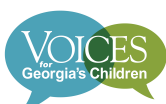


Governor Deal's proposed pay increases for child-serving positions in Georgia highlight not only his commitment to helping children, but also the importance of supporting these valuable workers. As is reflected in the Governor's proposed budget for FY17, pay increases for these positions would help address issues of retention and recruitment, and we believe this is a laudable step towards ensuring sufficient services for children and support for the Georgians that serve them. The Governor's Proposed FY17 Budget and the DOAS FY15 Workforce Report emphasize several positions that are of particular importance to children, including:

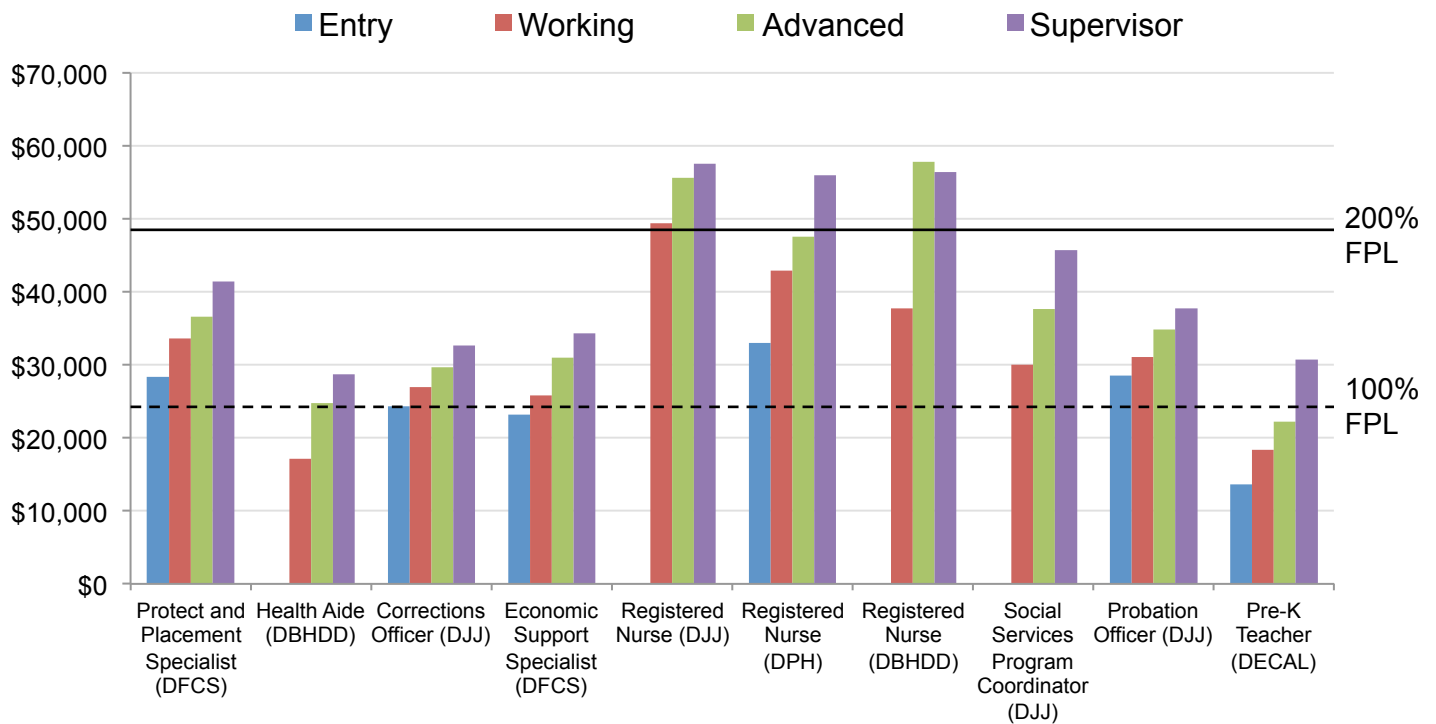
- Protect and Placement Specialist (DFCS)
- Health Aide (DBHDD)
- Corrections Officer (DJJ)
- Economic Support Specialist (DFCS)
- Registered Nurse (DJJ, DPH, DBHDD)
- Social Services Program Coordinator (DJJ)
- Probation Officer (DJJ)
- Pre-K Teacher (DECAL)

Turnover Rates and Average Salaries of Child-Serving Workers (FY15)

