three years.

Long Range Plan for Developmental Disability Services

Mental Health and Developmental Disability Services Division
Office of Developmental Disability Services
July 1996

Standard print version — alternate formats available by calling
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Community Workforce Development

Workforce development is the second major issue addressed in this long range plan proposal. A workgroup was formed in response to a budget note in Senate Bill 5553 that instructs the Division to examine the adequacy of rates paid to service providers in relation to the costs of delivering services.

Staff turnover is the overarching issue

At its first meeting, the Workforce Development workgroup unanimously agreed that the single overarching concern in provider rates is the wage level for direct care staff. Compensation for direct care staff is the largest factor in the rate structure, accounting for 80+% of all expenditures in the majority of programs.

Direct care staff provide the basic care, supervision, and training that is the essence of residential and vocational services. An estimated 3,874 people are employed as direct care staff by private

nonprofit providers that deliver residential and vocational services. (81% employed by residential programs, 19% by vocational programs.)

A high turnover rate among direct care staff affects the quality of care, which is highly dependent on a stable and well trained workforce.

Providers have found it difficult to remain competitive in the labor market for direct care staff. A continued strong economy, and lack of funds for any cost of living adjustment in 1995-97, has made it even more difficult to recruit and retain qualified staff. Direct care staff turnover is far too high.

A high turnover rate among direct care staff affects the quality of care, which is highly dependent on a stable and well trained workforce. It also threatens the stability of programs as people in leadership positions become discouraged, "burned-out," and seek other employment.

For these reasons, the workgroup decided to study provider wage and turnover rates and to seek information on the job market and comparable wages, with a goal of determining an appropriate wage level.

Wages influence turnover

Though pay is generally not the only factor influencing recruitment and retention, it is certainly one of the most significant factors. Programs that pay more have less difficulty attracting and keeping staff, as illustrated by the following:

- ◆ Turnover among Oregon's private nonprofit programs averages 77% per year in residential programs and 42% in vocational programs. Direct care staff are paid an average of \$6.45 per hour after one year of employment.
- ◆ Turnover in Oregon's state operated community programs is 19% per year. Direct care staff in these programs are paid \$9.44 per hour after one year of employment.
- ◆ The official who manages the rate setting function for similar community programs in the State of Washington reports that "direct care staff turnover is not perceived as a problem" since wages were increased to more reasonable levels in the 1980's. The current wage for direct care staff in the State of Washington is about \$9.00 per hour. (It is listed as \$12 per hour, including benefits.)

"direct care staff turnover is not perceived as a problem" since wages were increased to more reasonable levels in the 1980's.

—State of Washington official

An appropriate wage

The Oregon Employment Services (OES) was asked to provide a market analysis, including a projection of job demand and comparable wages. The report prepared by OES says continued growth and competition for staff should be expected for the next ten years. This is one of the fastest growing segments of the job market, particularly in residential services. The report also compares wages paid for similar jobs in Oregon.

An appropriate wage was developed as follows:

- ◆ 9 occupations were selected from the OES data bank. Duties in these occupations seem to be the most like direct care. These occupations focus on residential support, supervision, case planning, medical support and therapies, teaching, and vocational education. The emphasis varies across occupations but that is also true across the range of community residential and vocational programs.
- ◆ "Starting wages" quoted in OES job orders were used for comparison and calculation. These wage quotes are considered by OES to be the *minimum* amount actually paid. It is very likely that some employers paid more than the advertised starting wage but there is no data available to confirm it.

- ◆ The third quartile shown in the OES database, rather than the average starting wage, was used because the objective is to remain competitive. Working conditions and benefits for direct care staff are not as attractive as those typically available in the other 9 occupations. Paying a little more than average under these conditions seems reasonable.

The results are illustrated in the following chart:

OES Codes	Occupation	Q3* Starting Wage	No. of Job Orders	Cost of All Jobs
27037	Residential Counselor	\$ 7.50	10	\$75
27308	Human Services Workers	\$ 8.65	67	\$580
31514	Vocational & Education Counselors	\$11.66	135	\$1,574
31521	Teacher Aide	\$ 8.80	481	\$4,233
32317	Recreation Therapists	\$12.43	7	\$87
32508	Emergency Medical Technician	\$13.99	4	\$56
66014	Psychiatric Aide	\$7.00	261	\$1,827
66017	Physical Therapy Aide	\$13.26	8	\$106
66021	Occupational Therapy Aide	\$6.00	18	\$108
	Weighted Average	\$8.72	991	\$8,646
		* Third Quartile		

... significant movement towards a more competitive wage is crucial for the 4,000+ people with developmental disabilities who are dependent on these employees for their care.

A starting wage of \$8.72 represents an increase of \$2.90 per hour over the typical starting wage in residential programs and \$2.81 per hour in vocational programs. The total biennial cost to make this wage adjustment would be \$56 million (\$24.8 General Fund).

While the cost of providing a starting wage of \$8.72 is prohibitive, significant movement towards a more competitive wage is crucial for the 4,000+ people with developmental disabilities who are dependent on these employees for their care.

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BAKER needed, no experience necessary. Must be energetic and like early hours. Starting wage \$7.50 an hour. Apply in person at Great Harvest Bread 11633 Beaverton Hillsdale Hwy/Beaverton Town Square.

Cooks = \$7.65 per hour

SWIM INSTRUCTORS. Provide swim instruction to all ages and skill levels. Wages range from \$7 to \$9/hr depending on exp. Insurance benefits for 20+ hrs/wk. Various class times & days available. Instruction exp or WSI, CPR, & First Aid certs required. Call the Multnomah Athletic Club at 223-8370 for more info. Equal Opportunity Employer

P.C. Treatment Counselors = \$17.32 per hour

MENTAL HEALTH

Parry Center for Children is seeking Hourly Child and Family Therapist to provide services to emotionally disturbed children and their families for up to 10 hrs/wk. in the school based program. Relevant exp. & licensure req. Resume to HR Director, Parry Center for Children, 3415 SE Powell, Portland, OR 97202. Non-smoking facility. Equal Opportunity Employer

Child & Family Therapists = \$14 per hour

MENTAL HEALTH

Qualified person to parent special needs child in their Mult. Crty. home. Full benefit pkg includes med/dent ins, retirement, sick/vac leave. Bachelors deg. in Psychology, Social Work or Counseling or 3 yrs exp in mental health-related field (QMHA) & qualify with req. of SOSCF for therapeutic foster parents including a criminal records check. Resume to HR Dir, Parry Center for Children, 3415 SE Powell Blvd., Portland, OR 97202. Equal Opportunity Employer

HOUSEKEEPER for 15-bed hospice program. Requires skill, ability and/or education/exp in cleaning/disinfecting, laundry, stocking supplies, incs lifting & carrying up to 30 lbs frequently, and working w/cleaning chemicals. P/T wknd position. Starting salary \$8.30/hr.

For Application packet call 221-1054. Closes 10/25/96. Equal Opportunity Employer

Housekeeping Staff = \$6.44 per hour

HOW MUCH DOES OUR COUNTRY REALLY CARE ABOUT KIDS?

Flyer Prepared by a Parry Center for Children Worker during their organizing campaign

MENTAL HEALTH (Nurse)
in care facility. 1st shift. 7:30 a.m. to 3:30 p.m. 5 days off. Excellent benefits. Salary \$18.00/hr. Gresham. Mon-Fri 8am-6pm. No calls.

**MENTAL HEALTH
FULL-TIME TRAINING SUPERVISOR**
Motivated, caring and energetic individual needed to supervise adults with developmental disabilities in vocational workshop. \$7.25 - \$7.50/hour to start plus benefits. Able to lift 50 lbs. Pick up application Monday-Friday at 1847 E. Burnside, Portland.

On-call Residential Staff
also needed for three residential programs. Salary range at start \$7.04 - \$9.11 per hour.
Apply to:
Banyan Tree
Attention: Program Director
4565 SW 185th Avenue
Aloha, OR 97007
Equal Opportunity Employer

**MENTAL HEALTH
PMRS IS A LEADER**
In residential care providers serving the MR/DD population. We are looking for motivated people willing to work.
• Same day interview
• Paid training
• Great benefits
• Overtime available
• Advancement within the company encouraged
• \$6.50/hour to start, increase after 90 days
Come see us between 9am and 4pm at: 7940 SE Division, Suite C, or call 777-0805

**MENTAL HEALTH
YOUTH CARE WORKERS**
Two positions in a group home serving 8 adolescent boys, 12-16. Requires: individual and group work, care and supervised planning and coordination of daily routines. B.A./B.S. and experience preferred. Full-time with benefits. \$1416/month. Resume to The Inn, 9001 SE 73rd, Portland, OR 97206.

**MENTAL HEALTH
PERSONAL ASSISTANTS**
Assist individuals with disabilities in their homes. 2 PT positions: Wednesday, Friday AM & weekends. \$7/hr. Lisa, United Cerebral Palsy, 777-4791. Live in work available too.

MENTAL HEALTH
Rosemont
Treatment Center & School
ROSEMONT SCHOOL is currently seeking to fill two mental health positions in our secure, residential treatment facility which serves emotionally and behaviorally disordered teenage girls:
We are also seeking a Residential Counselor to work directly with clients. Committed to gender-appropriate, culturally sensitive services. Pay for fully qualified applicants starts at \$7.05 to \$8.07 per hour depending on education and experience.
A Night Residential Counselor is also needed. Pay rate is \$9.09 per hour and wages are subject to a 10% differential. Benefits as above.
All positions include opportunities for merit raises and good health and leave benefits. Must complete our application form for immediate consideration:
Rosemont School,
9911 SE Mt. Scott Blvd.,
Portland, OR 97266.
503-777-8090.
EOE

**MENTAL HEALTH
DIRECT CARE**
Mental health agency currently hiring for FT, on-call & live-in positions serving the chronically mentally ill in Hillsboro, Tigard & Beaverton. Starting pay \$8 per hour + benefits. Call Felicia at 598-1186 ext 20 to set up an immediate interview.

**MENTAL HEALTH -
FT Training Supervisor**
Motivated, caring and energetic individual needed to supervise adults w/DD in voc. workshop. \$7.50/hr to start plus benefits. Able to lift 50 lbs. Pick up app. Mon-Fri 8-4 at 1847 E. Burnside, Port.

**MENTAL HEALTH
PERSONAL ASSISTANTS**
Assist individuals with disabilities in their homes. Two part-time positions, Westside. Weekday mornings and weekends. \$7/hour. Lisa, United Cerebral Palsy: 503-777-8791. Live-in work available too.



**MENTAL HEALTH
JOB COACH**
Start \$8.41-\$10.05/Hr
(Depending on Exp)
Milwaukie based company has pos open for individual to provide on-the-job & mobility training for individuals w/disabilities. Must have 2-4 yrs exp in vocationally oriented field. Send resume to: ES, 5285 SE Mallard Way, Milwaukie, OR 97222 by Jan 20th. Drug screen & ODL req'd.
Equal Opportunity Employer/AA

**MENTAL HEALTH
FAMILY RESOURCE WORKER**
FT flex hours. Days, evens, wk-ends. Benefits. Must have home & reliable transp. Work w/families where children are at risk. Duties incl. assisting clients w/home mgmt, parenting skills, budgeting, \$7/hr to start. Send resume w/cover to: Options Counseling, 7241 NE 2nd, Portland, OR 97213, or FAX 335-9774.
No phone calls.
Equal Opportunity Employer.

MENTAL HEALTH
Alternating services of Oregon is looking for Residential Trainers for the following locations and shifts:
• BEAVERTON *
PT Graveyard (10pm-7am)
• ALBANY *
FT Graveyard (11pm-7am)
• PORTLAND AREA *
FT Swings (3pm-10pm)
FT Graveyard (11pm-7am)
PT Graveyard (11pm-7am)
2-3 Days Week
• TUALATIN *
FT Swings (3pm-10pm)
FT Graveyard (11pm-7am)
PT Weekends Only (3pm-11pm)
Must have valid drivers license and pass criminal history background check. All positions start at \$8.00-\$9.00 per hour, depend on exp. Call Marnie at 977-2444 for application.
• Equal Opportunity Employer

**SOCIAL SERVICES
Resource Coordinator**
Work with residents and staff of the Clark Center, a homeless men's shelter, to supervise residents, plan meals, pick up supplies, and solicit and organize donations. \$8.47/hour. health/dental coverage, 401(k). Reliable vehicle and ability to work with diverse population essential.
Please call Kathryn at 623-5850.

**MENTAL HEALTH
SUPPORT STAFF**
Danville Services is seeking employees to work with people with disabilities in sites located in Gresham, Ore. City and Beaverton. Duties include: supporting these adults in their basic care needs, leisure skills, domestic skills, vocational (and alternative to employment) and recreation. Extensive training includes behavioral and medical management. Excellent benefit package includes health, dental, vision, life, retirement and educational plans. Starting wage is \$7.50-\$9.00 hr, depending on experience. Call 635-3300.

**SOCIAL SERVICE
NO WEEKEND
SWING or GRAVEYARD SHIFTS**
FT/PT/On Call instructors needed to work with MR/DD/autistic adults at our SE Division St. & Troutdale sites. All applicants must possess a clean 3 yr ODL benefits for FT. Division site: Experience preferred but not required, \$8.02 to start. Contact Steve at 762-1120. Troutdale site: 1pm - 7pm shift available. Must have experience working with Autistic/Behavioral adults, experience working with animals & OIS trained preferred. \$8.50 to start. Contact Chris at 495-3244.
Equal Opportunity Employer

Thank-you, County Commissioners for letting me speak today.

Paul Danquist

My name is _____ and I have been a Homecare Worker for _____ years.

This is my client _____.

Most Homecare Workers come to the homes of disabled or elderly clients, to provide health care in own homes. A few of us, like myself, bring clients into our homes to care for them. These clients would otherwise be in a nursing home or other institutional setting. The homecare program is paid for from public money. Multnomah county caseworkers tell our clients that they're qualified for the program, called the Client-Employed Provider (CEP) program.

Homecare workers do just about anything and everything for our clients, including giving medications, body care, cooking, cleaning, shopping. We bathe clients, dress them, move or transport them if they're not physically able, and protect them from harm. We provide care that is physical, and emotional support, too.

Those of us who live-in (provide 24 hour care) are paid less than the minimum wage- between \$3.25 - \$4.15 an hour. None of us make a real living wage. I personally am going to have to stop doing this work after my client dies, because I can't afford it, I make _x\$_____, and have _____ health problems.

Homecare workers are denied the rights and benefits that most workers expect. We have no paid health insurance, even though

we're health care providers. We have no sick time, no vacation time- we are not even covered by Worker's Compensation. Taxes aren't taken out of our checks -- so, every year, about this time, we have to figure out how to pay our taxes.

We don't even have the right to form and join a Union like everyone else, because a law was written 20 years ago to make us independent contractors. We are trying to change that law with Senate Bill 1169, which is supported by our allies, and our union, OPEU.

Last October, Multnomah County passed the Living Wage Ordinance. That's a great thing. The Commission went on record saying that we should work together to make sure human service workers are paid a living wage. Now is the time. We need all the help we can get. Homecare workers urge your support for SB1169. Thank you.

TO: Multnomah County Commissioners
FROM: Joan Booth, CODA President of Local OPEU

RE: Living Wage Ordinance

Hi! My name is Joan Booth and I am here as a representative of the employees at CODA, a private non-profit alcohol and drug treatment program. CODA serves a various population of alcohol & drug patients that may receive in patient, outpatient and/or detoxification services.

I have been an employee at CODA for over 3 years. I am an Alcohol and Drug Counselor IV for CODA Central Service outpatient program. I have a Bachelor of Science Degree in Criminal Justice and an Associate of Arts Degree in Administration of Justice. Also, I have a provisional Certificate of Alcohol and Drug Counseling II certificate from the State of Oregon. I have been employed in the alcohol and drug field for over 10 years. I, currently, earn \$9.94 an hour at CODA - barely above the Living Wage Ordinance.

I'd like to talk to you for a moment about my family and the impact that my wages have had on them. I am the single parent of three children. I do not receive any child support from my children's' father, as he is currently a resident of the State of California Correctional System at San Quentin, CA. In September of 1987, I was the victim of a Domestic Violence incident that included my being stabbed twice - a result of an alcoholic batterer. I was in intensive therapy for over 4 years. During this period of time, I realized that I wanted to assist other people in taking control over their own destiny and future - which is how I ended up in this field. I love rekindling a sense of hope in people.

My three children have been without medical insurance for about three years, until recently. The Family Health Insurance Assistance Program has allowed them to finally have the health insurance that they deserve. In May 1997, my 12-year-old daughter was hospitalized for over a week - 1 of those days was in the Critical Care Unit. My employer does not provide family medical insurance as a benefit. As a result, it would cost me \$357 per month to add my children to my employer's health insurance. I can not afford this on the salary that I earn at CODA. In addition, I do not qualify for the Oregon Health Plan program. I was advised by the Adult and Family Services Dept that I had too high of an income. This is the reason that I am truly here today. For those families like the ones and myself I represent.

I'd like to tell you about the employees I represent. Currently, CODA has over 100 employees and that number is increasing. The employees that I represent come to this field out of a compassion and empathy to provide a valuable and much needed service to a damaged population. However, it must be noted that low employee wages and lack of affordable family health insurance has caused us, the employees to, also, be a damaged population.

Currently, more than 80% of our represented workforce earn less than the \$10.07 benchmark for a single adult in Oregon. And no one earns the \$16.36 an hour benchmark

for a single parent with two children. I would like to share with you the results of a survey that I took of 28 CODA employees.

25% qualify for and/or are receiving the Oregon Health Plan

25% qualify for and/or are receiving Food Stamp assistance

25% qualify for and/or are receiving public housing assistance

29% have second jobs

11% have a third job

18% are without medical insurance for their children

54% are seeking employment elsewhere

64% could not afford to survive without public assistance

As you can imagine, based on the statistics that I have just shared with you, staff morale has been at an all time low and employee turnover is extremely high. As a result of this turnover, counselors caseloads have increased and patients have had reduced access to their counselors. Patients have not had permanent counselors; instead they have had interim counselors. This is not been fair to our patients. This population requires stability, as their lives are so unstable. This situation has increased stress on existing staff. This does not help the situation.

I urge you to extend the Living Wage policy to include private non-profit workers to remedy the situations that I have just shared with you. CODA provides a valuable service to a population that is in dire need of receiving quality care. That service is in jeopardy because quality workers can not afford to stay.

Thank you for the opportunity to share our story.

Everyone here has experienced an individual with a Mental Illness in some way or another. Whether it be a family member, someone on the bus, in front of homeless shelters, or simply walking down the sidewalk here downtown. These individuals constitute the population I serve. My name is Amy Burnette, I work for Unity, Inc. - formerly Mental Health Services West here in downtown Portland. I have worked for this agency over a year and a half on the Engagement Team as a Skills Trainer.

My job began with assisting people with Activities of Daily Living such as cooking, shopping, budgeting, and housekeeping. Since the advent of Managed Care, my job has become quite a bit more intensive. Clients referred to me now are estranged from our clinic, off medications, homeless, or otherwise in crisis. My job is in the community, alone, knocking on doors, never quite certain what I will find on the other side. If my clients are off their meds, I find a way to help them become compliant. If they are homeless, I help them search for housing (an ever shrinking resource), if they are risking eviction, I help them problem-solve with their managers to keep them housed. If they are hungry, I help them find food, and if they are sick enough, I help them into a hospital. I don't often know what each day will bring, but must be prepared for each scenario. Due to layoffs at my agency, case managers are bound to their desks with astronomical case loads and therefore rely on my clinical judgement when I visit clients. This is my job in a nutshell, all for less than \$20,000.00 a year.

The pay is so inadequate that I've had to pick up an additional job on my weekends off to stay on top of my bills and rent. My weekend job is with a private, for-profit psychiatric hospital and the difference between these two jobs is huge. At the private, for-profit hospital, I earn \$3.50 more an hour, work with a more pleasant, financially secure population, in a safer environment that is staffed adequately. Working with Unity, Inc. requires working with individuals who are financially destitute, living in downtown SRO's that are filthy and dangerous. My clients have virtually no resources and greatly depend on my assistance. They are at the mercy of harsh cutbacks and downsizing.

