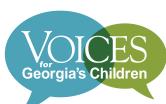


Governor Deal's proposed pay increases for child-serving positions in Georgia highlight not only his commitment to helping children, but also the importance of supporting these valuable workers. As is reflected in the Governor's proposed budget for FY17, pay increases for these positions would help address 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:

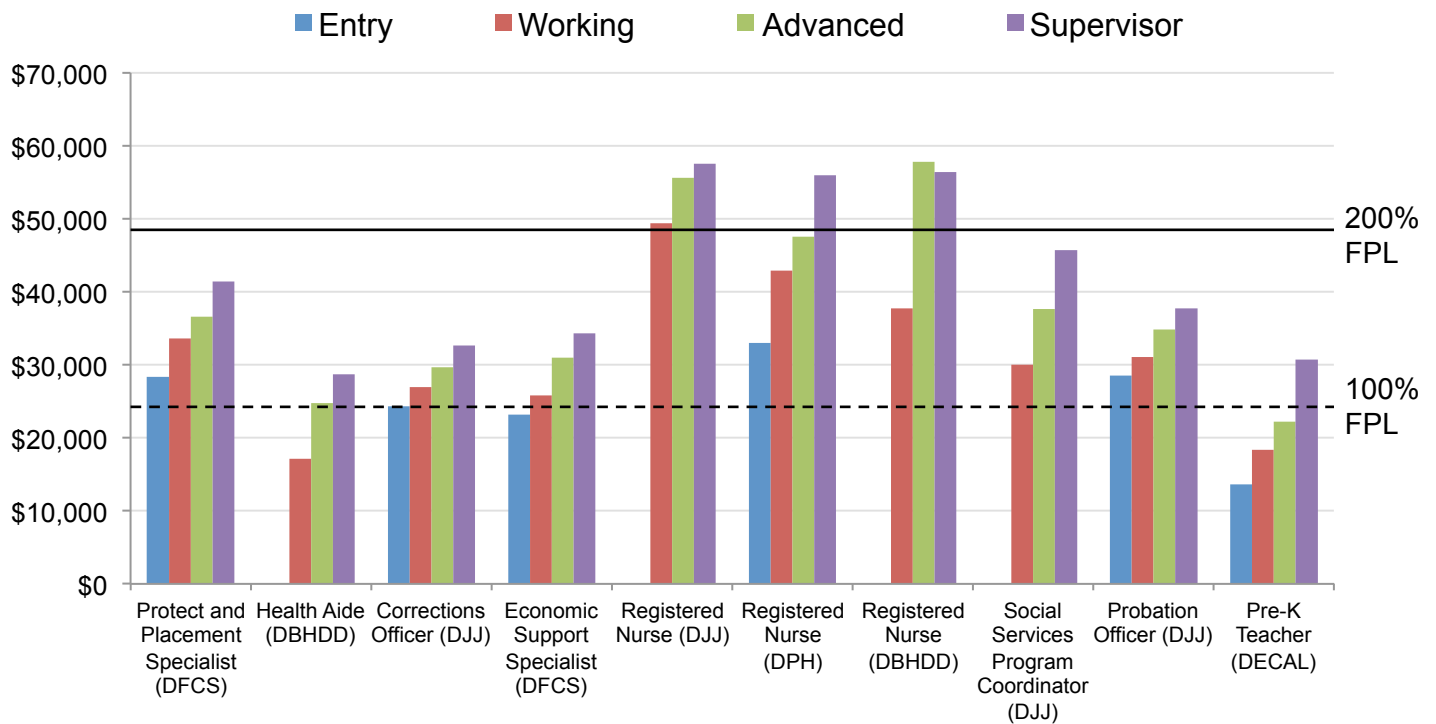
- Protect and Placement Specialist (DFCS)
- Health Aide (DBHDD)
- Corrections Officer (DJJ)
- Economic Support Specialist (DFCS)
- Registered Nurse (DJJ, DPH, DBHDD)
- Social Services Program Coordinator (DJJ)
- Probation Officer (DJJ)
- Pre-K Teacher (DECAL)