Position	Voluntary Turnover	Entry Level	Working Level	Advanced Level	Supervisor
Protect and Place. Spec. (DFCS)	38.9%	\$28,331.11 (286 workers)	\$33,617.39 (1,318 workers)	\$36,599.22 (205 workers)	\$41,397.07 (425 workers)
Health Aide (DBHDD)	24.44%	NA (0 workers)	\$17,122.05 (1,318 workers)	\$24,776.46 (301 workers)	\$28,677.88 (45 workers)
Corrections Officer (DJJ)	47.40%	\$24,322.01	\$26,990.00 (706 workers)	\$29,689.92 (1,024 worker)	\$32,658.91 (183 workers)
Economic Support Spec. (DFCS)	7.39%	\$23,216.95 (117 workers)	\$25,825.22 (1,611 workers)	\$31,031.28 (388 workers)	\$34,389.37 (277 workers)
Registered Nurse (DJJ)	24.90%	NA (0 workers)	\$49,434.00 (77 workers)	\$55,644.96 (11 workers)	\$57,551.88 (17 workers)
Registered Nurse (DPH)	18.0%	\$32,971.00	\$42,937.00 (4 workers)	\$47,586.00 (16 workers)	\$55,951.00 (7 workers)
Registered Nurse (DBHDD)	40.42%	NA (0 workers)	\$37,756.54 (252 workers)	\$57,846.90 (15 workers)	\$56,446.11 (153 workers)
Social Services Prog. Coord. (DJJ)	2.60%	NA (0 workers)	\$30,012.72 (10 workers)	\$37,620.84 (45 workers)	\$45,709.20 (10 workers)
Probation Officer (DJJ)	20.04%	\$28,564.32 (89 workers)	\$31,119.84 (377 workers)	\$34,804.44 (11 workers)	\$37,760.88 (79 workers)
		Assistant Teacher	Lead Teacher (2 year degree)	Lead Teacher (4 year degree)	Lead Teacher (PSC certified)
Pre-K Teachers (DECAL) <i>* required minimums</i>		\$13,611.17	\$18,375.09	\$22,265.74	\$30,685.94

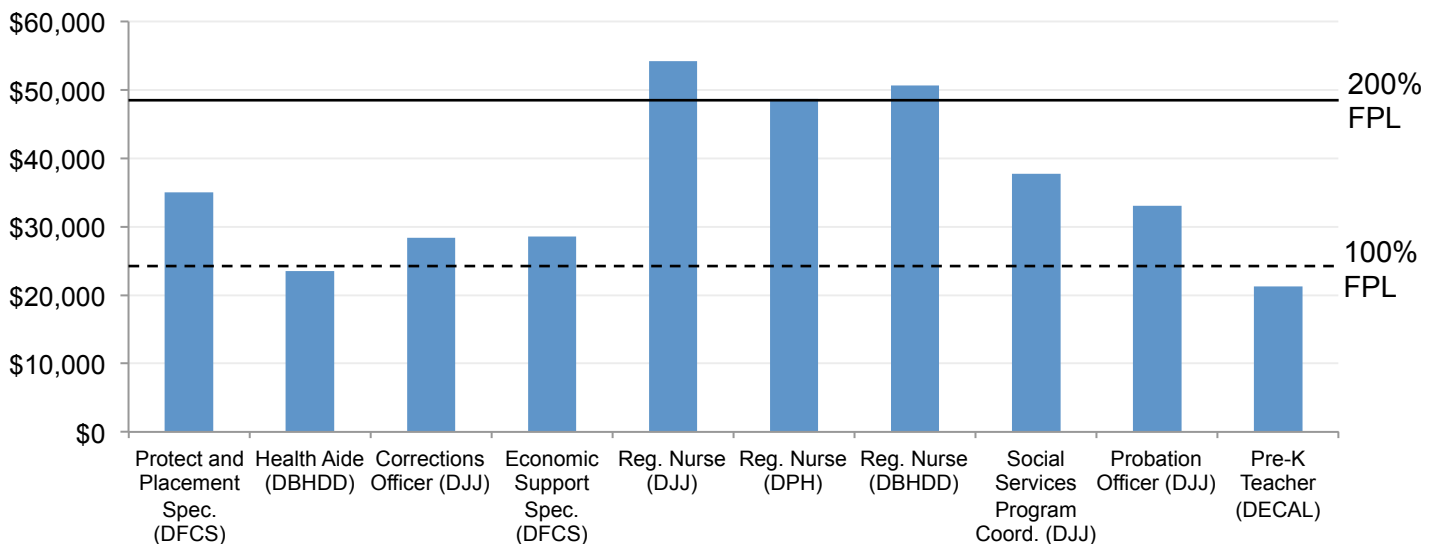


Average Salaries of Child-Serving Positions (by level)



Note: FPL (Federal Poverty Levels) for a family of 4 in FY15 (100%: \$24,250.00 and 200%: \$48,500.00)

Average Salaries of Child-Serving Positions (levels combined)



Note: FPL (Federal Poverty Level) for a family of 4 in FY15 (100%: \$24,250.00 and 200%: \$48,500.00)

Increased funding could provide salary increases and strengthen recruitment and retention efforts for these positions that play an important role in the lives of children.

Salary data from www.open.ga.gov/, [GA Pre-K Provider's Operating Guidelines](#), and personal communication.

Turnover Rate data from DOAS [FY15 Workforce Report](#) and personal communication.

Federal poverty levels retrieved from [2015 Poverty Guidelines](#).

