



# Increase FTE's AND raise pay for all State Hospital and SSLC employees

*“The state of Texas spent almost \$30 million in seven months on overtime and contract labor at its institutions for people with disabilities ... between Sept 1 2017 and March 31, 2018, taxpayers paid \$13 million in overtime to the employees at the 13 state supported living centers... The cost of overtime and contract labor will likely hit \$50 million this fiscal year for the third year in a row.”*

**Austin American Statesman, June 6, 2018**

*While still severe, the problem is not as acute at state hospitals. “In fiscal year 2017 state hospitals paid out \$9.7 million in overtime pay with the bulk of that going to PNAs.”*

**Rider 143 State Hospital Workforce Report**

Not only does the vast amount spent on overtime cost taxpayers, it also adversely affects individuals receiving services and the employees providing those services. The people served are denied the consistency of a well trained, experienced staff and staff are denied the time needed for rest and other obligations. Staff at some facilities are required to work mandatory overtime, sometimes double shifts with less than eight hours to report back to duty. Employees are often denied requests for time off because the facility must maintain adequate coverage. These circumstances lead to low morale, negatively affect job performance and contribute to high turnover.

Turnover at these facilities is among the highest rates in state employment. Direct Support Professionals have turnover rates at 54 percent, Psychiatric Nurse Assistants at 34 percent, LVNs at 24 percent and RNs at 22 percent.

Part of the solution is evident. To ease the high turnover and secure quality services for our vulnerable citizens, Texas must raise the pay and increase the maximum number of FTEs these facilities are allowed to hire. When DFPS employees were given a decent pay raise and the agency increased the number of staff, the turnover decreased and the quality of services improved. That formula will work for our state hospitals and state supported living centers.

**Instead of working harder with no incentive, state employees are leaving the workforce. A State Auditor’s Office report released in December found that agency turnover was at 27.8% in the 2018 budget year. The top reasons employees said they left were unrealistic work expectations, better pay and benefits and poor working conditions or environments.**

SSLC/STATE HOSPITAL average pay comparison	Annual salary	Hourly wage
DSP I	\$23,572	\$11.69
LVN II	\$29,499	\$14.63
RTT II	\$22,973	\$11.04
Buc-ee's Food Service wkr.	\$31,200	\$15.00
Costco Cashier	\$29,120	\$14.00

## Texas State Employees Union asks you to support:

- A pay raise of \$6,000 for ALL state employees**
- Increase staffing for better services and to reduce turnover**
- Carreer ladder for ALL state employees**