## 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)
		<b>Assistant Teacher</b>	<b>Lead Teacher (2 year degree)</b>	<b>Lead Teacher (4 year degree)</b>	<b>Lead Teacher (PSC certified)</b>
Pre-K Teachers (DECAL) <i>* required minimums</i>		\$13,611.17	\$18,375.09	\$22,265.74	\$30,685.94

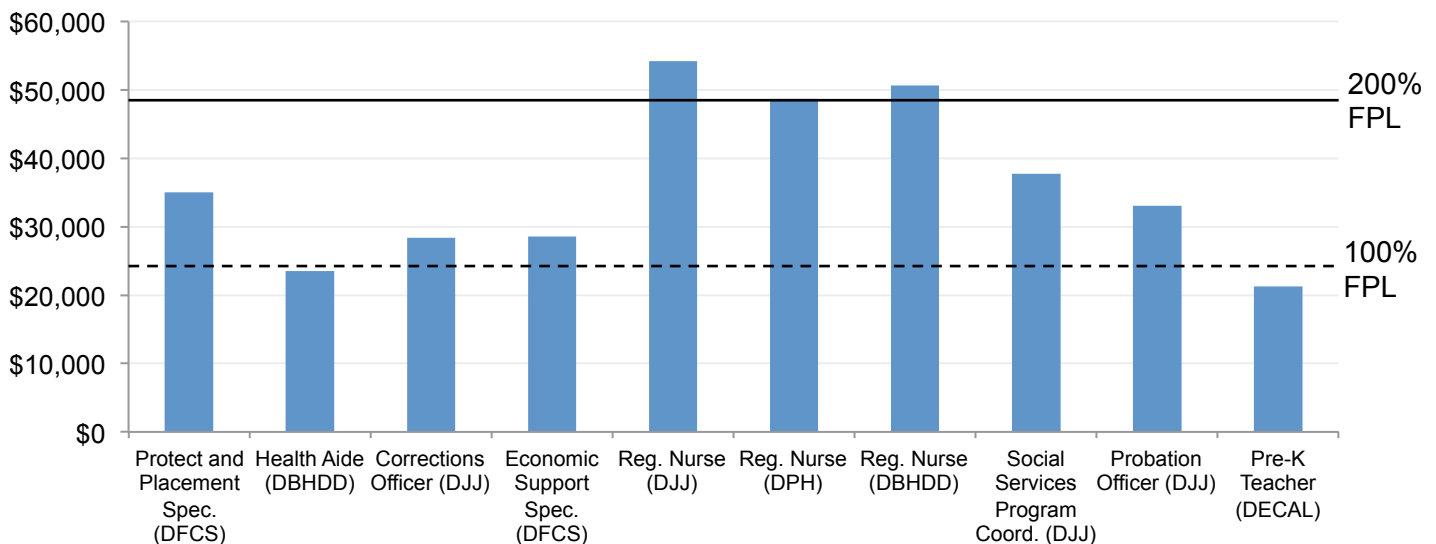


## Average Salaries of Child-Serving Positions (by level)



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/](http://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
<b>Protect and Place. Spec. (DFCS)</b>	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 <b>or</b> BSW <b>and</b> 1 year at lower level	MSW <b>or</b> BSW <b>and</b> 1 year at lower level <b>and/or</b> 1 year law enforcement work in related area	MSW <b>and</b> 1 year experience in leadership role <b>or</b> BSW <b>and</b> 2 years case management at lower level
<b>Health Aide (DBHDD)</b>	Provide basic patient care and work with patients to develop daily living skills.	HSD <b>or</b> GED	HS Diploma <b>or</b> GED <b>and</b> 6 months related experience	HS Diploma <b>or</b> GED <b>and</b> 1 year related experience <b>or</b> 1 year at lower level	HS Diploma <b>or</b> GED <b>and</b> 2 years related experience <b>or</b> 1 year at lower level
<b>Corrections Officer (DJJ)</b>	Maintain custody and security of prisoners and incarcerated offenders, and maintain order.	HS Diploma <b>or</b> GED <b>and</b> Any experience	HS Diploma <b>or</b> GED <b>and</b> 2 years clerical experience	HS Diploma <b>or</b> GED <b>and</b> 2 year at lower level	HS Diploma <b>or</b> GED <b>and</b> 2 years at lower level
<b>Economic Support Specialist (DFCS)</b>	Interview and investigate applicants and recipients to determine eligibility for use of programs and resources.	HS Diploma <b>or</b> GED <b>and</b> 1 year related experience with client contact <b>or</b> 60 hours at an accredited college	BS/BA in related field <b>or</b> HS Diploma <b>or</b> GED <b>and</b> 2 years related experience <b>or</b> 60 hours at an accredited college <b>and</b> 1 year related experience <b>or</b> 1 year at lower level	BA/BS in related field <b>and</b> 1 year related experience <b>or</b> HS Diploma <b>or</b> GED <b>and</b> 3 years related experience <b>or</b> 1 year at lower level	BA/BS in related field <b>and</b> 2 years experience <b>or</b> HS Diploma <b>or</b> GED <b>and</b> 4 years related experience with at least 1 year in leadership role <b>or</b> 1 year at lower level