Position	Description	Qualifications			
		Entry Level	Working Level	Advanced Level	Supervisor
Protect and Place. Spec. (DFCS)	Manage child abuse or neglect cases, provide immediate or follow-up protective and/or placement services for clients.	BA/BS	MA/MS in behavioral science or BSW and 1 year at lower level	MSW or BSW and 1 year at lower level and/or 1 year law enforcement work in related area	MSW and 1 year experience in leadership role or BSW and 2 years case management at lower level
Health Aide (DBHDD)	Provide basic patient care and work with patients to develop daily living skills.	HSD or GED	HS Diploma or GED and 6 months related experience	HS Diploma or GED and 1 year related experience or 1 year at lower level	HS Diploma or GED and 2 years related experience or 1 year at lower level
Corrections Officer (DJJ)	Maintain custody and security of prisoners and incarcerated offenders, and maintain order.	HS Diploma or GED and Any experience	HS Diploma or GED and 2 years clerical experience	HS Diploma or GED and 2 year at lower level	HS Diploma or GED and 2 years at lower level
Economic Support Specialist (DFCS)	Interview and investigate applicants and recipients to determine eligibility for use of programs and resources.	HS Diploma or GED and 1 year related experience with client contact or 60 hours at an accredited college	BS/BA in related field or HS Diploma or GED and 2 years related experience or 60 hours at an accredited college and 1 year related experience or 1 year at lower level	BA/BS in related field and 1 year related experience or HS Diploma or GED and 3 years related experience or 1 year at lower level	BA/BS in related field and 2 years experience or HS Diploma or GED and 4 years related experience with at least 1 year in leadership role or 1 year at lower level
Registered Nurse (DJJ and DBHDD)	Assess client health needs, develop nursing care plans, and administer nursing care to clients.	BSN or ASN and GA RPN License	BSN or ASN and GA RPN License and Any related experience	BSN or ASN and GA RPN License and 1 year related experience	BSN or ASN and GA RPN License and 2 years in leadership role

Note: AA/AS: Associate's, BA/BS: Bachelor's, MA/MS: Master's/Bachelor's of Social Work, BSN/ASN: Bachelor's/Associate's in Nursing, RPN: Registered Professional Nurse, ECE: Early Childhood Education, PSC: Professional Standards Commission
 Disclaimer: Job descriptions and qualifications have been condensed to accommodate for space. For full job descriptions and qualifications please see reference links below.

Position	Description	Qualifications		
		Entry Level	Working Level	Advanced Level
Registered Nurse (DPH)	Focuses on prevention of illness, injury/disability, promotion of health, and maintenance of the health of populations. Cares for populations with special needs during disasters or emergencies and biological/chemical protocols.	ASN and completion of PHN course within 1 year of hire and GA RPN License and CPR certification	BSN and GA RPN License and CPR Certification or ASN and 1 year PHN experience and completion of PHN course within 1 year of hire and GA RPN License	BSN and 1 year PHN experience and GA RPN License and CPR certification or ASN and 2 years PHN experience and completion of PHN course within 1 year of hire and GA RPN License
Social Services Prog. Coord. (DJJ)	Administer services in dependency, mental illness, youth development, and physical/developmental disability programs.	NA	MA/MS in related field	MA/MS in related field and 2 years related experience
Probation Officer (DJJ)	Performs intake, assessment, program/treatment planning, counseling, and case management services for juvenile offenders	AA/AS in related field and Passing test scores	BA/BS in related field and Passing test scores or 2 years at lower level	BA/BS in related field and 3 years related experience or 2 years at lower level
Pre-K Teacher (DECAL)	Lead: supervise/teach students, ensure compliance with program requirements, and supports parents. Assistant: supports program, work with individual/small groups, and clerical support.	Assistant Teacher • Paraprofessional Certificate • Child Development Assoc. Credential • Technical ECE Cert. of Credit or Diploma • BA/BS/MA/MS • PSC Certification • Spec. Degree/PhD	Lead Teacher (2 year degree) • ECE Associate Degree or Montessori Diploma	Lead Teacher (PSC certified) PSC certification in: • ECE • Birth through Five • Special Education • Out-of-state, valid, and current teaching certificates

Note: AA/AS: Associate's BA/BS; Bachelor's, BSN/ASN: Bachelor's/Associate's in Nursing, ECE: Early Childhood Education, GA: Georgia, MA/MS: Master's, MSW/BSW: Master's/Bachelor's of Social Work, RPN: Registered Professional Nurse, PHN: Public Health Nurse, PSC: Professional Standards Commission
Disclaimer: Job descriptions and qualifications have been condensed to accommodate for space. For full job descriptions and qualifications please see reference links below.
Job information retrieved from DOAS job lists for [Health](#), [Social Service](#), and [Law Enforcement](#). Pre-K Teacher job information retrieved from DECAL's [GA Pre-K Provider's Operating Guidelines](#).