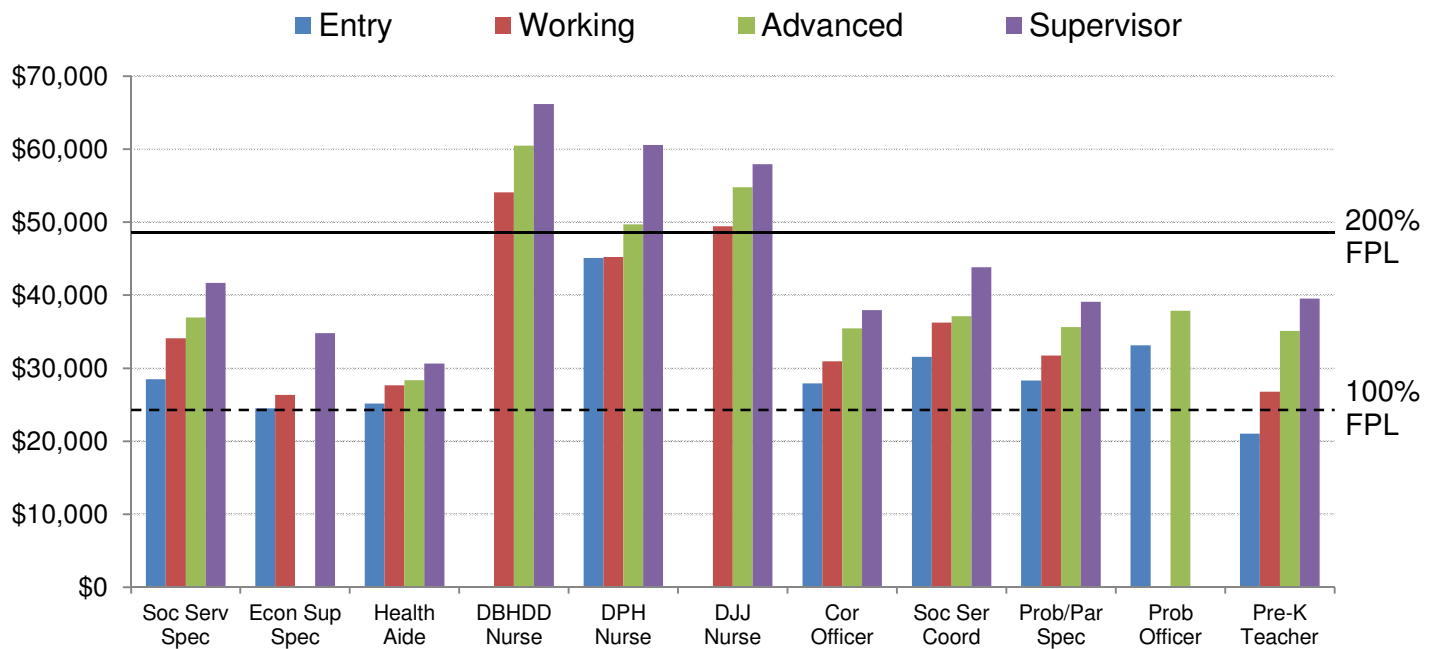


## Turnover Rates and Average Salaries of Child-Serving Workers (FY16)

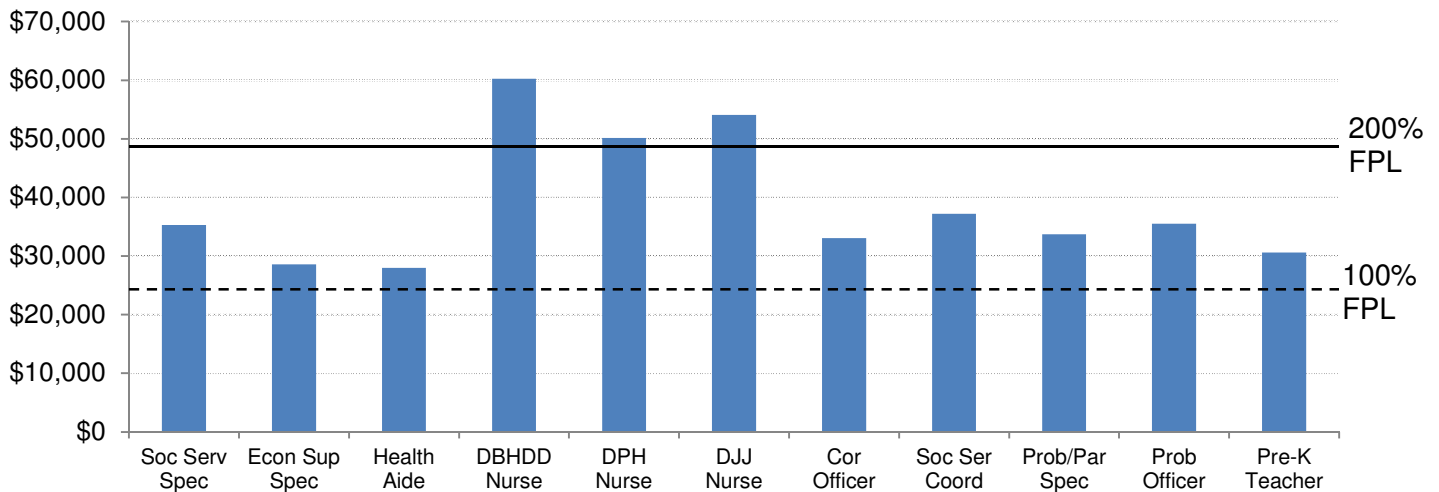
- Social Services Specialist (DFCS)
- Economic Support Specialist (DFCS)
- Health Aide (DBHDD)
- Registered Nurse (DBHDD, DPH, DJJ)
- Corrections Officer (DJJ)
- Social Services Program Coordinator (DJJ)
- Probation/Parole Specialist (DJJ)
- Probation Officer (DJJ)
- Pre-K Teacher (DECAL)

Position	Voluntary Turnover	Entry Level	Working Level	Advanced Level	Supervisor
Social Services Specialist (DFCS)	13.9%	\$28,485.36 (587 workers)	\$34,115.15 (1,421 workers)	\$36,962.89 (232 workers)	\$41,689.56 (475 workers)
Economic Support Spec. (DFCS)	9.7%	\$24,517.44 (247 workers)	\$26,364.66 (1,525 workers)		\$34,797.41 (284 workers)
Health Aide (DBHDD)	18.5%	\$25,165.22 (920 workers)	\$27,674.52 (91 workers)	\$28,347.52 (139 workers)	\$30,660.60 (40 workers)
Registered Nurse (DBHDD)	17.7%		\$54,100.18 (146 workers)	\$60,495.89 (69 workers)	\$66,199.64 (5 workers)
Registered Nurse (DPH)	18.8%	\$45,099.35 (72 workers)	\$45,221.75 (275 workers)	\$49,964.21 (427 workers)	\$60,592.29 (235 workers)