<b>Registered Nurse (DJJ and DBHDD)</b>	Assess client health needs, develop nursing care plans, and administer nursing care to clients.	BSN <b>or</b> ASN <b>and</b> GA RPN License	BSN <b>or</b> ASN <b>and</b> GA RPN License <b>and</b> Any related experience	BSN <b>or</b> ASN <b>and</b> GA RPN License <b>and</b> 1 year related experience	BSN <b>or</b> ASN <b>and</b> GA RPN License <b>and</b> 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
<b>Registered Nurse (DPH)</b>	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 <b>and</b> completion of PHN course within 1 year of hire <b>and</b> GA RPN License <b>and</b> CPR certification	BSN and GA RPN License <b>and</b> CPR Certification <b>or</b> ASN <b>and</b> 1 year PHN experience <b>and</b> completion of PHN course within 1 year of hire <b>and</b> GA RPN License	BSN <b>and</b> 1 year PHN experience <b>and</b> GA RPN License <b>and</b> CPR certification <b>or</b> ASN <b>and</b> 2 years PHN experience <b>and</b> completion of PHN course within 1 year of hire <b>and</b> GA RPN License
<b>Social Services Prog. Coord. (DJJ)</b>	Administer services in dependency, mental illness, youth development, and physical/developmental disability programs.	NA	MA/MS in related field	MA/MS in related field <b>and</b> 2 years related experience
<b>Probation Officer (DJJ)</b>	Performs intake, assessment, program/treatment planning, counseling, and case management services for juvenile offenders	AA/AS in related field <b>and</b> Passing test scores	BA/BS in related field <b>and</b> Passing test scores <b>or</b> 2 years at lower level	BA/BS in related field <b>and</b> 3 years related experience <b>or</b> 2 years at lower level
<b>Pre-K Teacher (DECAL)</b>	<b>Lead:</b> supervise/teach students, ensure compliance with program requirements, and supports parents. <b>Assistant:</b> supports program, work with individual/small groups, and clerical support.	<b>Assistant Teacher</b> • Paraprofessional Certificate • Child Development Assoc. Credential • Technical ECE Cert. of Credit or Diploma • BA/BS/MA/MS • PSC Certification • Spec. Degree/PhD	<b>Lead Teacher</b> (2 year degree) • ECE Associate Degree or Montessori Diploma	<b>Lead Teacher</b> (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](#).