Not only does this lack of support effect me, but my clients feel the strain as well. For some of my clients, I am the only person they interact with or talk to all week. How isolated they feel when I must inform them that I am needed elsewhere and I am no longer able to visit them because my agency refuses to replace frozen positions, left gaping open by staff turn-over and burn-out. Our client numbers keep rising, as our staff numbers decline.

It is discouraging to know that is more cost-effective to pay someone low-wages and allow them to burn-out and resign, than it is to properly compensate staff. It is equally discouraging to know that health-care agencies take advantage of the intrinsic motivation that drives their employees. Health care professional do not choose this line of work to get rich. We do it because we are called to this type of work.

To improve staff wages in health care is simply the right thing to do. We work 40+ hours a week to improve the lives of those with disabilities while we suffer the economic hardships that always seem to accompany such work. Many of us fill positions that require a 4 year degree, yet are compensated below the liveable wage. I graduated from college 5 years ago, and am still living below the poverty level and must work additional part-time hours to get by. Our wish is to be treated as the professionals that we are.

It is difficult to articulate what it is that keeps us working these jobs when we could make more money working as housekeepers, or sitting in front of a computer all day making money for some large corporation. It is best described as a desire to help other human beings, and the realistic knowledge that without help, our brothers and sisters in this world will suffer. It is easier, and less stressful, to turn a blind eye towards such things that are so unpleasant than it is to work to solve the problem. That is why I agreed to speak today. We are struggling under impossible circumstances to assist those family members, those people you see on the bus, in front of shelters and walking down the sidewalk here in downtown Portland.

Amy Burnette, BS
Engagement Team
Unity, Inc.
710 SW Second Street
Portland OR 97204
503) 228-7134 x142

Proposals aim to take better care of caregivers

State lawmakers hope to improve jobs of those who provide in-home help

By ERIN HOOVER BARNETT

of The Oregonian staff

SILVERTON — Twenty-one years after the accident, Beth Marcum still has drowning nightmares. She is floating in a pool, face down, unable to move after snapping her neck on the bottom.

Marcum, 37, awakens in panic, calling out for her caregiver. Toni Craigmyle comes quickly, sitting her up, calming her down, allowing her to breathe again.

1999 Legislature

■ Health

Craigmyle is the 25th caregiver Marcum has hired since she left her boyfriend eight years ago, got an associate degree in human services and became a crisis hot-line volunteer. Finally, Marcum, paralyzed from her chest down, has found a caregiver she can depend on.

But now it is Craigmyle who is drowning.

Diagnosed in January with cancer that is inching its way into her brain, Craigmyle, 45, must quit her caregiver job to become poor enough to qualify for the Oregon Health Plan.

Without Craigmyle, Marcum might have to return to a nursing home. But without insurance, Craigmyle cannot afford cancer treatment. And without treatment, Craigmyle will die.

"I'm totally at the mercy of the state to help me, and I can't work because I have to show I have no income," Craigmyle said. "But Beth's my friend, and I won't desert her. I feel at times very lost."



KATHRYN SCOTT OSLER/The Oregonian

Toni Craigmyle, 45, begins to cry as she listens to Beth Marcum describe her experiences while living in a nursing home. Craigmyle has been diagnosed with cancer and must quit her job caring for Marcum so she can get health insurance.

Craigmyle is one of more than 9,000 in-home caregivers in Oregon, hired by people who are elderly or disabled and paid by the state at what can amount to less than minimum wage.

Oregon is considered progressive in its home-care services. Since 1981, home care and other alternatives to nursing homes have saved Oregon taxpayers well more than \$400 million. Yet the in-home system is a leaky boat, always on the verge of sinking. Caregivers get no health insurance, no

Please turn to
CARE, Page B7

In-home care issues

Caregivers save taxpayer money by enabling people who are elderly or disabled to remain at home rather than be institutionalized. But caregivers are paid low wages and receive no benefits, and turnover is high. A legislative proposal seeks to change that.

■ **The caregivers:** 16,000 people worked as caregivers in 1998, but only 9,000 are employed at any given time.

■ **The clients:** 15,894 seniors and people with disabilities had in-home caregivers in January at an average cost per person of \$627 a month.

■ **The alternative:** 6,137 seniors and people with disabilities lived in nursing facilities in January at an average cost per person of \$2,154 a month.

Source: Oregon Senior and Disabled Services Division, Department of Human Resources

THE OREGONIAN, MONDAY, MARCH 8, 1999

Care: Two bills would mandate training

■ Continued from Page B1

workers' compensation and little or no formal training. Every year, more than half of the caregiver work force quits and is replaced by others, creating a revolving door.

"Oregon has a very well-respected system for community care nationally, and we built it on the backs of people who are providing these in-home services," said Eugene Organ, executive director of the Oregon Disabilities Commission. "It's tragic to me that people who are employed in these very difficult situations don't even have workers' compensation insurance. There is no doubt that we are losing folks who would be very good care providers. You can make as much money flipping burgers."

The Service Employees International Union is trying to organize in-home caregivers in several states, including Oregon. Last month, 74,000 Los Angeles County, Calif., caregivers voted to join the union.

The Oregon Public Employees Union, an SEIU affiliate, is pushing a bill in the Oregon Legislature to improve working conditions for caregivers and, ultimately, to give them the ability to form a union.

But OPEU organizer Karla Spence acknowledged the challenge of facing a Legislature already weighing human services cuts to finance education.

Not just a job

Toni Craigmyle didn't realize she would find a new friend when she answered Beth Marcum's advertisement for a caregiver in October. Fleeing a bad marriage, Craigmyle just knew she needed a job.

But on her first night at Marcum's subsidized rental home, Craigmyle, Marcum and her weekend caregiver sat up late, sharing their personal stories.

Craigmyle had cared for ill relatives in the past, and once she worked as a nurse's aide. However, inserting a catheter in Marcum's bladder, moving her from her bed to wheelchair with a hand-pumped hydraulic lift, bathing her and managing her medications were new challenges.

Craigmyle also cooks and cleans. At night, she sleeps in a nearby bedroom, ready to help if Marcum calls. Craigmyle's only formal training was a quick session regarding Marcum's physical therapy. Marcum taught her the rest.

Marcum covers Craigmyle's housing costs for the five days a week Craigmyle stays in with her. The state pays Craigmyle \$944 a month for 246 hours of work. Her hourly



KATHRYN SCOTT OSLER/The Oregonian

Operating a lift to move Beth Marcum from her wheelchair to bed has been one of Toni Craigmyle's tasks, which range from helping with basic functions to enabling the paralyzed woman to pursue an education and volunteer.

wage varies with the tasks she performs, but it averages out to \$3.84 an hour before taxes. She is paid for a fixed number of hours, though she is often available for Marcum all day and all night.

Craigmyle said she would have left the job if not for the friendship she and Marcum have forged. In Marcum's openness and easy banter, Craigmyle found a confidante, and she found herself.

"She's gotten me through a lot. When I got here, I felt like a wallflower, and I've blossomed under her," said Craigmyle, who has begun dating again.

At the same time, Marcum found a companion and caregiver she could trust.

Before Craigmyle arrived, Marcum had grown accustomed to sleeping in a recliner because she couldn't count on caregivers to attend to her during panic attacks. Twice, Marcum landed in nursing homes when caregivers quit.

Craigmyle did not realize that the foundation she and Marcum had built could crumble when she got a call from her doctor that the cyst behind her ear was cancer.

Craigmyle thought she could keep working. Then she learned she made too much money to qualify for the Oregon Health Plan. Soon, she realized she might pull Marcum down with her.

Marcum is having trouble finding another caregiver. Her 70-year-old mother, who lives nearby, pitches in as Craigmyle grows fatigued from her illness.

Without a new caregiver, Marcum might have to drop her pursuit of a counseling degree at Portland State University. She might have to return to a nursing home. Images of elderly nursing-home residents crying out from their beds haunt her.

In a nursing home, Marcum said, "I would become a mushroom."

Caregivers union?

Karla Spence, the OPEU organizer, has been meeting with legislators, seeking support for the union's attempt to help caregivers.

OPEU's proposal, which is being drafted as legislation, would create a quasi-public agency to maintain a registry of caregivers and provide training and respite care services.

The disabled and the elderly would still hire and fire their caregivers. But the agency would be the employer of record, giving caregivers the legal status to form a union.

Sen. Frank Shields, D-Portland, agreed to sponsor the bill. He said he wants to shore up the fragile caregiver system and likes OPEU's focus on a registry and training.

The state Senior and Disabled Services Division, which manages the caregiver system, also is trying to help caregivers. The state and OPEU supported and won a wage increase for them in 1997.

But the division failed in efforts to get a training program for caregivers and additional wage increases included in the governor's budget. Now Sen. Lenn Hannon, R-Ashland, is turning that proposal into a bill.

Cost estimates for both bills are being calculated. But all the price

tags will simply add to the choices lawmakers already face between education and human services financing.

"Right now," said Sen. Bill Fisher, R-Roseburg, "we're in a tug of war, to say the least."

Trying to hold on

Meanwhile, Beth Marcum is running another ad in the paper, looking for a new caregiver. She hired someone in February who quit after a week.

Craigmyle no longer gets paid for helping Marcum. Soon, she will be covered by the Oregon Health Plan, which will pick up her chemotherapy treatments. Her doctor hopes to target Craigmyle's tumor and remove it before it spreads.

Craigmyle is looking for another place to live but feels hesitant to leave before Marcum finds someone else.

"I feel guilty that I'm sick," Craigmyle said.

She and Marcum have been trying to rally each other's spirits, renting videos and drowning their anxiety in bowls of popcorn.

On a recent afternoon in Marcum's living room, Marcum held out her arms to Craigmyle, embracing her friend from her wheelchair.

"We're going to make it," Marcum told her. "Somehow."

You can reach Erin Hoover Barnett at 503-294-5011 or by e-mail at ehbarnett@news.oregonian.com



OREGON REHABILITATION ASSOCIATION

Tim KRAL

1655 25th Street S.E. * Salem, Oregon 97302 * (503) 585-3337 * 1-800-766-6273 * Fax: (503) 585-3722

e-mail: ora@teleport.com

general website: <http://www.teleport.com/~ora/ora/orahome.shtml>

Adult Learning Systems of Oregon
Advocates/Severely Handicapped
Alternative Services, Inc.
Alternative Work Concepts, Inc.
Alvord Taylor, Inc.
Arc of Washington County
Bay Area Enterprises, Inc.
BENCO, Inc.
Bethpage/Pendleton
Bethpage/Portland
Bonney Enterprises, Inc.
Catholic Community Services
CCI Enterprises, Inc.
Center Enterprises, Inc.
Center for Cont. Ed. in Rehab.
Center for Human Development
Chamberlin House, Inc.
Columbia Gorge Center
Community Access Services, Inc.
Community Services, Inc.
Community Vision, Inc.
Coos-Curry Transitional House, Inc.
Douglas Resident Trng. Facilities
Eastco Diversified Services
Edwards Center, Inc.
Garten Services, Inc.
Good Shepherd Lutheran Home
Goodwill Ind., Col./Willamette
Goodwill Ind., Lane County
Horizon Project, Inc.
Independent Environments, Inc.
Kerr Devel. Disabilities Center
Lake Activity Center
LCC Specialized Empl. Svcs.
Living Opportunities, Inc.
Marie Mills Center
Midcoast Enterprises
Mid-Valley Rehabilitation, Inc.
Mt. Angel Trng. Ctr./Res. Svcs.
New Day Enterprises, Inc.
NISH Northwest Region
Open Door, Inc.
Oppor. Found. of Central Oregon
Oregon DD Council
Oregon Mennonite Res. Svcs., Inc.
Oregon Supported Living Program
Oregon Technical Assistance Corp.
PCL - Partnerships in Com. Living
Pearl Buck Center, Inc.
Port City Development Center
Portland Habilitation Center
Rainbow Adult Living
REACH, Inc.
Residential Assistance Program
RISE, Inc.
Riverside Training Centers, Inc.
Rockwest Training Company, Inc.
Rogue River Enterprises, Inc.
St. Vincent dePaul Rehab Svc., Inc.
St. Vincent dePaul Soc., Lane Co., Inc.
Shangri-La Corporation
Society of St. Vincent dePaul
South Lane Maintenance Corp.
Southern Oregon Goodwill Industries
So. Oregon Trng. & Habilitation
SPARC Enterprises, Inc.
Star of Hope
Step Forward Activities, Inc.
Sunshine Industries Unltd., Inc.
TALN Project
Tualatin Valley Workshop, Inc.
Umpqua Homes for Handicapped
Vanguard Services, Inc.
Wildwood Personal Initiatives, Inc.
Willamette Valley Rehab. Center, Inc.
WITCO
Work Force Northwest

The Oregon Rehabilitation Association
represents nonprofit community programs
that provide residential care and job supports
for more than 7,000 Oregonians with disabilities.

ORA's Legislative Platform for 1999
is very simple,

A Living Wage of \$10 per Hour

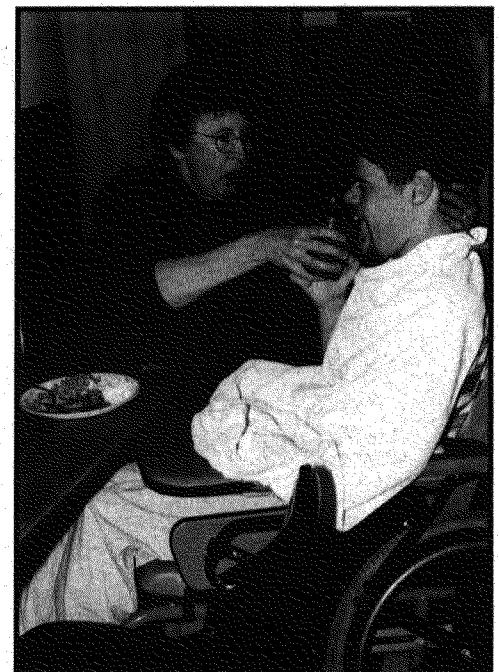
for those who provide hands-on support
for people with disabilities.

Last year, community programs
providing residential care
for people with mental retardation
and other developmental disabilities
experienced over 92% turnover.

With the loss of skilled staff, over and over,
our most vulnerable citizens
can't depend on having
the same caregivers from
week to week or day to day.

A January study by the Northwest Policy Center,
reveals \$10 is the hourly wage a single adult
must earn to meet basic needs and
plan ahead. Help us provide a "living wage"
for these "hands-on" people.

Questions? Call Executive Director, Tim Kral, or ORA's
Lobbyists, Nan Heim & Jody Fischer, at (503) 224-0007.



The Oregon Rehabilitation Association represents and supports non-profit community organizations that support people with disabilities.

BRADLEY-ANGLE HOUSE ANNUAL REPORT 1997-98



ACCOMPLISHMENTS:

During the period from
July 1, 1997 through
June 30, 1998:

- We served 600 women and children through our shelter, youth, transition, and outreach programs.
- Our hotline received 5,006 calls for support/information regarding domestic violence situations.
- A total of 8,006 nights of shelter were provided to women and children escape domestic or sexual violence.
- The Andrea Lee Transitional Facility housed 93 women and children who received 3-6 months of intensive help achieving self-sufficiency and building long term support systems necessary to abuse free life. Fifty four percent of households moved into permanent, safe housing after leaving the Andrea Lee.
- 10 community based domestic violence support groups met weekly for part or all of the year, including specialized support groups for Spanish speaking women, Native American women, young women, women battered by women, and sexual minority youth. 167 women and 78 children received support through this part of our program.
- We offered 398 community education presentations, increasing public awareness and helping to change beliefs perpetuating domestic abuse. 17,406 people, many of them middle and high school students, directly heard the BA message and an estimated 4,766,400 were reached through various media.

BACKGROUND/HISTORY: MISSION STATEMENT:

Founded in 1975, Bradley-Angle House is the oldest domestic violence shelter on the west coast and just completed its 23rd year of community service on July 10, 1998. Bradley-Angle House continues to provide a continuum of quality programming to battered women and their children from all racial, social, economic and educational backgrounds. Our goal is to end domestic and sexual violence in all its forms.

In all its activities, Bradley-Angle House, will address the special concerns and needs of women and children affected by domestic violence. We will provide the opportunity for women to achieve self-empowerment, a vital step in ensuring their safety and the safety of their children. Through community education, we will encourage active community participation in reforming the conditions and perceptions that perpetuate domestic violence.

Bradley-Angle House has seven interactive components that serve and empower battered women and their children:

- 1) **Emergency Shelter**
a short term intensive program for 15 women and children;
- 2 & 3) **Youth Programs (Shelter and Youth in Transition)**
support and advocacy to young people staying at our shelters, or whose mothers are in Bradley-Angle House support groups;
- 4) **Transition Program**
long term case management, housing, advocacy, and support groups;
- 5) **Outreach Program**
support groups for survivors throughout the community and public education on domestic violence;
- 6) **Crisis Phone Line**
provides 24 hour peer counseling, resource referral and domestic violence information.
- 7) **Latina Program**
ensuring access to all our services for spanish speaking women.

Emergency Shelter Program

Our emergency shelter was a temporary home for 147 women and 115 children last year. We provided 4,045 nights of shelter, including 152 nights in motels.

The program continued to provide high quality services to women and children. These included case management, domestic violence support groups, emergency food and clothing, advocacy and referrals for housing, food, medical care, job training, counseling, and other immediate needs.

Some households need additional support after leaving shelter, in the form of supported transitional housing and/or longer term advocacy and goal planning help.

Linkage between the Emergency Shelter and the Transition Program is an important aspect of services.

SHELTER STAFF:

Program Coordinator:
Terrie Quinteros

Case Managers:
Andulia White Elk
Brenda Thomas
Crystal Query

Facilities Maintenance
Coordinator:
Jodi Darby

Women's Advocates:
Tammy Heuer
Tomi Knutson

Eighty six percent of women experienced a direct death threat from their abuser before coming to shelter. This illustrates the life saving nature of the emergency shelter program. Additionally, 64% had to go to the emergency room at least once for injuries due to abuse. 96% of those we sheltered had incomes at or below federal poverty level. Fifty percent of the women and children at the shelter were people of color.

While our goal is to work intensively with every household who come to shelter, some families only stay a short time. Last year, 87% of households received a comprehensive needs and goals assessment used to formulate a specific action plan. Of those households, 80% completed at least 50% of the goals they set out for themselves. Safe housing is a primary goal for most households, and last year, exactly two thirds of all households left shelter to move into safe, verifiable, housing away from the batterer. This reflects a 22% increase over the previous year, and represents staff efforts to match available community resources with the needs of individual households. Twenty three percent of all households were actually able to move into permanent housing directly after their shelter stay.

We are committed to providing appropriate, respectful services to women and children of all communities.

In addition to our continuing work within the Latino community, we served several hearing impaired women who used American Sign Language extensively. We continue to develop our list of trained language interpreters in order to provide equal access to services no matter what a person's first language.

Our crisis line received 5,972 calls seeking support, crisis intervention, information, and resources. We turned away 3,014 women and children seeking emergency shelter, due to lack of bed space. This represents more than 9 out of 10 women and children who sought shelter from us (94%).

**"EVERYONE ON STAFF
WAS VERY CARING,
KIND, CONSIDERATE &
SUPPORTIVE. THEY ALL
SHOULD BE COMMEND-
ED... ALL THE HELP
RHONDA GAVE ME FOR
FINDING A TEMPORARY
SHELTER HOME FOR
OUR DOG. NOT ONLY
WAS BRADLEY-ANGLE
HOUSE A 'LIFESAVER'
LITERALLY BUT I FELT
EVERYONE PUT THEIR
ARMS AROUND US AND
EMBRACED ME AND MY
CHILDREN. THANK ALL
OF YOU..."**

**"...MY CHILDREN WERE
OVERWHELMED BY
HOW MUCH YOU HAD
TO OFFER IN RESPECT
TO CHILDREN'S
NEEDS. SUPPORT
GROUPS WERE
EXCELLENT."**

Shelter Youth Program

Program Coordinator
Ime Kerlee

We served 115 youth and their 61 mothers at shelter. Of the children at shelter, 44% were birth to three. Thirty four percent ranged from 4-7, 14% were between 8 and 12 years old, and 6% were teens. Services included intake assessments and orientations for each young person, basic developmental assessments for ages 0 to 3, appropriate referrals and advocacy, age-appropriate group activities, and individual time for each child.