Registered Nurse (DJJ)	13.1%		\$49,445.76 (75 workers)	\$54,802.92 (11 workers)	\$57,928.56 (17 workers)
Corrections Officer (DJJ)	NA	\$27,938.04 (812 workers)	\$30,942.24 (756 workers)	\$35,454.96 (158 worker)	\$37,948.44 (183 workers)
Social Services Prog. Coord. (DJJ)	NA	\$31,555.92 (77 workers)	\$36,248.28 (25 workers)	\$37,145.52 (44 workers)	\$43,845.96 (10 workers)
Prob/Parole Specialist (DJJ)	15.5%	\$28,297.92 (80 workers)	\$31,743.72 (374 workers)	\$35,634.36 (72 workers)	\$39,110.28 (85 workers)
Probation Officer (DJJ)	NA	\$33,129.00 (80 workers)		\$37,881.72 (41 workers)	
		<b>Lead Teacher (2 yr degree)</b>	<b>Lead Teacher (4 yr degree)</b>	<b>Lead Teacher (Certified T4)</b>	<b>Lead Teacher (Certified T5)</b>
Pre-K Teachers (DECAL) <i>* required minimums</i>	NA	\$21,029.27 (47 workers)	\$26,780.00 (912 workers)	\$35,118.35 (2,899 workers between T4 and T5)	\$39,552.00

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



## Average Salaries of Child-Serving Positions (levels combined)



Note: FPL (Federal Poverty Level) for a family of 4 in FY16 (100%: \$24,600.00 and 200%: \$49,200.00)

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.