



PCCN Salary & Benefits Gap

Critical Need #1 – Increased funding for Parent Child Centers by \$5.2 million to close the salary and funding gap

How did we arrive at the \$5.2 million dollar gap?

We compared the following job titles to similar positions at the state level and education:

- Social Worker
- Child Benefits Specialist
- Early Childhood Teacher

We gathered average salary information for the positions above from Parent Child Centers (PCC) and compared them to state and education at the step four level, meaning four years of experience. We thought it would be a conservative comparison since many of the staff in these PCC positions exceed four years of experience.

On average, the PCC Network salary ratio is 21% below state and education rates with some job titles as low as 32%. PCC salaries that came in at less than 21% of state and education rates usually meant those employees exceed 4 years of experience.

Based on an average differential of \$11,893, taking into consideration PCC's account for approximately 330 direct service staff, **the total salary gap estimate is approximately \$3.92 million.**

Specific to health insurance, the state benefit exceeds the PCC benefit by approximately 50% making **the health benefit gap approximately \$620,375.** 2 out of 15 cannot afford to contribute towards health insurance.

The State retirement contribution is 17% vs 3% at the PCC level. **The estimated retirement benefits gap about \$1.94 million.** 5 out of 15 cannot afford to offer the benefit.

The PCC Network has a direct service staff turnover rate that ranges from 3 to 41% with the average being 16%. Our childcare turnover rates in some regions exceed 60%.



State vs PCCN Salary & Benefits Gap

Salary Gap examples (based on state of Vermont pay step 4):

Social Worker: State pay \$59,883, PCCN pay \$45,528, a difference of \$14,355

Child Benefits Specialist: State pay \$51,875, PCCN pay \$46,086, a difference of \$5,789

Early Childhood Teacher: Public Pre-K pay \$58,843, PCCN pay \$40,040, a difference of \$18,803

Health Insurance gap:

State contributes \$11,738, PCCN on average \$8,528. 2 out of 15 Parent Child Centers can't afford to contribute towards health insurance.

Retirement Benefits:

State contributes 27% of salary to benefits, PCCN on average 3%. 5 out of 15 PCCS can't afford to contribute towards retirement.