Ime Kerlee, the program coordinator, worked closely with mothers to teach non-violent, positive parenting and to provide support and education on the effects of various kinds of abuse on young people. The Youth Program provides many important tools for stopping the cycle of violence from continuing into the future generations.

At shelter, 1/3 of youth had experienced physical and/or sexual abuse. In almost all cases, the abuse had been discovered or confirmed by police, schools, medical personnel, or State Office for Services to Children and Families (SCF). An additional 46% of the youth showed indicators of physical and/or sexual abuse. In these situations, usually we were able to support the family in getting a more thorough assessment to determine what steps needed to be taken to protect the children from future abuse and address abuse that already occurred.

This sometimes involved working with SCF to advocate for safety and support for any children at risk of future abuse.

A total of 935 hours were spent on child groups, individual time, parent groups, and other direct service. This represents a 11% increase over last year, largely due to increased Youth Program work study student involvement.

We continued to purchase toys, books, dolls, and other equipment which reflected the broad diversity of youth with a focus on culturally appropriate materials for Spanish speaking families and developing more effective ways of working with Hmong and Vietnamese families. We helped Spanish speaking moms participate in Spanish speaking parenting groups at La Villa de Clara Vista and purchased Spanish books which originated from the Latino culture, as opposed to Spanish translations of Anglo materials. Both English and Spanish were spoken all 12 months of the year, with 37% of Youth Program participants being either monolingual Spanish or bi-lingual Spanish and English.

A serious effort was made to increase services available to pre-adolescent and adolescent youth in shelter. This involved providing safe personal space, activities and materials that are developmentally appropriate for these age groups. Additionally, the youth program groups and intake forms have been reworked so that older youth do not feel talked down to or underestimated.

We continued our partnership with SCF, with Amy Catania providing case specific consultations at local SCF branches one day per week. This has been an excellent opportunity to directly increase the safety of children and women in the SCF system who are dealing with both child abuse and domestic violence. SCF workers have been, for the most part, quite enthusiastic about utilizing the consultations and (one district has even found the money to hire a full time position to expertly screen all reports which involve domestic violence and child abuse.

**"I REALLY
ENJOYED EACH
AND EVERY
GROUP;
FOUND THEM
BENEFICIAL"**

**"VERY, VERY
EXCELLENT
ABOUT UNDER-
STANDING MY
NEEDS AND
WHEN THE BOYS
AND I NEEDED
A TIME OUT
FROM
EACH OTHER."**

Transition Program

The goal of the Transition Program at Bradley-Angle House is to support women and their children in stabilizing their lives, assuring long-term self-sufficiency, and preventing future violence. The Program consists of the Andrea Lee Transitional Facility, providing 18 beds for 3-6 months of housing and supportive services to single women and families who have successfully completed an emergency shelter program, and the scattered site housing program providing intensive services to women and children living in independently throughout the community.

Forty two women and 51 children received services through the Transition Program, either at the Andrea Lee housing facility or in scattered sites. A total of 3,961 nights of transitional shelter were provided at the Andrea Lee. Services at this facility are comprehensive. The components include advocacy and case management, life skills and housing readiness, parenting and children's support through the youth in transition program, and alcohol and drug treatment. Parenting and treatment are specific to some but not all participants in the transition program. Fifty four percent of the households who moved from the Andrea Lee facility moved directly into permanent housing. Sixty six percent completed most of the initial goals they set when they entered the transition program at Bradley-Angle House.

One goal of the Transition Program is to ensure that underserved populations including women of color and sexual minority women are represented in the program by creating a safe and supportive environment for all women and children. We do this by challenging oppression when and where it occurs and assuring that services address the diverse needs of all participants. 64% of transition program participants were women and children of color, and 15% of the women identified as lesbian or bisexual. Spanish was the primary language for 33% of Andrea Lee residents and 4% of scattered site participants. Lindsay Magnuson was hired as half time Latina women's advocate at the Andrea Lee and a minimum of two spaces at the Andrea Lee were designated for Spanish speaking households. These and other steps taken help to ensure equal access to quality services for Latina participants.

The Life Skills component of our program helps domestic and sexual violence survivors in areas that are not traditionally addressed in domestic violence programs. These areas include nutrition, housing readiness, support around realistic budgeting for all household expenses, time management, transportation and educational needs. We also help women gain a broad range of computer skills, increase their typing skills, as well as prepare for interviews, write job applications and résumés.

The Andrea Lee residents benefited greatly from a group of Junior League volunteers who enhanced the Life Skills program through field trips, educational presentations, and overall dedication and commitment.

**"MY CASE MANAGER
UNDERSTANDS
MY NEEDS
AND SUPPORTS
MY STEPS
TO BECOME
INDEPENDENT,
AND
DOMESTIC VIOLENCE
SUPPORT GROUP
IS VERY
EDUCATIONAL."**

TRANSITION PROGRAM STAFF

Transition Program
Coordinator
Sandi Clark

Women's Advocate
Bonita Gilbreth

Scattered Site
Case Manager
Jody Anderson

Youth in Transition
Program
Coordinator
Julia Alexander

Overnight Security
Heron Strong
Andrea Elkin

Housing Specialist
**Bridgette
Jackson
Fahnbulleh**

Sexual Minorities Services Program

Bradley-Angle House has been providing services to sexual minority women for almost a dozen years, however this past year experienced a drop in the number of women served both through our housing and our support groups. Some sexual minority survivors utilizing our services may choose not to let their identity be known to staff. The following numbers reflect women who were battered by women and who disclosed this to staff. Shelter: 5. Crisis line: 12. Transition program: 5, with 1 child. Outreach program: 16 support group members, 24 intakes. Outreach to queer street youth reached 20 young people.

In addition to the women battered by women support group, last year we started a new group for sexual minority youth in partnership with Roots and Branches. The group is open to survivors of same sex battering, regardless of gender. The group served only young women last year although it is open to young men as well.

A new policy was developed around transsexual and trans-gendered domestic violence survivors accessing our services, which is more inclusive and offers services to any person who identifies as a woman, regardless of their participation or non-participation in a medically based transition.

The sexual minority services program continues to face challenges as far as safety, accessibility and outreach about our own and other agencies services. However, we feel it is extremely important to offer these services and to keep working on these issues.

**Program
Coordinator
Brooks Nelson**

Volunteer Program

Program services were provided by 197 volunteers provided programs at BAH with 7,256 hours of time and assistance. Of these hours, 4,319 were direct service at the shelter or transition program, with crisis line callers, or support group participants. Volunteers provided community education, administrative assistance, and helped with maintenance at both facilities.

To support a committed pool of volunteers, Amy organized 3 trainings. This meant recruiting/screening potential volunteers, scheduling trainers, updating the manual, and assuring volunteers come away from training with the necessary skills and information.

Ongoing training was also provided with several volunteer in-services. Effort also went into maintaining volunteers. Regular supervision, monthly volunteer meetings, special recognition for long term volunteers, volunteer socials and our annual volunteer appreciation extravaganza all helped our volunteers know they are THE BEST!!!

We maintained a consistently high number of practicum and work study students, with a total of 5 practicum and 5 work study from 4 different colleges and universities in the area. Students provided a wonderful level of service and contributed greatly to the smooth operation of our programs.

**Program Coordinator
Amy Catania**

Developing a volunteer program at our newest facility, the Andrea Lee, was a continued focus last year. Hours increased but are still not enough to fill the need. We will keep working on this.

**"THE SESSIONS I
FOUND MOST
USEFUL/EDUCATIONAL
WERE ALL OF THE
OPPRESSION SESSIONS
AND THE SELF
DEFENSE SESSION
BECAUSE THEY WERE
THE MOST THOUGHT
PROVOKING,
CHALLENGING, AND
THE MOST FOCUSED
ON SOCIAL CHANGE ..."**

Youth in Transition Program

Program Coordinator:
Julia Alexander

Housed at our Andrea Lee facility, the Youth in Transition Program worked with 24 youth and their 12 mothers last year. These children are all witnesses and survivors of domestic violence whose mothers are also participating in our Transition Program. These children receive intensive services over the three to six month period which they are in the program. Program staff consists of Julia Alexander, Youth in Transition Program Coordinator, plus paid and volunteer child advocates.

The Youth in Transition Program includes safety planning, support groups, play activities, and prevention education. Activities are age appropriate and deal with abuse issues from a young person's perspective. Counseling, play and art activities help children act out anger, grief and other issues in a safe, environment. All activities teach non-violence and safety, increase self esteem, and are presented with cultural sensitivity. Mothers participate in weekly parenting groups and receive individual support.

Major goals of the Program are to: prevent future violence to or by these young people; assess the type and extent and intervene in any physical, sexual or emotional abuse that they have been subjected to; refer children and mothers to other appropriate services and advocate on their behalf; teach children and mothers non-violent conflict resolution; complete safety planning with each verbal child; and to re-establish the mother child bond that has been damaged by domestic violence.

One focus of the Youth in Transition Program last year was to reevaluate the youth support groups. With the opportunity to work with children over a longer period of time, more topics can be sensitively introduced. Youth group curriculum now includes domestic violence, child abuse, sexual abuse and body boundaries, anger, assertiveness, grief and separation, feelings, families, self esteem, choices, non-violent problem solving, and drugs and alcohol.

Latina Program Staff

Program
Coordinator
Silvia Gomez

Women's Advocate
**Lindsay
Magnuson**

We have been working to improve accessibility and safety for Latina families escaping domestic violence for the past 6 years. These efforts have made a big difference in the number of families we serve and in the outcomes achieved.

This has been our 2nd year with an actual Latina Program. It is becoming better defined and understood both within our agency and the out in the community at large. Eighty percent of the initial goals from last year have been met.

One of those goals was met by hiring Lindsay Magnuson as Latina Women's Advocate, increasing the number of Latina women and children served at the Andrea Lee, and allowing for the ongoing translation of documents with the help of a software program.

Working with Latina families is often more intensive because of the additional language and cultural barriers faced by these women and children. Silvia Gomez is the Latina Program Coordinator.

LATINA PROGRAM

We are fortunate to have many staff whose Spanish is excellent, including Jody Anderson, Scattered Site Case Manager, Sadie Feibel, Child Advocate, Tomi Knutson, Child Advocate and On-Call Case Manager, and Crystal Query, Interim Bilingual Case Manager.

The program worked with 59 women and children in 22 households last year. Of these, 8 entered a transitional program, 2 returned to their abusers, two entered into their own housing, two went to unknown places and eight went to either another shelter or family/friends.

A big focus of the program continues to be letting various organizations and individuals within the Latino community know that BA has made the commitment to help anyone escaping domestic violence. Silvia has been contacted often to answer questions and/or give advice concerning domestic violence within the Latino community.

Silvia organized a Latina provider monthly meeting for agencies working with the Latino population around DV. The meeting was designed to air concerns of the Latina providers about the social service system (including legal, medical, and other systems), how it affects the women and children we work with, and what can be done to make it more effective. There are currently 15 teen agencies on the list,

**"YO, Z, LE DOY LAS GRACIAS
ALA CASA BRADLEY ANGLE HOUSE
POR ABERME ABIERTO
SUS PUERTAS A MI FAMILIA CUANDO
MAS LO NESESITABA Y NUNCA PENSE
QUE IBA A RESIVIR ALLUDA TANTO
EMOCIONAL COMO VERBALMENTE PARA
MIS HIJOS Y PARA MI LES AGRADESCO
A TODAS LAS TRABAJADORAS
QUE ISIERON TANTO POR NOSOTROS
QUE ME ESCUCHARON QUE SESENTARO
A PLATICAR CON MIGO A OHIR
TANTOS PROBLEMAS QUE DURANTE
MUCHO TIEMPO ESTUVE CARGANDO
CON ELLOS Y SENTIO COMO UNA PIEDRA
SOBRE MI ESPALDA DE LA QUE NO PODIA
TIRAR AL SUELO Y QUE ME SENTIA
COMPLETAMENTE SOLA SIN SABER
A QUIEN PREGUNTAR Y QUE ME ALLUDORA
A SABER SI LO QUE PENSABE ASER
ESTABA BIEN ONO Y QUE ME
ALLUDARON A TENER CONFIANZA
Y SEGURIDAD PORQUE DURANTE UNM.**

**"GIVE THANKS TO
BRADLEY-ANGLE HOUSE FOR
OPENING YOUR DOORS TO ME AND
MY FAMILY WHEN WE MOST
NEEDED IT. I NEVER THOUGHT I WOULD
RECEIVE EMOTIONAL AS WELL AS VERBAL
SUPPORT FOR ME AND MY CHILDREN.
I GIVE THANKS TO ALL THE WORKERS
THAT HAVE DONE SO MUCH FOR US AND
WHO LISTENED AND WHO WOULD SIT WITH ME
JUST TO TALK AND HEAR ALL MY PROBLEMS.
I HAVE CARRIED THESE PROBLEMS
LIKE A ROCK ON MY SHOULDERS AND
FELT UNABLE TO THROW THEM
TO THE GROUND. I ALSO FELT SO ALONE
WITHOUT KNOWING WHO I COULD GO TO
TO ASK MY QUESTIONS OR WHO WOULD
LET ME KNOW IF WHAT I WAS THINKING
WAS GOOD OR NOT. THE STAFF HELPED ME
BUILD MY SELF CONFIDENCE AND
FEELINGS OF SAFETY.**

Outreach Program

The Outreach Program has two components: 1) community-based support groups for battered women and 2) domestic violence education. The support groups run on a peer support model, and are for women who are being or have been abused by an intimate partner. Groups meet weekly for 2 hours. They are facilitated by two trained volunteers and child care is provided. Community education includes formal trainings, brief presentations, attendance at meetings, technical assistance and consultation to other agencies and workshops. Presenters are agency staff or trained volunteers. The goal of the Outreach Program is to affect social change by providing education and gathering places for women. The program is staffed by Jeannie LaFrance, Outreach Program Coordinator, Kathrine Perez, Support Group Coordinator, and volunteer facilitators, public speakers and helpers.

We provided 3,077 hours of support group facilitation to 167 women. In person intakes were provided for 180 women. Eight to ten groups met each week, including three to four general support groups, a women battered by women support group, and groups for Spanish-speaking women, Native American women, young women and queer youth. We provided child care for 78 children. Fifty three percent of women in support groups were women of color and 14% were sexual minorities.

We offered 398 domestic violence education presentations to 17,406 people. This is a 50 percent increase in presentations over the previous year, and twelve thousand more people reached in person! This is a result of incredible work by staff and also the increased capacity created when we were able to hire a half time support group organizer. The estimated number of people reached through various media was 4,766,400.

A major focus of the program has been working in partnership with people of color and their communities, and other under served populations. Jeannie, other BA staff and volunteers did a lot with SPIRIT, an organization working with low income women and girls, primarily women and girls of color, in the N/NE Portland community. Jeannie sat on the SPIRIT Violence Against Girls Task Force. Extensive networking was also done with Roots and Branches, International Refugee Center of Oregon, El Programa Hispano, Native American Youth Association, Hispanic Services Roundtable, and South Asian Women's Empowerment Resource. The Outreach Program has become involved with a committee whose goal is improving services for battered women with developmental disabilities. Committee members include domestic violence and developmental disabilities program staff, as well as women with developmental disabilities.

'THIS WAS A FANTASTIC TRAINING. I HAVE WORKED FOR THE AGENCY FOR 25 YEARS AND I FEEL THIS HAS BEEN THE MOST HELPFUL, THOROUGH, INTERESTING. I HAVE LEARNED A LOT, NOT ONLY ABOUT ABUSER'S THINKING, SURVIVOR THOUGHTS- PROCESSES AND MY OWN BEHAVIOR AS A CASE MANAGER AND PERSON. THANK YOU!!!'

- AFS Staff Training

'THIS CLASS WAS A GREAT WAY OF GETTING STUDENTS INVOLVED. IT WAS REALLY GOOD BECAUSE WHEN GIVING THE PRESENTATION THE AUDIENCE COULD RELATE TO US. I'M REALLY GLAD I GOT TO BE A PART OF THIS PROGRAM. I LEARNED A LOT AND FEEL MORE PREPARED FOR WHAT COULD COME MY WAY.'

- Sam Barlow
High School students

We continued to do presentations for area youth on domestic violence, offering 108 in the past year. These were based on the Chance for Change curriculum that we developed in coalition with Portland Women's Crisis Line and Clackamas Women's Services several years ago. Most students were at conventional middle or high schools, but we also did presentations at night schools, and programs for teen mothers, youth alcohol and drug treatment, and youth at-risk for dropping out of school and/or gang involvement. We distribute the Chance for Change curriculum, posters, and brochures nationwide. So far it has been purchased by approximately 225 agencies across 40 states.

Adult & Family Services (AFS) continues to increase their efforts working with domestic violence survivors. We completed the second and third "Ed-Net" video training for AFS staff and are currently working on a fourth. We also received a \$44,000 training grant from AFS. The grant pays for 15 - 2 day trainings for AFS staff and community partners around the state. We are working with Transition Projects Batterer's Intervention Program, Community Advocates for Safety and Self-Reliance, and independent contractors to create the curriculum and produce the trainings. This past year we mostly developed the curriculum, although we completed the initial training. The next 14 will be during the current fiscal year. We have also completed several local trainings for AFS branches.

We were asked by the District Attorney's Office to collaborate with them on a project aimed to increase domestic violence prosecution in underserved populations. We worked as a consultant with them, setting up staff in services for their offices on domestic violence in various underserved communities. With one of the Deputy DA's, we also co-presented workshops in the community on increasing prosecution, and have mailed out information on DV prosecution in various languages to hundreds of organizations.

OUTREACH PROGRAM STAFF

**PROGRAM
COORDINATOR**
Jeannie LaFrance

**SUPPORT
GROUP
COORDINATOR**
Kathrine Perez

**"I REALLY LIKE THE WAY GROUP IS.
I'M LEARNING A LOT ABOUT THINGS
I THOUGHT WERE O.K.
THAT REALLY WEREN'T O.K.
I ENJOY COMING EVERY WEDNESDAY.
I LOOK FORWARD TO IT
AND IT HELPS ME
THROUGH THE WEEK
FEELING GOOD.
KATHY AND ALISHA
YOU ARE BOTH GREAT.
THANKS."**

**"IT (SUPPORT GROUP)
GIVES ME
A CHANCE TO
EXPRESS MY FEELINGS
I CAN'T OR DON'T WANT
TO EXPRESS ELSEWHERE,
HELPS ME FEEL GOOD
ABOUT MYSELF.
I THINK ITS GREAT
TO BE ABLE TO
BE HERE."**

**"I HAVE LEARNED A LOT ABOUT MY PAST
AND MY LIFE WITH MY ABUSERS.
KNOWING WHAT I KNOW NOW
AND HAVE GOTTEN THE HELP I'VE NEEDED
HAS BEEN AND IS WONDERFUL."**

Administrative Program

The Bradley-Angle Administrative office keeps the organization running smoothly by performing a number of behind the scenes tasks. These include, but are not limited to; private and public fund raising, personnel functions such as insurance benefits coordination and staff orientations, donor acknowledgement, support for the Board of Directors, supervision of 5 program coordinators, contract and grant management, and significant bookkeeping & payroll duties.

During the last year, we received a 3-year capacity building grant from the Meyer Memorial Trust. This grant allowed us to hire Patricia, to continue to increase and improve our services, to increase public awareness of domestic and sexual violence and our agency, and to strengthen our funding base. We are very excited about our partnership with Meyer Trust and their support of our strategic plan. Administrative costs amounted to just 12% of total revenue.

