

Recommendations for WAGES+ Program Changes for FY 09-10

Budget Amount	Budget Item/Policy Option	Pop. Impact	IMPACT/POLICY RATIONALE
\$100,000	Est. Budget Savings 09-10	Center/FCC	Anticipated budget savings anticipated based on current staffing patterns and their qualifications.
\$60,103	Est. Cost of Increasing Minimum Contribution for Teacher Assistants with less than 6 units to \$8.15 per hour from a minimum of \$7.75 per hour ¹	Center/FCC	Some programs will be able to easily absorb this cost and others will find increasingly challenging for the following number/percentage of centers: 14 participants will experience a decrease in WAGES+ of \$2,000 or more (48%), 9 - \$5,000 or more (31%), 4 - \$10,000 or higher (14%).
\$133,966	Est. Cost of Increasing Minimum Contribution for Teacher Assistants with 6 - 11 units (and higher) to \$8.56 per hour from a minimum of \$7.75 per hour ²	Center/FCC	Nearly 100% of all participating WAGES+ FCC providers will have to increase wages for staff, but costs will be relatively low (if reduction in funding is isolated).
\$24,444	Est. Cost of freezing enrollment of New FCCs in program when participant attrition (projected 7)	FCC	21 FCC providers are currently on a waiting list for program participation.
\$52,379	Est. Cost of FCC staff attrition (projected 15)	FCC Staff	FCCs that leave the program will no longer have staff receiving WAGE+ funding, cut backs in hours and staffing is generally anticipated.
\$48,000	Suspension of \$50 per month Quality Stipends, temporarily based on New FDCRS and Gateway capacity for new assessments	FCC	Temporary suspension of the Quality Stipends for FCCs is based on the knowledge that Gateway to Quality Child Care is behind on assessments, FCCs from FY 07-08 had still not received an assessment, and the use of a new assessment tool, which has tended to lower scores and been problematic to FCC. When Gateway catches up to assessment demand, all providers are assessed, and scores on new tool analyzed, the Quality Stipend will be revisited, with any changes in the policy necessary.
\$ 418,892	TOTAL ESTIMATED COST OF PROGRAM CHANGES		

¹\$8.15 = average hourly wage contribution by participating centers for job class

²\$8.56 = average hourly wage contribution by participating centers for job class

