

(Draft)

Meeting of the

WACOSA BOARD of DIRECTORS

(Held virtually, Wednesday, April 19, 2021)

MOTION –

To approve financial resources to increase wages for Direct Support Professionals (DSP's) commensurate with current market rates in WACOSA's employment sector and geographical area.

Background: WACOSA has been experiencing difficulty hiring staff for a number of years. In the wake of the COVID-19 pandemic, attracting/retaining the necessary staff to serve WACOSA clients has hit a critical level. While compensation encompasses much more than just hourly wage, it is also true that staff often shop for their next employment relationship by applying for employment based upon advertised hourly wages. WACOSA's competitors (primarily client residential programs) pay two to three dollars more per hour for qualified staff than does WACOSA. WACOSA currently ranks in the bottom of hourly wages for equivalent work in our area. We are unable to admit the 50+ individuals awaiting services or to accept the multiple offers to employ community work crews due to this lack of human resources.

In the interest of improving WACOSA's ability to hire DSP/support staff, WACOSA's Board of Directors motions to move forward with the following three phases:

Phase 1: Direct Support Professional and related Program positions will be adjusted May 1, 2021 to reflect current market rates in our employment sector and geographic area.

Phase 2: With the exception of WACOSA's Executive Director, all other non-DSP positions will be researched and adjusted July, 2021, as dictated by market rate data.

Phase 3: Subsequent years of budgeting will reflect efforts to remain competitive in the market rate of our employment positions to ensure adequate staffing for client services and related tasks.

WACOSA's governance and leadership will continually embrace a philosophy that invests in and promotes DSP/support positions as professional careers of pursuit that are critical to support our clients now and into the future.

The Executive Director will provide regular updates to WACOSA's HR and Finance Committees related to the success of this action, including the resources spent in the carrying out of this motion.

CERTIFICATION

I hereby certify that the foregoing resolution is a true and correct copy of the resolution presented to and adopted by the WACOSA Board of Directors at a duly authorized meeting held on the 19th of April, 2021.

Jon Archer, President
WACOSA Board of Directors