ADMINISTRATIVE PROGRAM STAFF:

Executive
Director
Erika Silver

Administrative
& Marketing
Director
Sue Lyon

Development
Coordinator
**Patricia
TenEyck**

Board of Directors

BOARD OF DIRECTORS:

Board Chair
**Kathleen
Pequeño**

Vice Chair
**Jennifer
Trottier**

Treasurer
Leslie Griep

Recorder
Ann Su

Susan Bristow

Kay Del Marshall

The Bradley-Angle House Board of Directors is a group of dedicated, knowledgeable, hard working and all around wonderful women who are involved and active in providing leadership, and policy and planning functions. Members of the Board provided 916 hours of volunteer time, and raised \$82,187 this last year through a variety of activities. Fundraising activities included direct mail campaigns (\$8,672), a major donor campaign (\$62,342), the Pledge Your Heart Campaign (\$5,143), and approximately \$6,030 from personal donations, solicitations, and Entertainment books. Overall, Board fundraising was up more than \$17,000 as compared to last year.

Board and staff participated in a 2 day retreat last spring in which we reviewed progress on our strategic plan and made some revisions, and received anti oppression trainings. Board members were active on committees. The Finance Committee participated in the annual audit, amended fiscal procedures, and assured sound fiscal oversight of the agency. Personnel Committee completed 2 years, producing an updated personnel policy. Board Development Committee worked with the Board to recruit new members, provide ongoing training to current members, and provide resources for new members. Fundraising Committee coordinated the Pledge Your Heart and major donor campaigns.

Financial Stability

Bradley-Angle completed its 23rd year on solid economic footing. In 1997-98, the agency added \$57,000 to its reserves, giving the agency a reserve of approximately 3 months operating costs. This is important to maintain a smooth cash flow and assure financial stability.

Our annual budget increased by approximately \$50,000 from 1996-97 to 1997-98, reflecting two new staff positions, step salary increases for staff, and normal cost increases such as telephone and utilities. Sources of funding remained diversified.

Community donations were 15% of total revenue, foundation grants 9%, United Way 6%, Multnomah County 19%, City of Portland 3%, State of Oregon 11%, and the federal McKinney Grant 6% of our total revenue. Our income on this statement is also inflated by 223,500 due to a reclassification by the Portland Development Commission for our transitional facility.

SUMMARY OF AUDITED FINANCIAL STATEMENT BY FRED CARTER, CPA

JUNE 30, 1998

CURRENT ASSETS

Cash	\$284,610
Grants Receivable	47,641
Prepaid Expenses	14,970
Pledges Receivable	230
Total Current Assets	347,451

LONG TERM ASSETS

Long Term Investments	55,362
Land, Building, Equipment	563,467
Less Accumulated Depreciation	(176,189)
Total Long Term Assets	442,640

TOTAL ASSETS

790,091

LIABILITIES

Wages Payable	28,869
Accounts Payable	8,921
Liability for Compensated Absences	15,182
Payroll Taxes Payable	8,023
Funds held for Residents	2,323
Current Portion of Notes Payable	3,675
Total Current Liabilities	66,993

LONG TERM LIABILITIES

Mortgages & Notes Payable	22,790
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TOTAL LIABILITIES

89,783

TOTAL NET ASSETS at 6-30-97

394,300

TOTAL REVENUE

987,879

TOTAL EXPENSES

681,727

ADJUSTMENT TO PRIOR NET ASSETS

(144)

TOTAL NET ASSETS at 6-30-98

700,308

For a complete copy of our audited financial statement, please contact our Executive Director at (503) 232-7812.

BRADLEY-ANGLE HOUSE SALARY SCALE

POSITION	FTE	YRS	BASE	FLUENT	.25/YR	RATE	ANNUAL
Miscellaneous							
Child Advocates		0	9.00			9.00	
On-Call		0	9.00			9.00	
A.Lee Night Security I	1.00	2	8.50		0.50	9.00	18,720
A.Lee Night Security II	0.40	1	8.50		0.25	8.75	7,280
Facilities Maintenance	1.00	0	10.14			10.14	21,091
Housing Specialist	1.00	0	10.81			10.81	22,485
Executive Director	1.00	9	15.97		2.25	18.22	37,898
Admin & Marketing Director	1.00	3	11.65		0.75	12.40	25,792

Direct Service & Advocates

Night Case Manager-BT	1.00	7	10.14		1.75	11.89	24,731
Night Case Manager-ASWE	1.00	1	10.14		0.25	10.39	21,611
Bilingual Night Case Mgr	1.00	0	10.14	0.50		10.64	22,131
Night Case Manager	0.50	0	10.14			10.14	10,546
Women's Advocate	1.00	0	10.14	0.50		10.64	22,131
Support Group Organizer	0.50	1	10.14		0.25	10.39	10,806
Scattered Site Case Mgr.	1.00	1	10.14	0.50	0.25	10.89	22,651
A.Lee Case Manager	1.00	3	10.14		0.75	10.89	22,651
Latina Women's Advocate	1.00	1	10.14	0.50	0.25	10.89	22,651

Program Coordinators-A

Sexual Minority Svcs Coord	0.25	1	10.90	0.50	0.25	11.65	6,058
Volunteer Coordinator	0.88	2	10.90		0.50	11.40	20,748
Outreach Coordinator	1.00	7	10.90		1.75	12.65	26,312
AL Youth Coordinator	0.88	0	10.90			10.90	19,838
Shelter Youth Coordinator	1.00	1	10.90		0.25	11.15	23,192
Latina Coordinator	1.00	1	10.90	0.50	0.25	11.65	24,232

Program Coordinators-B

Transition Coordinator	1.00	13	12.98		3.25	16.23	33,758
Shelter Coordinator	1.00	4	12.98		1.00	13.98	29,078
Development Coordinator	1.00	1	12.98		0.25	13.23	27,518
TOTAL	21.40		261.17				523,910

Annual adjustments will be made as follows:

The average of the total base salaries will be increased by a % COLA to be determined based on the Consumer Price Index (West-Urban) from May to May divided by the number of positions. Thus, the same amount will be added onto every base salary. This COLA amount will also be added on to the experience for the past year only and the language fluency differential.

Mathematically stated: $[(\text{total of Base} \times \% \text{COLA}) / \# \text{of positions}] = \text{Change in hourly Base pay}$
 $\text{New Base} + [\text{old experience} + (\text{COLA} \times 1 \text{ year})] + [\text{fluency differential} \times \text{COLA}] = \text{New Hourly Rate}$



Public Affairs Office

MULTNOMAH COUNTY OREGON

421 SW Sixth Avenue, Suite 1045
Portland, Oregon 97204
(503) 736-6800 phone
(503) 736-6801 fax

Gina Mattioda
& Rich Peppers

April 7, 1999

TO: Board of County Commissioner

FR: Gina Mattioda, Public Affairs Office

RE: 1999 Legislative Agenda – Support Living Wages

Background: Cost of Living Adjustment (COLA) (HB 5049) - During the 1995-97 Interim Human Services Coalition of Oregon (HSCO) and several other advocacy groups developed and advanced a successful COLA campaign, which resulted in a four-percent “medical” and a three-percent “general” COLA this session. The last COLA occurred at least four years ago. The COLA issue impacts all of the DHR divisions. (Taken from summary of 1997 legislation developed by Gina Mattioda, Public Affairs Coordinator)

Current Situation: The Governor’s Proposed Budget allocates a two-percent COLA, from a budget perspective the following Ways and Means Committee will address this matter.

- Joint Full Ways and Means
- Joint Subcommittee on Transportation and Economic Development
- Joint Subcommittee on Human Resources

Multnomah County’s 1999 Legislative Agenda Support Living Wages: states Multnomah County urges the Legislature to acknowledge the critical work of social service providers by increasing their wages and benefits. The County has taken steps to increase benefits and wages for employees of security and janitorial contracts, but has been unable to take similar steps for employees of social service provider contracts. The County’s ability to affect wages of employees of social service provider contracts is limited because the Legislature controls the funding. Adequate funding for these employees would reduce turnover, which is currently over 50%, ensure access to quality services, and prevent early entry into institutions of seniors and persons with disabilities.

Legislative Measures: Below is a sample of legislation under consideration and their current status.

Supports Living Wages:

SB 761: Entitles employee who has not received minimum wage to liquidated damages. Imposes civil penalty for failure to pay minimum wages. Permits employee to bring court action for penalties. **Status as of 4/6/99:** Referred to Senate Business and Consumer Affairs 3/15/99.

HB 2756: Same as SB 761. **Status as of 4/6/99:** Referred to House Business and Consumer Affairs 3/11/99.

SB 856: Requires Senior and Disabled Services Division to establish budget and allocation process for type B area agencies comparable to process used for similarly operated division office. Establishes methodology for ensuring comparable budgets and allocations. Appropriates money from General Fund to DHR for funding budgets of type B area agencies. **Status as of 4/6/99:** Public Hearing and Work Session held in Senate General Government 3/30/99. Pending Ways and Means assignment.

SB 857: Requires Senior and Disabled Services Division to establish budget and allocation process for type B area agencies comparable to process used for similarly operated division office. Establishes methodology for ensuring comparable budgets and allocations. Requires division to include funds allocated or appropriated by new rule to be included in continuing service level budget of division. **Status as of 4/6/99:** Public Hearing held in Senate General Government 3/30/99.

SB 1114: Increases wages through training incentives for people employed as housekeepers, homemakers, or providers of residential services and are paid by Senior and Disabled Services Division. Requires division to establish standards and training and methods to measure consumer satisfaction. **Status as of 4/6/99:** Referred to Senate General Government 3/30/99.

SB 1169: Creates Home Care Providers Commission as an independent public corporation. **Status as of 4/6/99:** Referred to Senate Public Affairs 4/1/99

HB 3247: Limits compensation paid to video lottery game retailers to 15-percent of gross revenue from video lottery games after prizes are paid. **Status as of 4/6/99:** Referred to House Agency Performance and Operation 3/17/99.

Responsible Contractors:

SB 272 (with amendments): Modifies procedure for disqualifying person from consideration for award of public contract by public contracting agency. **Status as of 4/6/99:** Public Hearing held in Senate Business and Consumer Affairs 2/19/99.

SB 1011: Requires corporations that contract with state agencies under certain circumstances to file records and other documentation with contracting agency. Requires contracts to be audited. **Status as of 4/6/99:** Referred to Senate General Government 3/25/99

Weakens Minimum Wages:

HB 2793 A-Engrossed: Allows reduced minimum wage rate for employees under 18 years of age for first 60 calendar days of employment. Establishes minimum wage for certain tipped employees. Decreases minimum wages for certain tipped employees hired on or after January 1, 2000. Imposes civil penalty for violation of provisions related to tipped employees. **Status as of 4/6/99** Passed House 34-26. Public Hearing and Possible Work Session in Senate Business and Consumer Affairs 4/16/99 has been cancelled.

HB 3196: Defines employee for purpose of minimum wage statute. **Status as of 4/6/99** Referred to House Business and Consumer Affairs 3/17/99.

Please note: This is not a completed list, but measures that are receiving legislative attention.

Limits Local Control:

SB 625: Prohibits local governments from setting minimum wage requirements. Exempts minimum wage requirements set for public employers. **Status as of 4/6/99** Referred to Senate General Government 2/22/99.

Legislative committees that address living wage and cost of living legislation. Bold indicates representing portions of Multnomah County.

Members of Full Ways and Means

Members	Party and District	Phone Number
Sen. Eugene Timms – Co-Chair	R-Burns	986-1730
Sen. Eileen Qutub – Co-Chair	R-Beaverton	986-1704
Rep. Leslie Lewis – Co-Chair	R-Newburg	986-1429
Sen. Neil Bryant	R-Bend	986-1727
Sen. Ted Ferrioli	R-John Day	986-1728
Sen. Bill Fisher	R-Roseburg	986-1723
Sen. Lenn Hannon	R-Ashland	986-1726
Sen. Rick Metsger	D-Welches	986-1714
Sen. Cliff Trow	D-Corvallis	986-1718
Sen. Mae Yih	D-Albany	986-1719
Rep. Tom Butler	R-Ontario	986-1460
Rep. Randy Leonard	D-Portland	986-1421
Rep. Ken Messerle	R-Coos Bay	986-1448
Rep. Karen Minnis	R-Wood Village	986-1420
Rep. Rob Patridge	R-Medford	986-1450
Rep. Barbara Ross	D-Corvallis	986-1435
Rep. Kurt Schrader	D-Canby	986-1423
Rep. Ben Westlund	R-Tumalo	986-1455

Members of Ways and Means Subcommittee on Transportation and Economic Development

Members	Party and District	Phone Number
Sen. Lenn Hannon – Chair	R-Ashland	986-1726
Sen. Joan Dukes	D-Astoria	986-1701
Sen. John Lim	R-Gresham	986-1711
Sen. Eileen Qutub	R-Beaverton	986-1704
Sen. Mae Yih	D-Albany	986-1719
Rep. Chris Beck	D-Portland	986-1412
Rep. Tom Butler	R-Ontario	986-1460
Rep. Rob Patridge	R-Ashland	986-1450
Rep. Kurt Schrader	D-Canby	986-1423
Rep. Bruce Starr	R-Hillsboro	986-1403

Member of Ways and Means Subcommittee on Human Resources

Members	Party and District	Phone Number
Sen. Eileen Qutub – Chair	R-Beaverton	986-1704
Sen. Neil Bryant	R-Bend	986-1727
Sen. Bill Fisher	R-Roseburg	986-1723
Sen. Frank Shields	D-Portland	986-1709
Sen. Mae Yih	D-Albany	986-1719
Rep. Jane Lokan	R-Milwaukie	986-1425
Rep. Barbara Ross	D-Corvallis	986-1435
Rep. Ken Strobeck	R-Beaverton	986-1706

Senate Business and Consumer Affairs

Members	Party and District	Phone Number
Sen. David Nelson – Chair	R-Pendleton	986-1729
Sen. Lee Beyer – Vice-Chair	D-Springfield	986-1721
Sen. Rick Metsger	D-Welches	986-1714
Sen. Randy Miller	R-West Linn	986-1713
Sen. Charles Starr	R-Hillsboro	986-1705

House Business and Consumer Affairs

Members	Party and District	Phone Number
Rep. Roger Beyer – Chair	R-Molalla	986-1428
Rep. Dan Gardner – Vice Chair	D-Portland	986-1413
Rep. Tim Knopp-Vice Chair	R-Bend	986-1454
Rep. Jason Atkinson	R-Jacksonville	986-1451
Rep. Lynn Lundquist	R-Powell Butte	986-1459
Rep. Bill Morrisette	D-Springfield	986-1442
Rep. Terry Thompson	D-Newport	986-1404

Senate General Government

Members	Party and District	Phone Number
Sen. Verne Duncan – Chair	R-Milwaukie	986-1712
Sen. Cliff Trow – Vice-Chair	D-Corvallis	986-1718
Sen. John Lim	R-Gresham	986-1711
Sen. Marilyn Shannon	R-Brooks	986-1715
Sen. Frank Shields	D-Portland	986-1709

Senate Bill 761

Sponsored by Senator CASTILLO; Senators BEYER, BROWN, BURDICK, CORCORAN, COURTNEY, DUKES, GORDLY, METSGER, SHIELDS, TROW, Representatives BOWMAN, GARDNER, LEONARD, PIERCY

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Entitles employee who has not received minimum wage to liquidated damages. Imposes civil penalty for failure to pay minimum wages. Permits employee to bring court action for penalties.

A BILL FOR AN ACT

1
2 Relating to minimum wage enforcement; creating new provisions; and amending ORS 653.055 and
3 653.256.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1.** ORS 653.055 is amended to read:

6 653.055. (1) Any employer who pays an employee less than the wages to which the employee is
7 entitled under ORS 653.010 to 653.261 is liable to the employee affected:

8 (a) For the full amount of the wages, less any amount actually paid to the employee by the
9 employer; *[and]*

10 (b) For *[civil penalties]* **penalty wages** provided in ORS 652.150~~[,]~~;

11 (c) **For an additional amount as liquidated damages equal to three times the amount re-**
12 **ferred to in paragraph (a) of this subsection or \$200, whichever is greater; and**

13 (d) **For 50 percent of civil penalties collected by the Commissioner of the Bureau of Labor**
14 **and Industries under ORS 653.256 (2). If the commissioner assesses civil penalties on the**
15 **basis of violations relating to more than one employee, each employee shall receive a pro**
16 **rata share, based on the amount of the employee's unpaid wages, of the 50 percent of the**
17 **civil penalties collected.**

18 (2) Any agreement between an employee and an employer to work at less than the wage rate
19 required by ORS 653.010 to 653.261 is no defense to an action under subsection (1) of this section.

20 (3) The commissioner *[of the Bureau of Labor and Industries]* has the same powers and duties
21 in connection with a wage claim based on ORS 653.010 to 653.261 as the commissioner has under
22 ORS 652.310 to 652.445 and in addition the commissioner may, without the necessity of assignments
23 of wage claims from employees, initiate *[suits]* **civil actions** against employers to enjoin future fail-
24 ures to pay required minimum wages or overtime pay and to require the payment of minimum wages
25 and overtime pay due employees but not paid as of the time of the filing of *[suit]* **action**. The com-
26 missioner may join in a single **administrative** proceeding and in one *[cause of suit]* **action** any
27 number of wage claims against the same employer. If the commissioner does not prevail in such
28 action, the commissioner shall pay all costs and disbursements from the Bureau of Labor and In-
29 dustries Account.

30 (4) The court may award reasonable attorney fees to the prevailing party in any action brought
31 by an employee under this section.

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted.
New sections are in **boldfaced** type.

SECTION 2. ORS 653.256 is amended to read:

653.256. (1) In addition to any other penalty provided by law, the Commissioner of the Bureau of Labor and Industries may assess a civil penalty not to exceed \$1,000 against any person who willfully violates ORS 653.030, 653.045, 653.050, 653.060 or 653.261 or any rule adopted pursuant thereto. *[However, no civil penalty may be assessed for violations of rules pertaining to the payment of overtime wages.]*

(2) In addition to any other penalty provided by law, the commissioner may assess a civil penalty not to exceed \$5,000 against an employer who willfully fails to pay wages required by ORS 653.025. The commissioner may assess the civil penalty for each day an employee is not paid the minimum wage. In determining the amount of the civil penalty to be assessed, the commissioner shall consider the following:

(a) The willfulness of the failure to pay the wages;

(b) The amount of unpaid wages;

(c) The duration of the violation;

(d) The employer's history of taking necessary measures to prevent or correct a violation of ORS 653.025;

(e) The employer's cooperation during an investigation and in paying minimum wages due after a violation of ORS 653.025 is revealed;

(f) The size of the employer's workforce;

(g) The amount of gross wages paid to the employer's workforce in Oregon during each calendar quarter when a violation of ORS 653.025 occurs; and

(h) The financial condition of the employer when the commissioner proposes to assess a civil penalty.

[2] (3) Civil penalties authorized by this section shall be imposed in the manner provided in ORS 183.090.

[3] (4) Except as provided in subsection (5) of this section, all sums collected as civil penalties *[pursuant to]* under this section shall be *[first applied toward reimbursement of costs incurred in determining the violations, conducting hearings under this section and addressing and collecting such penalties. The remainder, if any, of the sums collected as penalties pursuant to this section shall be paid over by the commissioner to the Division of State Lands for the benefit of the Common School Fund of this state. The division shall issue a receipt for the money to the commissioner]* credited to the Bureau of Labor and Industries Account and shall be used for the administration of ORS 653.010 to 653.261.

(5) Fifty percent of all sums collected as civil penalties under subsection (2) of this section shall be paid to the employee to whom the employer failed to pay the minimum wage. If the commissioner assesses civil penalties on the basis of violations relating to more than one employee, each employee shall receive a pro rata share, based on the amount of the employee's unpaid wages, of the 50 percent of the civil penalties collected.