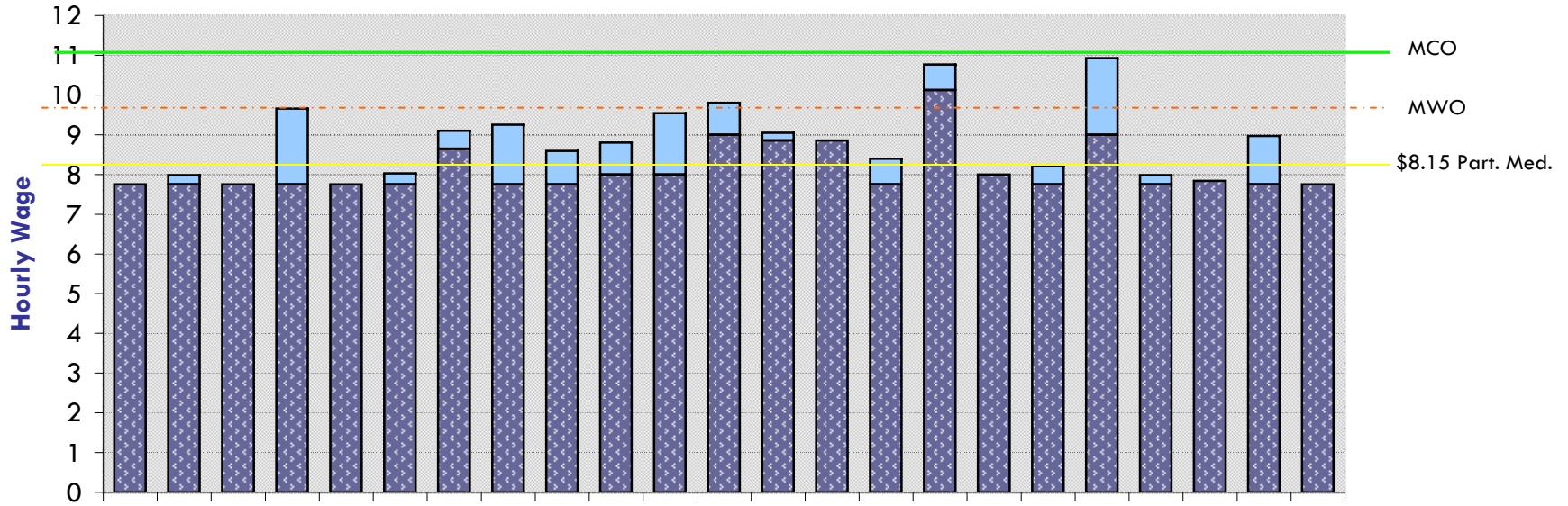
Other WAGES+ Budget Cut Options

<i>Budget Amount</i>	<i>Budget Item/Policy Option</i>	<i>Pop. Impact</i>
\$ 53,976	~25% Reduction in amount of monthly stipend for Paid Time Off for FCC owners	FCC
\$ 4,000	Reduction of amount of reimbursement for Paid Sick Leave for classroom staff	FCC
\$ 100,000	Cost of eliminating payroll service reimbursement	Center/FCC
\$ 114,000	Cost of eliminating \$200/\$100 Administration Funding	Center/FCC
\$ 275,000	Cost of eliminating payroll tax reimbursement (FICA & SUI)	Center/FCC
\$ 215,000	Cost of eliminating Workers Comp. Insurance Reimbursement	Center/FCC
\$ 40,000	Cost of eliminating OT augmentation	Center/FCC
\$ 507,693	Est. Cost of Increasing Minimum Contribution for Teacher Assistants with less than 6 units to \$9.79 (MWO) ³	Center/FCC
\$ 351,350	Est. Cost of Increasing Minimum Contribution for Teacher Assistants with 6 - 11 units (and higher) to \$9.79 (MWO)	Center/FCC
\$ 1,607,043	TOTAL ESTIMATED COST OF PROGRAM CHANGES	

³MWO = Minimum Wage Ordinance

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Aids & Assistants (>6 ECE/CD units)

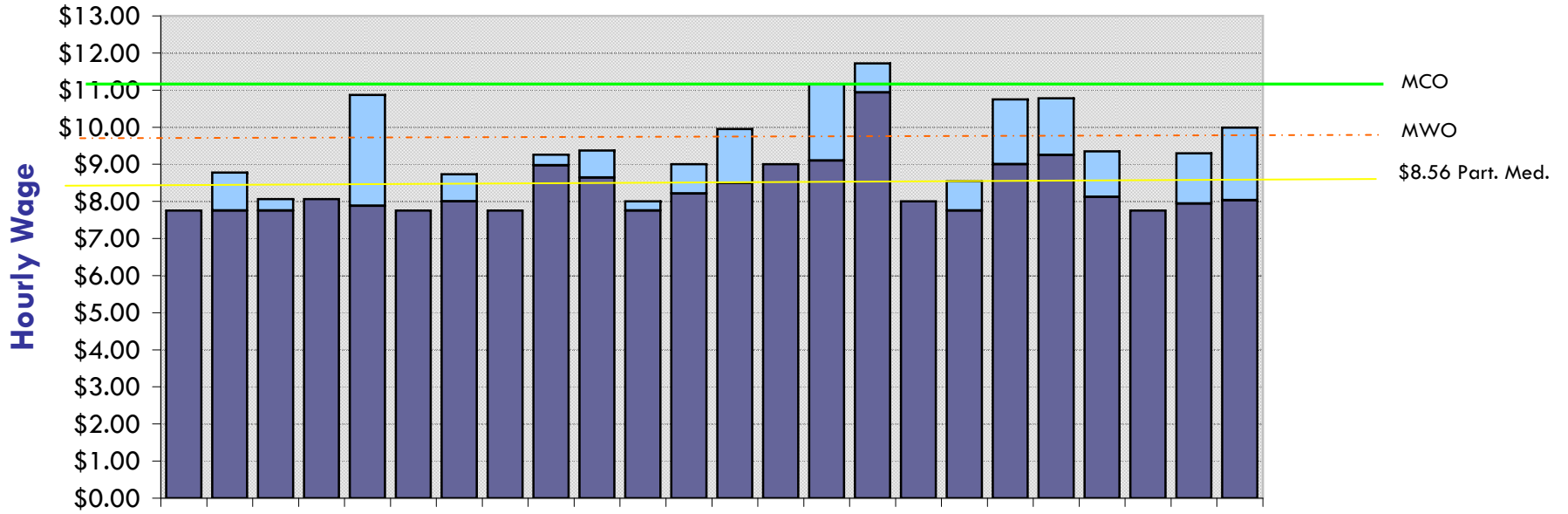


WAGES+ Participants



Recommendations for WAGES+ Program Changes for FY 09-10

Teacher Assistants (6 to <12 ECE/CD units)



WAGES+ Participants

Average Base Pay for Job Title
 Average Supplement Above Wage Floor