



State employees need a career ladder

- There are 15,327 employees in the Dept. of Aging and Disability Services - the median salary is \$28,903
- There are 11,937 employees in the Department of State Health Services - the median salary is \$33,800

- **Average annual salaries in DADS and DSHS**

\$20,271	Food Service Worker I
\$22,223	Clerk II
\$23,572	Direct Support Professional I & Psychiatric Nurse Aide I
\$23,273	Rehab Therapy Tech II
\$29,439	LVN II
\$24,920	Maintenance Specialist II
\$36,976	Social Worker II
\$42,244	Qualified Intellectual Disability Professional I
\$50,795	Nurse I

- **WHY SB 571 / HB 1615?**

SB 571 / HB 1615 would create a salary career ladder for employees who currently make under \$75,000 a year. The salary ladder will be based on the employees designated classification and years of service with the agency. Any employee that qualifies for the salary career ladder and receives at least a satisfactory annual evaluation will receive a step increase in pay each of their first 10 years of service. This pay increase will be equal to 1/10th the difference between their current salary and the minimum salary of an employee in the next highest classification.

Providing a salary career ladder for low-paid state workers would reduce turnover by incentivizing experienced, high-performing employees to stay working for the state. Lower turnover among state employees reduces costs to taxpayers associated with hiring and training new employees. A lower turnover rate also enhances the quality of services by increasing the average experience level and tenure of the state employees providing those services.

Support SB 571 by Senator Menendez and HB 1615 by Representative Alonzo