SECTION 3. Section 4 of this 1999 Act is added to and made a part of ORS 653.010 to 653.261.

SECTION 4. (1) An employee claiming to be aggrieved by a violation of ORS 653.025 may file a civil action in circuit court for a penalty of up to \$5,000 in addition to any other remedy available under ORS 653.055 (1)(a) to (c). The court may assess a penalty not to exceed \$5,000 against an employer who willfully fails to pay wages required by ORS 653.025. The court may assess the penalty for each day the employee is not paid the minimum wage. In determining

1 the amount of the civil penalty to be assessed, the court shall consider the following:

- 2 (a) The willfulness of the failure to pay the wages;
3 (b) The amount of unpaid wages;
4 (c) The duration of the violation;
5 (d) The employer's history of taking necessary measures to prevent or correct a violation
6 of ORS 653.025;
7 (e) The employer's cooperation during an investigation and in paying minimum wages due
8 after a violation of ORS 653.025 is revealed;
9 (f) The size of the employer's workforce;
10 (g) The amount of gross wages paid to the employer's workforce in Oregon during each
11 calendar quarter when a violation of ORS 653.025 occurs; and
12 (h) The financial condition of the employer when the employee files the civil action.

13 (2) Upon the entry of a verdict including an award of penalties under subsection (1) of
14 this section, the Bureau of Labor and Industries shall become a judgment creditor as to the
15 penalties portion of the award to which the Bureau of Labor and Industries Account is en-
16 titled under paragraph (b) of this subsection and the penalties portion of the award shall be
17 allocated as follows:

18 (a) Fifty percent shall be paid to the prevailing party. If the court awards penalties on
19 the basis of violations relating to more than one employee, each employee shall receive a pro
20 rata share, based on the amount of the employee's unpaid wages, of the 50 percent of the
21 penalties awarded.

22 (b) Fifty percent shall be paid to the Bureau of Labor and Industries Account and shall
23 be used by the Bureau of Labor and Industries for the administration of ORS 653.010 to
24 653.261.

25 (3) This section shall not be construed to limit or alter in any way the authority or power
26 of the Commissioner of the Bureau of Labor and Industries or to limit or alter in any way
27 any of the rights of an individual complainant or wage claimant until and unless the
28 complainant or wage claimant starts a civil action. The filing of a civil action in circuit court
29 under subsection (1) of this section shall constitute both an election of remedies as to the
30 rights of that individual with respect to those matters alleged in the complaint or wage claim
31 filed with the commissioner and a waiver with respect to the right to file a wage claim with
32 the commissioner under ORS 652.330.

33 (4) The provisions of ORS 18.535, 18.537 and 18.540 do not apply to a civil action brought
34 under this section.

35 **SECTION 5.** The provisions of this 1999 Act apply only to minimum wages and overtime
36 pay earned on or after the effective date of this 1999 Act.
37

House Bill 2756

Sponsored by Representative BOWMAN

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Entitles employee who has not received minimum wage to liquidated damages. Imposes civil penalty for failure to pay minimum wages. Permits employee to bring court action for penalties.

A BILL FOR AN ACT

Relating to minimum wages; creating new provisions; and amending ORS 653.055 and 653.256.

Be It Enacted by the People of the State of Oregon:

SECTION 1. ORS 653.055 is amended to read:

653.055. (1) Any employer who pays an employee less than the wages to which the employee is entitled under ORS 653.010 to 653.261 is liable to the employee affected:

(a) For the full amount of the wages, less any amount actually paid to the employee by the employer; *[and]*

(b) For *[civil penalties]* **penalty wages** provided in ORS 652.150[.];

(c) **For an additional amount as liquidated damages equal to three times the amount referred to in paragraph (a) of this subsection or \$200, whichever is greater; and**

(d) **For 50 percent of civil penalties collected by the Commissioner of the Bureau of Labor and Industries under ORS 653.256 (2). If the commissioner assesses civil penalties on the basis of violations relating to more than one employee, each employee shall receive a pro rata share, based on the amount of the employee's unpaid wages, of the 50 percent of the civil penalties collected.**

(2) Any agreement between an employee and an employer to work at less than the wage rate required by ORS 653.010 to 653.261 is no defense to an action under subsection (1) of this section.

(3) The commissioner *[of the Bureau of Labor and Industries]* has the same powers and duties in connection with a wage claim based on ORS 653.010 to 653.261 as the commissioner has under ORS 652.310 to 652.445 and in addition the commissioner may, without the necessity of assignments of wage claims from employees, initiate *[suits]* **civil actions** against employers to enjoin future failures to pay required minimum wages or overtime pay and to require the payment of minimum wages and overtime pay due employees but not paid as of the time of the filing of *[suit]* **action**. The commissioner may join in a single **administrative** proceeding and in one *[cause of suit]* **action** any number of wage claims against the same employer. If the commissioner does not prevail in such action, the commissioner shall pay all costs and disbursements from the Bureau of Labor and Industries Account.

(4) The court may award reasonable attorney fees to the prevailing party in any action brought by an employee under this section.

SECTION 2. ORS 653.256 is amended to read:

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

653.256. (1) In addition to any other penalty provided by law, the Commissioner of the Bureau of Labor and Industries may assess a civil penalty not to exceed \$1,000 against any person who willfully violates ORS 653.030, 653.045, 653.050, 653.060 or 653.261 or any rule adopted pursuant thereto. *[However, no civil penalty may be assessed for violations of rules pertaining to the payment of overtime wages.]*

(2) In addition to any other penalty provided by law, the commissioner may assess a civil penalty not to exceed \$5,000 against an employer who willfully fails to pay wages required by ORS 653.025. The commissioner may assess the civil penalty for each day an employee is not paid the minimum wage. In determining the amount of the civil penalty to be assessed, the commissioner shall consider the following:

- (a) The willfulness of the failure to pay the wages;
- (b) The amount of unpaid wages;
- (c) The duration of the violation;
- (d) The employer's history of taking necessary measures to prevent or correct a violation of ORS 653.025;
- (e) The employer's cooperation during an investigation and in paying minimum wages due after a violation of ORS 653.025 is revealed;
- (f) The size of the employer's workforce;
- (g) The amount of gross wages paid to the employer's workforce in Oregon during each calendar quarter when a violation of ORS 653.025 occurs; and
- (h) The financial condition of the employer when the commissioner proposes to assess a civil penalty.

[(2)] (3) Civil penalties authorized by this section shall be imposed in the manner provided in ORS 183.090.

[(3)] (4) Except as provided in subsection (5) of this section, all sums collected as civil penalties *[pursuant to]* under this section shall be *[first applied toward reimbursement of costs incurred in determining the violations, conducting hearings under this section and addressing and collecting such penalties. The remainder, if any, of the sums collected as penalties pursuant to this section shall be paid over by the commissioner to the Division of State Lands for the benefit of the Common School Fund of this state. The division shall issue a receipt for the money to the commissioner]* credited to the Bureau of Labor and Industries Account and shall be used for the administration of ORS 653.010 to 653.261.

(5) Fifty percent of all sums collected as civil penalties under subsection (2) of this section shall be paid to the employee to whom the employer failed to pay the minimum wage. If the commissioner assesses civil penalties on the basis of violations relating to more than one employee, each employee shall receive a pro rata share, based on the amount of the employee's unpaid wages, of the 50 percent of the civil penalties collected.

SECTION 3. Section 4 of this 1999 Act is added to and made a part of ORS 653.010 to 653.261.

SECTION 4. (1) An employee claiming to be aggrieved by a violation of ORS 653.025 may file a civil action in circuit court for a penalty of up to \$5,000 in addition to any other remedy available under ORS 653.055 (1)(a) to (c). The court may assess a penalty not to exceed \$5,000 against an employer who willfully fails to pay wages required by ORS 653.025. The court may assess the penalty for each day the employee is not paid the minimum wage. In determining the amount of the civil penalty to be assessed, the court shall consider the following:

- 1 (a) The willfulness of the failure to pay the wages;
2 (b) The amount of unpaid wages;
3 (c) The duration of the violation;
4 (d) The employer's history of taking necessary measures to prevent or correct a violation
5 of ORS 653.025;
6 (e) The employer's cooperation during an investigation and in paying minimum wages due
7 after a violation of ORS 653.025 is revealed;
8 (f) The size of the employer's workforce;
9 (g) The amount of gross wages paid to the employer's workforce in Oregon during each
10 calendar quarter when a violation of ORS 653.025 occurs; and
11 (h) The financial condition of the employer when the employee files the civil action.
12 (2) Upon the entry of a verdict including an award of penalties under subsection (1) of
13 this section, the Bureau of Labor and Industries shall become a judgment creditor as to the
14 penalties portion of the award to which the Bureau of Labor and Industries Account is en-
15 titled under paragraph (b) of this subsection and the penalties portion of the award shall be
16 allocated as follows:
17 (a) Fifty percent shall be paid to the prevailing party. If the court awards penalties on
18 the basis of violations relating to more than one employee, each employee shall receive a pro
19 rata share, based on the amount of the employee's unpaid wages, of the 50 percent of the
20 penalties awarded.
21 (b) Fifty percent shall be paid to the Bureau of Labor and Industries Account and shall
22 be used by the Bureau of Labor and Industries for the administration of ORS 653.010 to
23 653.261.
24 (3) This section shall not be construed to limit or alter in any way the authority or power
25 of the Commissioner of the Bureau of Labor and Industries or to limit or alter in any way
26 any of the rights of an individual complainant or wage claimant until and unless the
27 complainant or wage claimant starts a civil action. The filing of a civil action in circuit court
28 under subsection (1) of this section shall constitute both an election of remedies as to the
29 rights of that individual with respect to those matters alleged in the complaint or wage claim
30 filed with the commissioner and a waiver with respect to the right to file a wage claim with
31 the commissioner under ORS 652.330.
32 (4) The provisions of ORS 18.535, 18.537 and 18.540 do not apply to a civil action brought
33 under this section.
34 SECTION 5. The provisions of this 1999 Act apply only to minimum wages and overtime
35 pay earned on or after the effective date of this 1999 Act.
36

Senate Bill 856

Sponsored by Senator SHIELDS; Senators BEYER, BROWN, BRYANT, BURDICK, CASTILLO, CORCORAN, COURTNEY, DUNCAN, GEORGE, GORDLY, HANNON, METSGER, MILLER, NELSON, SHANNON, TARNO, TROW, Representatives BACKLUND, BECK, BOWMAN, DEVLIN, HILL, HOPSON, JENSON, KAFOURY, KROFF, KRUMMEL, LEONARD, LOWE, MANNIX, MORRISETTE, PIERCY, PROZANSKI, ROSENBAUM, ROSS, SHETTERLY, THOMPSON, WALKER, WILSON

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Requires Senior and Disabled Services Division to establish budget and allocation process for type B area agencies comparable to process used for similarly operated division office. Requires division to establish by rule methodology for ensuring comparable budgets and allocations. Requires division to include funds allocated or appropriated by new rule to be included in continuing service level budget of division.

Appropriates moneys from General Fund to Department of Human Resources for funding budgets of type B area agencies.

Declares emergency, effective July 1, 1999.

A BILL FOR AN ACT

1
2 Relating to Senior and Disabled Services Division budget determinations for type B area agencies;
3 amending ORS 410.070; appropriating money; and declaring an emergency.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1.** ORS 410.070 is amended to read:

6 410.070. (1) The Senior and Disabled Services Division is created in the Department of Human
7 Resources. The division shall administer laws and programs relating to social, health and protective
8 services to elderly persons and disabled persons, and shall promote the hiring of otherwise qualified
9 persons who are certifiably disabled for positions within the programs it manages. Family support
10 services provided by the Senior and Disabled Services Division shall be delivered in accordance with
11 the principles described in ORS 417.342 and 417.344.

12 (2) The division shall:

13 (a) Serve as the central state agency with primary responsibility for the planning, coordination,
14 development and evaluation of policy, programs and services for elderly persons and disabled per-
15 sons in Oregon.

16 (b) Function as the designated state unit on aging, as defined in the Older Americans Act of
17 1965.

18 (c) With the advice of the Governor's Commission on Senior Services and the Oregon Disabilities
19 Commission, develop long-range state plans for programs, services and activities for elderly persons
20 and disabled persons. State plans should be revised annually and should be based on area agency
21 plans, statewide priorities and state and federal requirements.

22 (d) Have the authority to transfer state and federal funds, except Title III of the Older Ameri-
23 cans Act funds, from one area agency to another area agency or from one program or service to
24 another program or service after consultation with the area agencies involved in the transfer.
25 However, no area agency shall suffer a reduction in state or federal funds due to increased local

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted.
New sections are in **boldfaced** type.

1 funds.

2 (e) Receive and disburse all federal and state funds allocated to the division and solicit, accept
3 and administer grants, including federal grants or gifts made to the division or to the state and enter
4 into contracts with private entities for the purpose of providing or contracting for case management
5 services for long term care insurance for the benefit of elderly persons and disabled persons in this
6 state.

7 (f) Provide technical, training and program assistance to area agencies and assist them to pro-
8 vide such assistance to public and private agencies and organizations.

9 (g) Assist area agencies to stimulate more effective use of existing resources and services for
10 elderly persons and develop programs, opportunities and services which are not otherwise provided
11 for elderly persons, with the aim of developing a comprehensive and coordinated system for the de-
12 livery of social services to elderly persons.

13 (h) Assist local division units and area agencies which have assumed responsibility for disabled
14 services to stimulate more effective use of existing resources and to develop programs, opportunities
15 and services which are not otherwise provided for disabled persons, with the aim of developing a
16 comprehensive and coordinated system for the delivery of social services to disabled persons.

17 (i) Serve within government and in the state at large as an advocate for elderly persons and
18 disabled persons by holding hearings and conducting studies or investigations concerning matters
19 affecting the health, safety and welfare of elderly persons and disabled persons and by assisting el-
20 derly persons and disabled persons to assure their rights to apply for and receive services and to
21 be given fair hearings when such services are denied.

22 (j) Process fiscal and client data for all area agencies.

23 (k) Conduct regulatory functions with regard to program operation, by adopting rules for pro-
24 viding social services, including protective services, to elderly persons and disabled persons who
25 need services that the division or area agencies are authorized to provide and rules for standard
26 rate setting and quality assurance.

27 (L) Provide information and technical assistance to the Governor's Commission on Senior Ser-
28 vices, the Oregon Disabilities Commission and the Medicaid Long Term Care Quality and Re-
29 imbursement Advisory Council and keep the commissions and the council continually informed of the
30 activities of the division.

31 (m) Make recommendations for legislative action to the Governor and to the Legislative As-
32 sembly, after consultation with the Governor's Commission on Senior Services, the Oregon Disabil-
33 ities Commission and the Medicaid Long Term Care Quality and Reimbursement Advisory Council.

34 (n) Conduct research and other appropriate activities to determine the needs of elderly persons
35 and disabled persons in this state, including, but not limited to, their needs for social and health
36 services, and to determine what existing services and facilities, private and public, are available to
37 elderly persons and disabled persons to meet those needs.

38 (o) Maintain a clearinghouse for information related to the needs and interests of elderly per-
39 sons and disabled persons.

40 (p) Provide area agencies with assistance in applying for federal, state and private grants and
41 identifying new funding sources.

42 (3) In addition to the requirements of subsection (2) of this section, the division shall:

43 (a) Determine type A and type B area agencies annual budget levels for Oregon Project Inde-
44 pendence and Title III of the Older Americans Act expenditures.

45 (b) For type B area agencies:

1 (A) Determine annual budget levels for planning Title XIX reimbursed services. In determining
2 the budget levels, the division shall retain contingency reserves against overruns and transfers in
3 use of Title XIX funds. **Annual budget levels shall be determined as follows:**

4 (i) **Beginning July 1, 1999, the division shall establish a budget and allocation process for**
5 **type B area agencies that is comparable to the budget and allocation process for a similarly**
6 **operated division office, including costs for personnel, services and supplies, information**
7 **systems, administration, management services and capital expenses. The budget and allo-**
8 **cation process shall include costs and adjustments for, but not limited to, cost of living ad-**
9 **justments, adjustments for personnel and other costs necessary for the delivery of services**
10 **for seniors and persons with disabilities. For purposes of this sub-subparagraph, "costs for**
11 **personnel" includes, but is not limited to, salaries, fringe benefits and any other costs asso-**
12 **ciated with the employment of public employees that the state may provide.**

13 (ii) **In order to ensure equitable funding for type B area agencies serving seniors and**
14 **persons with disabilities for biennia beginning on or after July 1, 1999, the division shall es-**
15 **tablish by rule a methodology for ensuring that type B area agency budgets and allocations**
16 **are comparable for each biennium to a similarly operated division office of a similar size with**
17 **a similar scope of responsibilities. In developing and establishing this rule, the division shall**
18 **reach an agreement with type B area agencies on the methodology for establishing a type B**
19 **area agency budget.**

20 (iii) **In order to ensure equitable funding for type B area agencies serving seniors and**
21 **persons with disabilities for biennia beginning on or after July 1, 1999, any funds appropriated**
22 **or allocated as a result of the rule established under subparagraph (A)(ii) of this paragraph**
23 **shall be included in the continuing service level budget of the division.**

24 (B) Provide timely management information so the area agencies and the division's disability
25 services units can manage Title XIX reimbursements within budgeted levels.

26 (C) Determine annual budget levels for planning and administering programs relating to social,
27 health, independent living and protective services for disabled persons for the division's disability
28 services units and type B area agencies which have assumed local responsibility for the programs
29 and clients transferred under subsection (2) of section 2, chapter 787, Oregon Laws 1989.

30 (c) Make payments for services within a central processing system for:

31 (A) A type A area agency, at the request of the agency, for Oregon Project Independence or
32 Title III of the Older Americans Act expenditures, or both.

33 (B) A type B area agency, for Title XIX and Oregon Project Independence expenditures, and at
34 the request of the agency, for Title III of the Older Americans Act expenditures.

35 (d) Assume program responsibility for Title XIX programs in areas served by type A area
36 agencies and in areas where no area agency is designated.

37 (e) Assume planning and program responsibilities for disabled persons in areas served by type
38 A area agencies, in areas served by type B area agencies that serve only elderly persons and in
39 areas where no area agency exists.

40 (4) When developing programs affecting elderly persons, the division shall consult with the
41 Governor's Commission on Senior Services.

42 (5) When developing programs affecting disabled persons, the division shall consult with the
43 Oregon Disabilities Commission.

44 **SECTION 2. There is appropriated to the Department of Human Resources, for the**
45 **biennium beginning July 1, 1999, out of the General Fund, the amount of \$3.9 million for the**

1 Senior and Disabled Services Division funding of type B area agency budgets in accordance
2 with section 1 of this 1999 Act.

3 SECTION 3. This 1999 Act being necessary for the immediate preservation of the public
4 peace, health and safety, an emergency is declared to exist, and this 1999 Act takes effect
5 July 1, 1999.
6

Senate Bill 857

Sponsored by Senator SHIELDS; Senators BEYER, BROWN, BRYANT, BURDICK, CASTILLO, CORCORAN, COURTNEY, DUNCAN, GEORGE, GORDLY, HANNON, METSGER, MILLER, NELSON, SHANNON, TARNO, TROW, Representatives BACKLUND, BECK, BOWMAN, DEVLIN, HILL, HOPSON, JENSON, KAFOURY, KROFF, KRUMMEL, LEONARD, LOWE, MANNIX, MORRISETTE, PIERCY, PROZANSKI, ROSENBAUM, ROSS, SCHRADER, SHETTERLY, THOMPSON, UHERBELAU, WALKER, WILSON

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Requires Senior and Disabled Services Division to establish budget and allocation process for type B area agencies comparable to process used for similarly operated division office. Requires division to establish by rule methodology for ensuring comparable budgets and allocations. Requires division to include funds allocated or appropriated by new rule to be included in continuing service level budget of division.

Declares emergency, effective July 1, 1999.

A BILL FOR AN ACT

Relating to Senior and Disabled Services Division budget determinations for type B area agencies; amending ORS 410.070; and declaring an emergency.

Be It Enacted by the People of the State of Oregon:

SECTION 1. ORS 410.070 is amended to read:

410.070. (1) The Senior and Disabled Services Division is created in the Department of Human Resources. The division shall administer laws and programs relating to social, health and protective services to elderly persons and disabled persons, and shall promote the hiring of otherwise qualified persons who are certifiably disabled for positions within the programs it manages. Family support services provided by the Senior and Disabled Services Division shall be delivered in accordance with the principles described in ORS 417.342 and 417.344.

(2) The division shall:

(a) Serve as the central state agency with primary responsibility for the planning, coordination, development and evaluation of policy, programs and services for elderly persons and disabled persons in Oregon.

(b) Function as the designated state unit on aging, as defined in the Older Americans Act of 1965.

(c) With the advice of the Governor's Commission on Senior Services and the Oregon Disabilities Commission, develop long-range state plans for programs, services and activities for elderly persons and disabled persons. State plans should be revised annually and should be based on area agency plans, statewide priorities and state and federal requirements.

(d) Have the authority to transfer state and federal funds, except Title III of the Older Americans Act funds, from one area agency to another area agency or from one program or service to another program or service after consultation with the area agencies involved in the transfer. However, no area agency shall suffer a reduction in state or federal funds due to increased local funds.

(e) Receive and disburse all federal and state funds allocated to the division and solicit, accept

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

1 and administer grants, including federal grants or gifts made to the division or to the state and enter
2 into contracts with private entities for the purpose of providing or contracting for case management
3 services for long term care insurance for the benefit of elderly persons and disabled persons in this
4 state.

5 (f) Provide technical, training and program assistance to area agencies and assist them to pro-
6 vide such assistance to public and private agencies and organizations.

7 (g) Assist area agencies to stimulate more effective use of existing resources and services for
8 elderly persons and develop programs, opportunities and services which are not otherwise provided
9 for elderly persons, with the aim of developing a comprehensive and coordinated system for the de-
10 livery of social services to elderly persons.

11 (h) Assist local division units and area agencies which have assumed responsibility for disabled
12 services to stimulate more effective use of existing resources and to develop programs, opportunities
13 and services which are not otherwise provided for disabled persons, with the aim of developing a
14 comprehensive and coordinated system for the delivery of social services to disabled persons.

15 (i) Serve within government and in the state at large as an advocate for elderly persons and
16 disabled persons by holding hearings and conducting studies or investigations concerning matters
17 affecting the health, safety and welfare of elderly persons and disabled persons and by assisting el-
18 derly persons and disabled persons to assure their rights to apply for and receive services and to
19 be given fair hearings when such services are denied.

20 (j) Process fiscal and client data for all area agencies.

21 (k) Conduct regulatory functions with regard to program operation, by adopting rules for pro-
22 viding social services, including protective services, to elderly persons and disabled persons who
23 need services that the division or area agencies are authorized to provide and rules for standard
24 rate setting and quality assurance.

25 (L) Provide information and technical assistance to the Governor's Commission on Senior Ser-
26 vices, the Oregon Disabilities Commission and the Medicaid Long Term Care Quality and Re-
27 imbursement Advisory Council and keep the commissions and the council continually informed of the
28 activities of the division.

29 (m) Make recommendations for legislative action to the Governor and to the Legislative As-
30 sembly, after consultation with the Governor's Commission on Senior Services, the Oregon Disabil-
31 ities Commission and the Medicaid Long Term Care Quality and Reimbursement Advisory Council.

32 (n) Conduct research and other appropriate activities to determine the needs of elderly persons
33 and disabled persons in this state, including, but not limited to, their needs for social and health
34 services, and to determine what existing services and facilities, private and public, are available to
35 elderly persons and disabled persons to meet those needs.

36 (o) Maintain a clearinghouse for information related to the needs and interests of elderly per-
37 sons and disabled persons.

38 (p) Provide area agencies with assistance in applying for federal, state and private grants and
39 identifying new funding sources.

40 (3) In addition to the requirements of subsection (2) of this section, the division shall:

41 (a) Determine type A and type B area agencies annual budget levels for Oregon Project Inde-
42 pendence and Title III of the Older Americans Act expenditures.

43 (b) For type B area agencies:

44 (A) Determine annual budget levels for planning Title XIX reimbursed services. In determining
45 the budget levels, the division shall retain contingency reserves against overruns and transfers in

1 use of Title XIX funds. Annual budget levels shall be determined as follows:

2 (i) Beginning July 1, 1999, the division shall establish a budget and allocation process for
3 type B area agencies that is comparable to the budget and allocation process for a similarly
4 operated division office, including costs for personnel, services and supplies, information
5 systems, administration, management services and capital expenses. The budget and allo-
6 cation process shall include costs and adjustments for, but not limited to, cost of living ad-
7 justments, adjustments for personnel and other costs necessary for the delivery of services
8 for seniors and persons with disabilities. For purposes of this sub-subparagraph, "costs for
9 personnel" includes, but is not limited to, salaries, fringe benefits and any other costs asso-
10 ciated with the employment of public employees that the state may provide.

11 (ii) In order to ensure equitable funding for type B area agencies serving seniors and
12 persons with disabilities for biennia beginning on or after July 1, 1999, the division shall es-
13 tablish by rule a methodology for ensuring that type B area agency budgets and allocations
14 are comparable for each biennium to a similarly operated division office of a similar size with
15 a similar scope of responsibilities. In developing and establishing this rule, the division shall
16 reach an agreement with type B area agencies on the methodology for establishing a type B
17 area agency budget.

18 (iii) In order to ensure equitable funding for type B area agencies serving seniors and
19 persons with disabilities for biennia beginning on or after July 1, 1999, any funds appropriated
20 or allocated as a result of the rule established under subparagraph (A)(ii) of this paragraph
21 shall be included in the continuing service level budget of the division.

22 (B) Provide timely management information so the area agencies and the division's disability
23 services units can manage Title XIX reimbursements within budgeted levels.

24 (C) Determine annual budget levels for planning and administering programs relating to social,
25 health, independent living and protective services for disabled persons for the division's disability
26 services units and type B area agencies which have assumed local responsibility for the programs
27 and clients transferred under subsection (2) of section 2, chapter 787, Oregon Laws 1989.

28 (c) Make payments for services within a central processing system for:

29 (A) A type A area agency, at the request of the agency, for Oregon Project Independence or
30 Title III of the Older Americans Act expenditures, or both.

31 (B) A type B area agency, for Title XIX and Oregon Project Independence expenditures, and at
32 the request of the agency, for Title III of the Older Americans Act expenditures.

33 (d) Assume program responsibility for Title XIX programs in areas served by type A area
34 agencies and in areas where no area agency is designated.

35 (e) Assume planning and program responsibilities for disabled persons in areas served by type
36 A area agencies, in areas served by type B area agencies that serve only elderly persons and in
37 areas where no area agency exists.

38 (4) When developing programs affecting elderly persons, the division shall consult with the
39 Governor's Commission on Senior Services.

40 (5) When developing programs affecting disabled persons, the division shall consult with the
41 Oregon Disabilities Commission.

42 **SECTION 2.** This 1999 Act being necessary for the immediate preservation of the public
43 peace, health and safety, an emergency is declared to exist, and this 1999 Act takes effect
44 July 1, 1999.

45

Senate Bill 1114

Sponsored by Senator HANNON; Senators BEYER, BROWN, BURDICK, CASTILLO, CORCORAN, COURTNEY, GORDLY, LIM, METSGER, TROW, Representatives ATKINSON, BECK, BOWMAN, DECKERT, DEVLIN, EDWARDS, HANSEN, HOPSON, LEHMAN, LOWE, MORRISETTE, PIERCY, PROZANSKI, ROSENBAUM, STARR, TAYLOR, THOMPSON (at the request of Oregon Association of Area Agencies on Aging)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Increases wages through training incentives of person who is employed as housekeeper, homemaker or provider of other residential services and who is paid by Senior and Disabled Services Division. Requires division to establish standards and training and methods to measure consumer satisfaction.

Declares emergency, effective July 1, 1999.

A BILL FOR AN ACT

Relating to residential services; appropriating money; and declaring an emergency.

Be It Enacted by the People of the State of Oregon:

SECTION 1. To improve recruitment, retention and wages of persons described in ORS 411.590, whose compensation is paid in whole or in part by the Senior and Disabled Services Division, and to improve the quality of care to senior and disabled persons, the Senior and Disabled Services Division, in collaboration with the Oregon Association of Area Agencies on Aging, shall develop and implement:

(1) Standards for hiring, developing and certifying persons, including family members, who are hired to perform residential services provided by the division.

(2) An orientation and training program for persons who are hired to perform residential services provided by the division. The person shall be fully compensated at the person's regular hourly rate of pay for participating in the orientation and training program. The program shall include, but is not limited to, basic first aid, including cardiopulmonary resuscitation, and training related to caring for seniors and disabled persons. The person will earn a direct care provider certificate upon satisfactory completion of the program.

(3) Methods for measuring consumer satisfaction with services performed by persons who are hired to perform residential services provided by the division.

SECTION 2. A person described in section 1 of this 1999 Act shall receive compensation according to the following wage rates:

(1) Upon obtaining a direct care provider certificate, the person shall receive an increase of 25 cents per hour in wage;

(2) Upon completion of six months of continuous employment, the person shall receive an additional increase of 25 cents per hour in wage; and

(3) Upon completion of 12 months of continuous employment, the person shall receive an additional increase of 25 cents per hour in wage.

SECTION 3. There is appropriated to the Department of Human Resources, for the biennium beginning July 1, 1999, out of the General Fund, the amount of \$_____ for the pur-

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 poses of furthering the quality of the department's programs for senior and disabled persons
2 and for paying the increased wages of the persons described in section 1 of this 1999 Act.

3 SECTION 4. This 1999 Act being necessary for the immediate preservation of the public
4 peace, health and safety, an emergency is declared to exist, and this 1999 Act takes effect
5 July 1, 1999.

6

Senate Bill 1169

Sponsored by Senator SHIELDS; Senators BEYER, BROWN, CASTILLO, CORCORAN, COURTNEY, GORDLY, SHANNON, TROW, WILDE, Representatives BOWMAN, DECKERT, DEVLIN, GARDNER, HANSEN, MONTGOMERY, MORRISSETTE, PIERCY, PROZANSKI, ROSENBAUM

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure as introduced.

Creates Home Care Providers Commission as independent public corporation. Establishes functions and powers of commission.

A BILL FOR AN ACT

Relating to home care providers.

Be It Enacted by the People of the State of Oregon:

SECTION 1. (1) The Home Care Providers Commission is created as an independent public corporation consisting of nine members appointed by the Governor. Five members shall be current or former consumers of home care services to the elderly or disabled. One member shall be a representative of the Oregon Disabilities Commission. One member shall be a representative of the Governor's Commission on Senior Services. One member shall be a representative of the Oregon Association of Area Agencies on Aging. One member shall be a representative of the Senior and Disabled Services Division.

(2) The term of office of each member is three years, but a member serves at the pleasure of the Governor, subject to confirmation by the Senate in the manner provided in ORS 171.562 and 171.565. If there is a vacancy for any cause, the Governor shall make an appointment to become immediately effective for the unexpired term. A member is eligible for reappointment but may serve no more than two consecutive terms.

(3) In making appointments to the commission, the Governor may take into consideration any nominations or recommendations made by the representative groups or agencies. Each member shall continue in office until a successor is appointed.

(4) The commission shall select one of its members as chairperson and another as vice chairperson, for such terms and with such duties and powers as the commission considers necessary for the performance of the functions of those offices. A majority of the commission members constitutes a quorum for the transaction of business.

(5) The commission shall meet at least once every three months at a time and place determined by the commission. The commission shall meet at such other times and places specified by the call of the chairperson or of a majority of the members of the commission.

(6) Members of the commission shall receive their actual and necessary travel and other expenses incurred in the performance of their official duties according to ORS 292.495.

SECTION 2. The functions of the Home Care Providers Commission are to:

(1) Ensure that high quality, comprehensive home care services are provided to the elderly and disabled who receive personal care services financed in whole or in part by the

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 state;

2 (2) Provide emergency and respite referrals of qualified home care providers to the el-
3 derly and disabled who receive personal care services financed in whole or in part by the
4 state;

5 (3) Provide the services described in subsections (1) and (2) of this section statewide;

6 (4) Cooperate with area agencies on aging under ORS 410.040 to 410.320 and other local
7 agencies to provide the services described in subsections (1) and (2) of this section;

8 (5) Establish qualifications for home care providers;

9 (6) Establish and maintain a registry of qualified home care providers;

10 (7) Employ qualified home care providers;

11 (8) Bargain collectively with home care providers; and

12 (9) Provide training opportunities for home care providers and elderly or disabled con-
13 sumers of personal care services.

14 SECTION 3. (1) The Home Care Providers Commission is not subject to ORS chapters 182,
15 183, 240, 270, 273, 276, 279, 282, 283, 291, 292, 293 or 297 or ORS 180.060, 180.210 to 180.235,
16 184.305 to 184.345, 200.035, 236.380, 243.105 to 243.585, 278.011 to 278.120 or 278.315 to 278.415.

17 (2) The commission may sue and be sued. The commission may, in its own name, for the
18 purpose of carrying into effect and promoting its functions, enter into contracts and lease,
19 acquire, hold, own, encumber, insure, sell, replace, deal in and with and dispose of real and
20 personal property.

21 (3) No obligation of any kind incurred or created under this section shall be, or be con-
22 sidered, an indebtedness or obligation of the State of Oregon.

23 (4) The commission may employ home care providers and other staff and may contract
24 with consultants as necessary. Employees of the commission are not employees of the State
25 of Oregon for any purpose, except that the provisions of ORS 243.650 to 243.782 apply to the
26 commission and employees of the commission.

27 (5) Notwithstanding the provisions of subsection (4) of this section, the State of Oregon
28 shall be responsible for unemployment insurance payments on behalf of employees of the
29 commission.

30 (6) The commission may adopt rules to carry out its functions under section 2 of this 1999
31 Act.

32 SECTION 4. Notwithstanding the provisions of any other law, the independent public
33 corporation created by section 1 of this 1999 Act, its officers and employees shall be covered
34 under the provisions of ORS 30.260 to 30.300 and 30.310 to 30.400.
35

House Bill 3247

Sponsored by Representative GARDNER; Representative ROSENBAUM, Senator CORCORAN

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Limits compensation paid to video lottery game retailers to 15 percent of gross revenues from video lottery games after prizes are paid.

A BILL FOR AN ACT

Relating to the Oregon State Lottery.

Be It Enacted by the People of the State of Oregon:

SECTION 1. Section 2 of this 1999 Act is added to and made a part of ORS chapter 461.

SECTION 2. Notwithstanding ORS 461.310, the compensation paid to a video lottery game retailer who sells tickets or shares in video lottery games to the public shall not exceed 15 percent of the amount remaining of gross revenues from the video lottery games after prizes are paid to players.

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

**PROPOSED AMENDMENTS TO
SENATE BILL 272**

1 On page 3 of the printed bill, after line 2, insert:

2 “(e) Conviction under federal or state statutes for violation of regulatory
3 laws including but not limited to laws relating to labor relations, occupa-
4 tional safety and health, nondiscrimination and affirmative action, environ-
5 mental protection and conflicts of interest.”.

6 In line 3, delete “(e)” and insert “(f)”.

7

Senate Bill 272

Printed pursuant to Senate Interim Rule 213.28 by order of the President of the Senate in conformance with pre-session filing rules, indicating neither advocacy nor opposition on the part of the President (at the request of Oregon Department of Administrative Services)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Modifies procedure for disqualifying person from consideration for award of public contract by public contracting agency.

A BILL FOR AN ACT

Relating to public contracting; creating new provisions; and amending ORS 279.029, 279.037, 279.039, 279.041 and 279.045.

Be It Enacted by the People of the State of Oregon:

SECTION 1. ORS 279.029 is amended to read:

279.029. (1) After the bids are opened as required by ORS 279.027, and after a determination is made that a contract is to be awarded, the public contracting agency shall award the contract to the lowest responsible bidder.

(2) In determining the lowest responsible bidder, a public contracting agency shall, for the purpose of awarding the contract, add a percent increase on the bid of a nonresident bidder equal to the percent, if any, of the preference given to that bidder in the state in which the bidder resides.

(3) The Oregon Department of Administrative Services on or before January 1 of each year shall publish a list of states that give preference to in-state bidders with the percent increase applied in each such state. The public contracting agency may rely on the names of states and percentages so published in determining the lowest responsible bidder without incurring any liability to any bidder.

(4) The successful bidder shall:

(a) Promptly execute a formal contract.

(b) If the contract is for a public improvement, execute and deliver to the public contracting agency a good and sufficient bond, to be approved by the public contracting agency, in a sum equal to the contract price for the faithful performance of the contract. In lieu of a surety bond, the public contracting agency may permit the successful bidder to submit a cashier's check or certified check in an amount equal to 100 percent of the contract price.

(5) In cases of emergency, or where the interest or property of the public contracting agency probably would suffer material injury by delay or other cause, the requirement of furnishing a good and sufficient bond for the faithful performance of any public contract may be excused, if a declaration of such emergency is made and concurred in by all members of the governing board of the public contracting agency.

(6) As used in this section:

(a) "Lowest responsible bidder" means the lowest bidder who has:

(A) Substantially complied with all prescribed public bidding procedures and requirements;

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

(B) The capability, integrity and reliability to perform the contract fully and in good faith; and

(C) [who has] Not been disqualified by the public contracting agency under ORS 279.037.

(b) "Resident bidder" means a bidder that has paid unemployment taxes or income taxes in this state during the 12 calendar months immediately preceding submission of the bid, has a business address in this state and has stated in the bid whether the bidder is a "resident bidder" pursuant to this subsection.

(c) "Nonresident bidder" means a bidder who is not a "resident bidder" as defined by paragraph (b) of this subsection.

SECTION 2. ORS 279.037 is amended to read:

279.037. (1) A public contracting agency may disqualify *[any person as a bidder on a public contract if the agency finds:]* **a person from consideration for award of that agency's contracts for the reasons listed in subsection (2) of this section after providing the person with notice and a reasonable opportunity to be heard. The disqualification shall not be for a period of more than three years.**

[(a) The person does not have sufficient financial ability to perform the contract. If a bond is required to insure performance of a contract, evidence that the person can acquire a surety bond in the amount and type required shall be sufficient to establish financial ability;]

[(b) The person does not have equipment available to perform the contract;]

[(c) The person does not have key personnel available of sufficient experience to perform the contract; or]

[(d) The person has repeatedly breached contractual obligations to public and private contracting agencies.]

[(2) The public contracting agency may make such investigation as is necessary to determine whether a person is qualified. If a bidder or prospective bidder fails to supply promptly information as requested by the public contracting agency pursuant to such investigation, such failure is grounds for disqualification.]

[(3) Any information voluntarily submitted by a bidder or prospective bidder pursuant to an investigation under subsection (2) of this section or in a prequalification statement required by ORS 279.039 or in a prequalification request submitted pursuant to ORS 279.041 shall be deemed a trade secret pursuant to ORS 192.501 to 192.505 if requested by the person submitting the information.]

(2) A person may be disqualified from consideration for award of an agency's contracts for any of the following reasons:

(a) Conviction for the commission of a criminal offense as an incident in obtaining or attempting to obtain a public or private contract or subcontract, or in the performance of such contract or subcontract.

(b) Conviction under state or federal statutes of embezzlement, theft, forgery, bribery, falsification or destruction of records, receiving stolen property, or any other offense indicating a lack of business integrity or business honesty that currently, seriously and directly affects the person's responsibility as a contractor.

(c) Conviction under state or federal antitrust statutes.

(d) Violation of a contract provision that is regarded by the public contracting agency to be so serious as to justify disqualification. A violation may include but is not limited to a failure to perform the terms of a contract or an unsatisfactory performance in accordance with the terms of the contract. However, a failure to perform or an unsatisfactory per-

1 formance caused by acts beyond the control of the contractor may not be considered to be
2 a basis for disqualification.

3 (e) Any other cause, as established by rule of the Oregon Department of Administrative
4 Services or a local contract review board, that a public contracting agency determines to be
5 so serious and compelling as to affect the person's responsibility as a contractor.

6 (3) A public contracting agency shall issue a written decision to disqualify a person pur-
7 suant to this section. The decision shall:

8 (a) State the reasons for the action taken; and

9 (b) Inform the disqualified person of the appeal right of the person under ORS 279.043 and
10 279.045.

11 (4) A copy of the decision issued under subsection (3) of this section shall be mailed or
12 otherwise furnished immediately to the disqualified person.

13 **SECTION 3.** ORS 279.039 is amended to read:

14 279.039. (1) Any public contracting agency may adopt a rule, resolution, ordinance or other
15 regulation requiring mandatory prequalification for all persons desiring to bid for public contracts
16 that are to be let by the agency. The rule, resolution, ordinance or other regulation authorized by
17 this section shall include the time for submitting prequalification applications and a general de-
18 scription of the type and nature of the contracts that may be let. The prequalification application
19 shall be in writing on a standard form prescribed by the Director of the Oregon Department of Ad-
20 ministrative Services.

21 (2) The public contracting agency shall within 30 days of the receipt of the prequalification ap-
22 plication submitted pursuant to subsection (1) of this section, notify the prospective bidder if the
23 prospective bidder is qualified or not, the nature and type of contracts that the prospective bidder
24 is qualified to bid on and the time period for which the prequalification is valid. If the public con-
25 tracting agency disqualifies the prospective bidder as to any contracts covered by the rule, resol-
26 ution, ordinance or other regulation, the notice shall specify which [subsections] of **the reasons**
27 **listed in ORS 279.037 (2) [the prospective bidder failed to comply with] is the basis for the dis-**
28 **qualification.** Unless the reasons are specified, the bidder shall be deemed to have been prequali-
29 fied in accordance with the application.

30 (3) If a public contracting agency subsequently discovers that a person heretofore prequalified
31 under subsections (1) and (2) of this section is no longer qualified, the agency may revoke the pre-
32 qualification upon reasonable notice to the prospective bidder; provided, however, that such revo-
33 cation shall be invalid as to any contract for which an advertisement for bids has already been made
34 under ORS 279.025.

35 **SECTION 4.** ORS 279.041 is amended to read:

36 279.041. (1) When a public contracting agency permits or requires prequalification of bidders, a
37 person who wishes to prequalify shall submit a prequalification application to the agency on a
38 standard form prescribed by the Director of the Oregon Department of Administrative Services **or**
39 **the local contract review board.** Within 30 days after receipt of a prequalification application, the
40 public contracting officer shall investigate the prospective bidder as necessary to determine if the
41 prospective bidder is qualified. The determination shall be made in less than 30 days, if practical,
42 if the prospective bidder requests an early decision to allow the bidder as much time as possible to
43 prepare a bid on a contract that has been advertised. *[In making its determination, the agency shall*
44 *only disqualify a person in accordance with ORS 279.037. It shall promptly notify the person whether*
45 *or not that person is qualified.]*

(2) If the agency finds that a prospective bidder is qualified, the notice shall state the nature and type of contracts that the person is qualified to bid on and the period of time for which the qualification is valid under the rule, resolution, ordinance or other regulation. *[If the agency disqualifies a prospective bidder as to any contracts covered by the rule, resolution, ordinance or other regulation, the notice shall specify the reasons found under ORS 279.037 for the disqualification and inform the person of the right to a hearing under ORS 279.043 and 279.045.]*

(3) If a public contracting agency has reasonable cause to believe that there has been a substantial change in the conditions of a prequalified person and that the person is no longer qualified or is less qualified, the agency may revoke or may revise and reissue the prequalification after reasonable notice to the prequalified person. *[The notice shall state the reasons found under ORS 279.037 for revocation or revision of the prequalification of the person and inform the person of the right to a hearing under ORS 279.043 and 279.045. A revocation or revision does not apply to any contract for which publication of advertisement for bids, in accordance with ORS 279.025, commenced prior to the date the notice of revocation or revision was received by the prequalified person.]*

SECTION 5. ORS 279.045 is amended to read:

279.045. (1) The procedure for appeal from a disqualification by a public contracting agency shall be in accordance with this section and is not subject to ORS 183.310 to 183.550 except where specifically provided by this section.

(2) Promptly upon receipt of notice of appeal from a public contracting agency as provided for by ORS 279.043, the Director of the Oregon Department of Administrative Services or the local contract review board shall notify the person appealing and the public contracting agency of the time and place of the hearing. The director or board shall conduct the hearing and decide the appeal within 30 days after receiving the notification from the public contracting agency. The director or board shall set forth in writing the reasons for the decision.

(3) In the hearing the director or board shall consider de novo the notice of disqualification, the *[record of the investigation made by]* **reasons listed in ORS 279.037 (2) on which** the public contracting agency **based the disqualification** and any evidence provided by the parties. In all other respects, hearings before the director shall be conducted in the same manner as a contested case under ORS 183.415 (3) to (6) and (9), 183.425, 183.440 and 183.450. Hearings before a board shall be conducted under rules of procedure adopted by the board.

(4) The director may allocate the director's cost for the hearing between the person appealing the disqualification and the public contracting agency whose disqualification decision is being appealed. The allocation shall be based upon facts found by the director and stated in the final order which, in the director's opinion, warrant such allocation of the costs. If the final order does not allocate the director's costs for the hearing, such costs shall be paid as follows:

(a) If the decision to disqualify a person as a bidder is upheld, the director's costs shall be paid by the person appealing the disqualification.

(b) If the decision to disqualify a person as a bidder is reversed by the director, the director's costs shall be paid by the public contracting agency whose disqualification decision is the subject of the appeal.

(5) The decision of the director or board may be reviewed only upon a petition in the circuit court of the county in which the director or board has its principal office filed within 15 days after the date of the decision. The circuit court shall reverse or modify the decision only if it finds:

(a) The decision was procured by corruption, fraud or undue means.

(b) There was evident partiality or corruption on the part of the director or board or any of its

1 members.

2 (c) There was an evident material miscalculation of figures or an evident material mistake in
3 the description of any person, thing or property referred to in the decision.

4 (6) The procedure provided in this section is the exclusive means of judicial review of the deci-
5 sion of the director or board. The judicial review provisions of ORS 183.480 and writs of review
6 and mandamus as provided in ORS chapter 34, and other legal, declaratory and injunctive remedies
7 are not available.

8 (7) The circuit court may, in its discretion, stay the letting of the contract which is the subject
9 of the petition in the same manner as a suit in equity. In the event the court determines that there
10 has been an improper disqualification and the contract has been let, the court may proceed to take
11 evidence to determine the damages, if any, suffered by the petitioner and award such damages as
12 the court may find as a judgment against the director or board. The court may award costs and
13 attorney fees to the prevailing party.

14 **SECTION 6. The amendments to ORS 279.029, 279.037, 279.039, 279.041 and 279.045 by**
15 **sections 1 to 5 of this 1999 Act shall first apply to public contracts that are entered into on**
16 **or after the effective date of this 1999 Act.**
17

Senate Bill 1011

Sponsored by Senator TROW; Senators CASTILLO, CORCORAN (at the request of Oregon Public Employees Union)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Requires corporations that contract with state agencies under certain circumstances to file records and other documentation with contracting agency. Requires contracts to be audited.

A BILL FOR AN ACT

Relating to state contracts.

Be It Enacted by the People of the State of Oregon:

SECTION 1. (1)(a) Notwithstanding any other provision of law, any private, for-profit or nonprofit corporation that contracts with any state agency for the performance of services on behalf of the agency and that received more than 50 percent of its total operating budget for the previous calendar year from state funds must file with the contracting agency copies of records or other documentation that disclose the following information:

(A) Payroll information regarding the individuals who will be engaged in the performance of the contract.

(B) The terms and conditions of the contract.

(C) The operating budget of the contractor for performance of the contract.

(D) The business organization, bylaws and articles of incorporation of the contractor that govern the performance of the contract.

(b) Nothing in this subsection authorizes or requires the disclosure of the names, addresses, telephone numbers or Social Security numbers of individuals engaged in the performance of the contract unless disclosure of that information is required by or pursuant to federal law.

(2) Documentation filed with a state agency pursuant to subsection (1) of this section is a public record under ORS 192.410 to 192.505.

(3) Each affected state agency shall establish rules and procedures to carry out the provisions of subsection (1) of this section.

(4) Notwithstanding any other provision of law, a corporation that fails to comply with subsection (1) of this section shall not receive compensation from any affected state agency and may not enter into a contract with any state agency until the corporation complies with subsection (1) of this section.

SECTION 2. (1) Service contracts with corporations entered into pursuant to section 1 of this 1999 Act shall be audited at least once per contract period to assess direct and indirect contract costs including, but not limited to, administration, labor, equipment and material costs. The audits shall also include performance audit functions similar to those utilized by the Secretary of State in auditing state agencies.

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

1 (2) Each state agency that contracts with a corporation for the performance of services
2 under section 1 of this 1999 Act shall assign a sufficient number of employees to monitor
3 contracted services for quality and contract compliance.

4 SECTION 3. Section 1 of this 1999 Act does not apply to any contract entered into prior
5 to the effective date of this 1999 Act.
6

A-Engrossed House Bill 2793

Ordered by the House March 19
Including House Amendments dated March 19

Sponsored by COMMITTEE ON BUSINESS AND CONSUMER AFFAIRS

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure.

Allows reduced minimum wage rate for employees under 18 years of age for first 60 calendar days of employment. Establishes minimum wage for certain tipped employees. Decreases minimum wage for certain tipped employees hired on or after January 1, 2000. **Imposes civil penalty for violation of provisions related to tipped employees.**

A BILL FOR AN ACT

Relating to minimum wage; creating new provisions; and amending ORS 653.010, 653.025, 653.027 and 653.256.

Be It Enacted by the People of the State of Oregon:

SECTION 1. ORS 653.010 is amended to read:

653.010. As used in ORS 653.010 to 653.261, unless the context requires otherwise:

[(1) "*Average weekly wage*" means the average weekly wage of workers in covered employment in Oregon, as determined by the Employment Department for the preceding fiscal year.]

[(2)] (1) "Commissioner" means the Commissioner of the Bureau of Labor and Industries.

[(3)] (2) "Employ" includes to suffer or permit to work; however, "employ" does not include voluntary or donated services performed for no compensation or without expectation or contemplation of compensation as the adequate consideration for the services performed for a public employer referred to in subsection [(4)] (3) of this section, or a religious, charitable, educational, public service or similar nonprofit corporation, organization or institution for community service, religious or humanitarian reasons or for services performed by general or public assistance recipients as part of any work training program administered under the state or federal assistance laws.

[(4)] (3) "Employer" means any person who employs another person including the State of Oregon or a political subdivision thereof or any county, city, district, authority, public corporation or entity and any of their instrumentalities organized and existing under law or charter.

[(5)] (4) "Minor" means any person under 18 years of age.

[(6)] (5) "Occupation" means any occupation, service, trade, business, industry, or branch or group of industries or employment or class of employment in which employees are gainfully employed.

[(7)] (6) "Organized camp" means a day or resident camp, whether or not operated for profit, established to give campers recreational, creative, religious or educational experience in cooperative group living wherein the activities are conducted on a closely supervised basis, whether or not the camp is used primarily by an organized group or by members of the public and whether or not the

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activities or facilities are furnished free of charge or for the payment of a fee.

[(8)] (7) "Outside salesperson" means any employee who is employed for the purpose of and who is customarily and regularly engaged away from the employer's place or places of business in making sales, or obtaining orders, or obtaining contracts for services and whose hours of work of any other nature for the employer do not exceed 30 percent of the hours worked in the workweek by the nonexempt employees of the employer.

[(9)] (8) "Piece-rate" means a rate of pay calculated on the basis of the quantity of the *[crop harvested]* **work performed or services rendered**.

[(10)] (9) "Salary" means no less than the wage set pursuant to ORS 653.025, multiplied by 2,080 hours per year, then divided by 12 months.

[(11)] (10) "Wages" means compensation due to an employee by reason of employment, payable in legal tender of the United States or check on banks convertible into cash on demand at full face value, subject to such deductions, charges or allowances as are permitted in ORS 653.035.

[(12)] (11) "Work time" includes both time worked and time of authorized attendance.

SECTION 2. ORS 653.025 is amended to read:

653.025. Except as provided by **section 5 of this 1999 Act and ORS 652.020 and 653.027** and the rules of the Commissioner of the Bureau of Labor and Industries issued under ORS 653.030 and 653.261, for each hour of work time that the employee is gainfully employed, *[no]* **an** employer *[shall]* **may not** employ or agree to employ any employee at wages computed at a rate lower than:

(1) For calendar year 1997, \$5.50.

(2) For calendar year 1998, \$6.00.

(3) For calendar years after December 31, 1998, \$6.50.

[If any part of this statute is held to be unconstitutional under the federal or state constitution, the remaining parts shall not be affected, and shall remain in full force and effect.]

SECTION 3. ORS 653.027 is amended to read:

653.027. (1) An employer who employs *[individuals under 18 years of age]* **a minor** in agricultural labor and who pays *[such individuals by the amount of work produced or services rendered]* **the minor on a piece-rate basis** shall pay *[such individuals the same rate of payment for the work produced or services required as paid]* **the minor no less than the piece-rate the employer pays** to individuals 18 years of age or older.

(2) **When an employer pays an unemancipated minor on other than a piece-rate basis, for the first 60 calendar days of employment the employer may pay the minor an opportunity wage that is not less than \$6 an hour.**

(3) **In determining the hourly wage of an unemancipated minor during the first 60 calendar days of the minor's employment by a particular employer, the employer may reduce the wage paid to the minor employee by up to 50 cents an hour if:**

(a) **The reduction does not reduce the net hourly wage paid for any hour of work to less than \$6; and**

(b) **The employer has notified the employee of the provisions of this subsection before the start of employment.**

(4) **In determining the first 60 calendar days of an unemancipated minor's employment with a particular employer, the particular employer shall reduce the 60 calendar days by any calendar days of the minor's previous employment with the particular employer. If the minor has been employed previously for 60 or more calendar days by the particular employer, that**

1 employer may not pay the minor a wage rate lower than the current hourly wage rate
2 specified in ORS 653.025.

3 (5) An employer may not take any action to displace employees, including partial dis-
4 placements such as reduction in hours, wages or benefits, for the purpose of hiring a minor
5 at the hourly wage determined under subsection (3) of this section.

6 **SECTION 4.** Section 5 of this 1999 Act is added to and made a part of ORS 653.010 to
7 653.261.

8 **SECTION 5.** (1)(a) Notwithstanding ORS 653.025 and 653.035, when an employee earns tips
9 averaging \$3.50 or more an hour and reports those tips to the employer, as required under
10 section 6053 of the Internal Revenue Code of 1954, as amended, and the regulations
11 promulgated thereunder, the employer may not employ the employee at a wage rate lower
12 than \$6.50 an hour.

13 (b) The provisions of this subsection apply to an employee hired before January 1, 2000.

14 (2)(a) Notwithstanding ORS 653.025 and 653.035, when an employee earns tips averaging
15 \$4.50 or more an hour and reports those tips to the employer, as required under section 6053
16 of the Internal Revenue Code of 1954, as amended, and the regulations promulgated there-
17 under, the employer may not employ the employee at a wage rate lower than \$5.50 an hour.

18 (b) The provisions of this subsection apply to an employee hired on or after January 1,
19 2000.

20 (3) Notwithstanding subsections (1) and (2) of this section, an employer may not employ
21 an employee at a wage rate that is less than 50 percent of the current hourly wage rate
22 specified under ORS 653.025.

23 (4) This section applies only to an employee who:

24 (a) Customarily receives or is allocated \$30 or more a month in tips;

25 (b) Has been notified by the employer of the provisions of this section before the start
26 of the pay period to which the employer seeks to apply the provisions; and

27 (c) Keeps tips received by the employee or who receives a share of tips pooled with other
28 employees.

29 (5) An employer may not take any action to displace employees, including partial dis-
30 placements such as reduction of hours, wages or benefits, for the purpose of hiring an em-
31 ployee at the hourly rate determined under subsection (1) or (2) of this section.

32 **SECTION 6.** ORS 653.256 is amended to read:

33 653.256. (1) In addition to any other penalty provided by law, the Commissioner of the Bureau
34 of Labor and Industries may assess a civil penalty not to exceed \$1,000 against any person who
35 willfully violates **section 5 of this 1999 Act** or ORS 653.030, 653.045, 653.050, 653.060 or 653.261 or
36 any rule adopted pursuant thereto. However, no civil penalty may be assessed for violations of rules
37 pertaining to the payment of overtime wages.

38 (2) Civil penalties authorized by this section shall be imposed in the manner provided in ORS
39 183.090.

40 (3) All sums collected as penalties [pursuant to] **under** this section shall be first applied toward
41 reimbursement of costs incurred in determining the violations, conducting hearings under this sec-
42 tion and addressing and collecting such penalties. The remainder, if any, of the sums collected as
43 penalties [pursuant to] **under** this section shall be paid over by the commissioner to the Division
44 of State Lands for the benefit of the Common School Fund of this state. The division shall issue a
45 receipt for the money to the commissioner.

House Bill 3196

Sponsored by Representative BEYER

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Defines employee for purposes of minimum wage statute.

A BILL FOR AN ACT

Relating to minimum wage; amending ORS 109.520 and 653.010; and repealing ORS 653.027.

Be It Enacted by the People of the State of Oregon:

SECTION 1. ORS 653.010 is amended to read:

653.010. As used in ORS 653.010 to 653.261, unless the context requires otherwise:

[(1) "*Average weekly wage*" means the average weekly wage of workers in covered employment in Oregon, as determined by the Employment Department for the preceding fiscal year.]

[(2)] (1) "Commissioner" means the Commissioner of the Bureau of Labor and Industries.

[(3)] (2) "Employ" includes to suffer or permit to work; however, "employ" does not include voluntary or donated services performed for no compensation or without expectation or contemplation of compensation as the adequate consideration for the services performed for a public employer referred to in subsection (4) of this section, or a religious, charitable, educational, public service or similar nonprofit corporation, organization or institution for community service, religious or humanitarian reasons or for services performed by general or public assistance recipients as part of any work training program administered under the state or federal assistance laws.

(3) "**Employee,**" only for purposes of ORS 653.025, does not include a person under 18 years of age, a person who receives more than an average of \$3.50 per hour or \$30 per day in tips or a person whose rate of pay is calculated on a piece-rate basis.

(4) "Employer" means any person who employs another person including the State of Oregon or a political subdivision thereof or any county, city, district, authority, public corporation or entity and any of their instrumentalities organized and existing under law or charter.

[(5)] "*Minor*" means any person under 18 years of age.]

[(6)] (5) "Occupation" means any occupation, service, trade, business, industry, or branch or group of industries or employment or class of employment in which employees are gainfully employed.

[(7)] (6) "Organized camp" means a day or resident camp, whether or not operated for profit, established to give campers recreational, creative, religious or educational experience in cooperative group living wherein the activities are conducted on a closely supervised basis, whether or not the camp is used primarily by an organized group or by members of the public and whether or not the activities or facilities are furnished free of charge or for the payment of a fee.

[(8)] (7) "Outside salesperson" means any employee who is employed for the purpose of and who is customarily and regularly engaged away from the employer's place or places of business in mak-

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

1 ing sales, or obtaining orders, or obtaining contracts for services and whose hours of work of any
2 other nature for the employer do not exceed 30 percent of the hours worked in the workweek by the
3 nonexempt employees of the employer.

4 [(9)] (8) "Piece-rate" means a rate of pay calculated on the basis of the quantity of the [*crop*
5 *harvested*] **work performed or services rendered.**

6 [(10)] (9) "Salary" means no less than the wage set pursuant to ORS 653.025, multiplied by 2,080
7 hours per year, then divided by 12 months.

8 [(11)] (10) "Wages" means compensation due to an employee by reason of employment, payable
9 in legal tender of the United States or check on banks convertible into cash on demand at full face
10 value, subject to such deductions, charges or allowances as are permitted in ORS 653.035.

11 [(12)] (11) "Work time" includes both time worked and time of authorized attendance.

12 **SECTION 2.** ORS 109.520 is amended to read:

13 109.520. [*Except as provided in ORS 653.010,*] All persons shall be deemed to have arrived at the
14 age of majority upon their being married according to law.

15 **SECTION 3.** ORS 653.027 is repealed.
16

Senate Bill 625

Sponsored by COMMITTEE ON BUSINESS AND CONSUMER AFFAIRS

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Prohibits local governments from setting minimum wage requirements. Exempts minimum wage requirements set for public employers.

A BILL FOR AN ACT

Relating to minimum wage requirements.

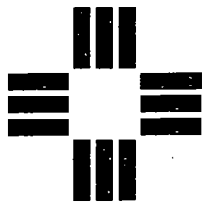
Be It Enacted by the People of the State of Oregon:

SECTION 1. (1) Subject only to subsection (2) of this section, the State of Oregon hereby preempts all charter and statutory authority of units of local government, as defined in ORS 190.003, to set any minimum wage requirements.

(2) Subsection (1) of this section does not apply to a unit of local government, as defined in ORS 190.003, that sets a minimum wage requirement for a public employer.

(3) As used in this section, "public employer" means a political subdivision of the State of Oregon, including cities, counties, community colleges, school districts, districts defined in ORS 198.010 and 198.180 and public and quasi-public corporations.

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.



ARCHDIOCESE
OF PORTLAND
IN OREGON

JOE RASTATTER

Office of Justice and Peace
503/233-8361

April 8, 1999

Dear Members of the Multnomah County Commission:

I have asked Mr. Joseph Rastatter, a member of St. Francis Parish, to share this brief letter on my behalf. In my capacity as Director of the Archdiocese of Portland's Office of Justice and Peace and the Catholic Campaign for Human Development, I offer this testimony in support of human service/direct care workers who surely deserve a family living wage. As you may know, CCHD has been a major funder of the fine work of the Northwest Federation of Community Organizations and their newly published Northwest Job Gap Study. This highly respected study focuses attention on the lack of living wage jobs in our region and calls for economic development policies and programs that prevent poverty and promote the creation of family sustaining jobs.

I trust that your discussions and decisions will be richly informed by this study; the common good of all will be well served by actions that honor the dignity of these workers and provide just remuneration. As you know, at the heart of our faith tradition is the call to respect the inherent dignity of the human person. We know that this call is shared by people from a great range of backgrounds, but our public policies too often fail to honor the law written on the human heart. Your voice can be the voice of these workers and their families. This is both the common good and common sense, for otherwise our sisters and brothers will simply not be able to afford the costs of living with dignity.

Sincerely,

Frank Fromherz, Ph.D.

FF/mms
(Corr/MultcoComm 99-04)

Attachment

cc: Mary Jo Tully, Chancellor

accent RELIGION & ETHICS

Mowing down poverty at the grass roots

Catholics will be asked to support projects that build community and a sense of self-worth

By NANCY HAUGHT
of The Oregonian staff

This weekend marks the 29th annual collection for the Catholic Campaign for Human Development. Parishioners throughout Western Oregon will be asked to contribute to the effort to attack poverty at its roots by supporting projects that are run by the same poor and low-income people they seek to serve.

Since its creation in 1970, the campaign has collected and distributed more than \$250 million to more than 3,500 community-based projects in the United States, Puerto Rico and the U.S. Virgin Islands, according to Barbara Stephenson, communications director for the national campaign.

Closer to home, Catholics in Western Oregon contributed \$165,000 to last year's campaign. In turn, the campaign awarded \$200,000 in grants to 11 projects that serve Oregonians, according to Frank Fromherz, director of the Western Oregon campaign and the archdiocesan Office of Justice and Peace.

Some of last year's contributions — \$5,000 — found their way to The Sewing Project, which is operated by the Neighborhood Pride Team in the Brentwood-Darlington neighborhood of Southeast Portland.

It wasn't the first time the campaign had funded a Neighborhood Pride Team project. With its emphasis on grass-roots efforts that emphasize neighbors helping neighbors, the Pride Team and the Campaign for Human Development seem to be a match made in heaven. The two have worked together since 1995, when the campaign helped fund the neighborhood group's first outreach and recruitment efforts, said Molly Cooley, who coordinates the Neighborhood Pride Team.

Since then, the campaign has supported the center's Entrepreneurial Training Program, where participants learn the ins and outs of starting and sustaining a business, and Hands On, an "ecobiz" effort to help people develop and market craft items made from recycled materials.

It was in the course of working with Hands On that the Neighborhood Pride Team decided to focus on fabric arts and sewing skills because they did not require physical strength or stamina and could readily utilize recycled fabric, Cooley said.

The 1998 campaign grant made it possible for the center to buy more sewing machines and hire Ruth Sharback and Diane Wright to teach sewing and quilting classes. The goal is that unemployed and low-income women develop sewing skills to help them get jobs or go into business for themselves.

Lin Vannest, 47, is a prime exam-



Sharlene Anderson works on a project in the Neighborhood Pride Team's sewing room, which is open during regular center hours.

“This class, for me, has been a small miracle. . . . It has given me the confidence to do other things.”

Helena Sylls, 62

ple. Vannest began going to Neighborhood Pride Team to take computer classes and soon found herself deeply involved in the life of the center, attending potlucks and working hard in volunteer efforts like the voter registration drive.

She already knew how to sew, a skill that had come in handy as she learned to adapt clothing for her husband and son, both of whom have muscular dystrophy and find buttons hard to manage. Vannest had been making them Western shirts with snaps for some time. Then she began to wonder if she might turn her shirt-sewing skills into a business. She enrolled in the Entrepreneurial Training Program, is working on a business plan and taking sewing classes to polish her techniques.

For Helena Sylls, 62, the sewing classes have been a more personal triumph.

“This class, for me, has been a small miracle,” she says. “I was always afraid of machines, and in three weeks I was able to create several things,” she exclaims, ticking off her list of sewing accomplishments and offering for inspection a set of professional-looking cloth table napkins.

“It has given me the confidence to do other things.”

The Sewing Project has given Mable Nelson much enjoyment, too. Nelson, 64, thought she already knew how to sew. “But Ruth has taught me the right way to do it,”

she says. In class, Nelson made her first tote bag and in recent weeks has made seven more for Christmas gifts. She's thinking about trying to market them.

Chris Ashmore, 44, learned in class that she'd been threading her home sewing machine backward. Now that she's got that straight, she's also got an idea for a product that she can make at home and sell. It's too good an idea to give away in a newspaper.

And then there's Sharlene Anderson, 47, who with Sharback's help finally finished the quilt she'd been hand-stitching for 33 years. By now it includes scraps of Anderson's girlhood clothes and those her own children have worn.

The other women's talk of selling their work seems to make Anderson a little nervous. She is not eager to part with either her heirloom quilt or the lap quilt she made in sewing class. The first is her past, and the second may well be her future.

FOLLOW THE MONEY

This year the Catholic Campaign for Human Development awarded a record \$200,000 in grants ranging from \$2,750 to \$60,000 to the following projects that serve Oregonians:

■ **TENANT ORGANIZING PROJECT:** Working with renters, landlords, developers and government agencies in the Portland area to help ensure affordable safe and stable housing.

■ **HISPANIC ADVOCACY AND RESOURCE CENTER:** A network that supports education and economic development of the Latino community on the southern Oregon coast.

■ **THE SEWING PROJECT:** Aims to help low-income women in the Brentwood-Darlington neighborhoods of Southeast Portland learn the skills necessary to develop cottage industries.

■ **LIVING WAGE PROJECT:** Active primarily in Northeast Portland, it advocates for state-level progressive tax reform and trains low-income people in how to conduct living wage campaigns.

■ **COMMUNITY LEADERSHIP FOR UNITY & EMPOWERMENT:** Aims to build solidarity with people with disabilities in Lincoln County, especially in the areas of health care, jobs and housing.

■ **LITERACY AND LEADERSHIP TRAINING:** Active in Polk County, it advocates for the needy and provides literacy and leadership training in the low-income Latino community.

■ **A COMPREHENSIVE CAMPAIGN FOR INCOME SECURITY:** A Northwest effort encompassing Oregon, Washington, Idaho and Montana.

■ **LIVING WAGE JOBS PROJECT:** Combines outreach, research and education to campaign for family living wage jobs in the Rogue Valley.

■ **PACTO:** A project of Centro Cultural of Washington County that works to improve living conditions in migrant labor camps.

■ **FAMILY INVESTMENT TRUST:** A program of the Portland Organizing Project that aims to help low- and moderate-income and working-class people improve the quality of their lives through institutional change.

■ **JORNALERO ORGANIZING PROJECT:** A multiracial Portland program that focuses on improving the working and living conditions of day laborers, many of whom are recent immigrants.

Source: Archdiocese of Portland in Oregon

My name is Choi Marquardt. I am a client of Aging and Disability Services, and a member of the Disability Services Advisory Counsel for Multnomah County. I am medically considered a quadriplegic. I have had this disability for 28 years. I live in an apartment and require a Client Employed Provider. He is a live-in-attendant, available to me on a 24 hour basis for my activities of daily living. He does all the housework, cooking, shopping and any activity that I'm unable to do.

Throughout my 28 years I have hired many attendants on my own. Through personal experience, and talking with other persons with disabilities, the need to hire competent and trained CEPs is essential.

Oregon is a state known for its nationally acclaimed community based care system. Many people with disabilities and elderly persons, who may have been sent to nursing homes in the past, are living active, vital lives within their own homes. Presently, some 14,000 people with disabilities under age 65 are served by Disability Services Offices. Of these, there are approximately 2,000 clients who receive help with activities of daily living through long term care services; such as, in-home services, adult foster care homes, specialized living facilities, residential care facilities and nursing homes. More than half of these 2,000 clients are receiving services in their own homes. Presently, fewer than 250 Medicaid recipients under 65 live in nursing homes. This is a great accomplishment.

The community based care philosophy not only allows individuals to make choices where they live but it is cost effective. Looking at a 3 month period for the state, not just Multnomah, the average rate for a Live-in CEP is \$1,253.00; whereas, the average rate for a long-term stay at a Nursing Home is \$2,527.00. This clearly reveals that it is more cost effective for the State to establish higher working wages for the CEPs so people with disabilities and the elderly can remain in the community.

However, despite these great accomplishments, there are areas which need improvement to better serve people with disabilities and the elderly. Each year with cost of living increases, many people who work receive pay increases and health benefits which complement the work done. However, this has not happened with Client Employed Providers. Wages for a 24-hour caregiver-homecare worker who is on duty around the clock receives an average of \$3.64 an hour. For daytime providers, those paid at the top rate, earn \$7.80 an hour for less than 40 hour week. Much of the

4/8/99

Choi Marquardt

work they do is comparable to nurses but they do not get the recognition or the wages deserved. Care givers are an invisible workforce who do not get compensated financially or medically for the hard work they do.

Presently, CEPs, who are directly employed by clients, but paid by Senior and Disabled Services Division through the Aging and Disability Offices, do not currently get any benefits. Their only option to get health coverage is through private medical insurance paid by family or the Oregon Health plan, however, to get OHP the care giver's wages would need to remain under the Federal Poverty line. With these low wages and no health benefits, many care providers are quitting in search of employment with benefits and higher wages. Consequently, there is a scarcity and high turnover of individuals willing to be Client Employed Providers.

The high turnover is partly due to health benefits and lack of workers compensation. The reason health benefits are so essential for Client Employed Providers is because the job is often physically strenuous. Back injuries can develop. If a CEP is injured on the job, their only option many times is to quit, because they do not have enough money to go to a doctor, nor is there anyone who can give respite care until the CEP has recovered. If the CEP leaves the client, the client must search for another care provider. This can take weeks.

With a low pool of quality trained CEPs there is a risk of hiring people who might take advantage of the person they are working for. This brings in the issue of safety. With higher wages and benefits there would be a greater pool of prospective CEPs who would have better qualifications, skills and ethics. Many people with disabilities feel trapped and fearful within their own homes because they are or may be taken advantage of or abused. This causes stress and emotional anguish in a person's life. We require stable workers who are paid sufficiently for the work they do. We need to feel safe and secure to fire or hire the care givers we rely on for our daily lives. We should not have to worry that we will not find anyone or have to hire people we're unsure of.

If we have care providers who are trained, paid well, and given medical benefits, the more likely they will remain employed as CEPs. The larger the pool of people we have to choose from, the greater stability we will have in own homes. Our lives depend on care givers. People with disabilities feel that Client Employed Providers deserve to be compensated for their dedication and hard work.

NORMA ANDERSON
HANDOUT

IN-HOME CAREGIVER FACT SHEET

ISSUE

How to provide the best and most cost effective care and services to Oregon's rapidly growing population of seniors and disabled citizens. Over 20% of Oregon's population is elderly or has a disability; Both groups are growing faster than the national average. As the number of men and women 70-90 years or more increases, Oregon is faced with their health care needs. It is anticipated that the legislature will be asked to approve an in-home benefits package for care givers.

RECOMMENDATION: Home health care is a less expensive, more humane solution than lengthy institutionalized /nursing home care. In keeping with the Area Agency on Aging and Disability's mission of building a comprehensive service delivery system for older and disabled Oregonians, we seek action to:

- ~ Improve the quality of care provider service by providing salary increases to better educated, more experienced care providers.
- ~ Offer them health benefits to encourage longevity of employment.

Housing: Fear of renting to disabled or elderly tenants unattended in the home can lead to homelessness.

Alienation /Human dignity: All Oregon residents should be granted the basic sense of community and self-worth engendered by receiving proper care in a home of their own.

HISTORY

In March, 1998, a caregiver summit held in Portland drew the participation of over 90 attendees. They came from the private sector, state and county government, nonprofit agencies and as concerned citizens. All were aware of the growing problem facing the state's expanding elderly and disabled population. Working groups continue to discuss strategies for change.

CURRENT PROGRAM

The **Client Employed Provider Program (CEP)** is a State program administered by individual area agencies on aging and disability. Clients are on Medicaid or part of Oregon Project Independence. **The program goal is to allow clients to remain at home receiving the help of a CEP rather than enter a care facility.**

A CEP is a person who goes into a client's home to provide varying levels of personal assistance. CEPs usually provide only 2-3 hours of in-home services per week per client. At the present time they receive very low wages and **no insurance or workmen's compensation coverage**. They are not reimbursed for mileage between clients, although the nature of their work includes considerable travel. Both public and private agencies experience serious hiring and retention problems.

CLIENT EMPLOYED PROVIDER

	Hourly	Annually	
Entry Level	\$7.80	\$16,224.00	<u>Based on 40 hr week</u>
After 6 months and/or training	\$8.02	\$16,681.60	<u>Most CEP's do not work full time</u>

OTHER OCCUPATIONS

	Hourly	Annually	
Child Care Workers	\$7.28	\$15,142.00*	*Benefits/insurance may be added
Nurses Aides, Orderlies, Attendants	\$8.24	\$17,145.00*	
Cook - Short Order	\$7.02	\$14,600.00*	
Retail Clerk	\$8.56	\$17,812.00*	

Source: Oregon State Employment Office 1996-1997

There is currently a desperate need for caregivers to assist Medicaid, Oregon Project Independence and private agency clients who are elderly or disabled. Many circumstances make providing much needed in-home services either difficult or impossible. Transportation is a particular problem in bad weather and in areas considered dangerous. Many rural placements are unsuccessful due to transportation and low wages.

The need for assistance and caregiving continues to increase statewide. Example: The CEP program in Clackamas County, only one of many programs experiencing shortages, had 42 unfilled orders for caregivers in January 1998. Currently there are 70 unfilled requests for assistance. The average time that a request goes unfilled is 55 days.

Problems and Examples of Need:

Housing and safety issues linked to the issue of in-home care:

A client in a wheelchair needs only 3 hours per week of housekeeping. None of the current CEPs can accommodate this small plan. The impact on the client is that garbage and accumulated clutter may lead to fires, falls or eviction from the premises.

Present cost of care	Cost with benefits	Cost of alternative care	Private rate
\$103.20/mo	\$116.10/mo	SAFH \$1253.70/mo	FH\$700.00/mo
		(Adult foster home)	

Respite Some elders behave in ways that make it difficult to work with them:

The daughter of a person with dementia needs respite assistance for only 6 hours per week. Agency inability to find assistance has resulted in exhaustion and a near breakdown for the daughter; the mother is at risk of losing her in-home care status and being relocated to a nursing home.

In-home care cost	Cost with benefits	Cost of dementia care	Private rate
\$273.74/mo	\$312.44/mo	ALF \$1620.00/mo	ALF \$2150.00/mo
		(Assisted Living Facility)	

Unreliable help with shopping or errands can result in gaps in proper food/prescriptions:

An elder needs a caregiver with a car to do shopping. Few caregivers can afford cars and no CEP with a car is currently available. An unreliable patchwork of arrangements is made causing stress and uncertainty about medication and nutrition. The elder may have to miss meals or eat whatever is available in the house.

Present cost of care	Cost with benefits	Cost of alternative care	Private rate
\$68.80/mo	\$77.40/mo	RCF \$1,134.70/mo	RCF \$1245.00/mo
		(Residential care facility)	

An unmet need for minimal personal assistance may keep a person from living at home:

A person with a disability requires 1 hour each morning to assist with dressing and 6 hours in split shifts on the weekend. Very few caregivers will work Sundays or 1 hour shifts.

Home care cost	Cost with benefits	Cost of alternative care	Private rate
\$584.80/mo	\$659.90/mo	SNH \$2667.30/mo	NH \$4,140.00/mo
		(Nursing home)	

Bill BRADLEY

FIXED AND CONFUSED:

*Social Work in Animal Shelters
or: Dairy Farming in a Lactose-Intolerant World*



PSU

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CRITICAL ACCLAIMED COMIC PLAY RETURNS TO PORTLAND!

"Fixed and Confused: Social Work in Animal Shelters or Dairy Farming in a Lactose Intolerant World," the seriously comic original play by Bill Bradley, which premiered to rave reviews in Laughing Horse Bookstore, enjoyed a successful run at the Back Door Theatre, and is now touring nationally, will return to Portland for **three Fridays at 8pm, April 23rd -- May 7 at Portland State University's North Stage in the Parkway Commons of Smith Memorial Hall**. Admission will be by donation, \$5 - 25 recommended, to benefit Students For Unity at PSU. Reservations optional, please call Bill at 236-6948.

Liz Brown of *Willamette Week* calls **Fixed and Confused** "dynamic and poignant ... fresh, hilarious, and right on target."

Jess Crary of the *Oregonian* writes, "Bradley approaches radical politics with a refreshingly funny outlook that neither alienates his audience nor undercuts the gravity of the message."

Tina Satter of *Anodyne Magazine* calls **Fixed and Confused** "a profound play ... navigating with the flowing humor of a true storyteller."

Sevin Koont, Professor of Philosophy at Lewis and Clark College: "An impressively thoughtful, engaging, and significant work ... a wonderfully inventive and original play that conveys some very important ideas."

Larry Lack, former critic with the *Los Angeles Free Press*: "I was privileged to see Lenny Bruce perform live on more than one occasion. Bill Bradley's portrayal of American Society is as insightful, as revealing, and as funny as Bruce was at his best. I know this is very high praise, and I say it with all sincerity."

Mike Parker of the *Portland Alliance*: "Bill Bradley is offering us something truly revolutionary, and it should be supported."

Just Out's Flora Sussely concludes, "If we have been looking for an original voice, a profound thinker, and a perceptive intelligence in a playwright, we have found it ... I think Bradley will be recognized as one of our best comic political writers ... There are no reasons not to see this wonderful new work."

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