

2017 Application

COMPENSATION & FTE ENHANCEMENT FOR CURRENT PROGRAMS

CONTEXT

The VOCA plan has set aside approximately 6.1 million to support current providers' (current providers are those agencies or Tribes that are currently contracted through OCVA and/or DSHS to provide crime victim services: CVSC programs; Domestic Violence Shelters; Sexual Assault Services. Current providers already receive VOCA funding and these funds are intended to support those services) efforts to improve service quality and sustainability through addressing staff recruitment and retention challenges. A central goal of the entire plan is ensuring access to high quality services for victims of crime throughout the state. To achieve this goal, service providers must be able to recruit and retain highly effective staff. The VOCA Plan recognized two major challenges relating to this goal:

1. **Inadequate compensation** (including both salary and benefits) is making it difficult to attract and retain qualified staff. Crime victim service providers lose both applicants and experienced staff to other nonprofits and to governmental entities that offer significantly higher compensation. In some areas of the state, compensation for service providers is so low that potential applicants as well as current staff feel compelled to accept employment in unrelated fields in order to support themselves and their families.
2. **Inadequate FTEs to handle the demands of service delivery** includes some organizations that only have a part-time advocate and some crime victim service providers who do not have sufficient resources to support adequate staffing to meet service demands currently. Consequently, unreasonable demands are placed on current positions, resulting in stress and frustration, reducing effectiveness and leading to turnover.

APPLYING

There will only be one application for organizations to complete, even if they receive funding for services from the OCVA CVSC Program, DSHS Shelter programs, or OCVA Sexual Assault programs.

There are two parts to the application:

- 1) Narrative
- 2) Excel budget sheets

Complete all the pages that are relevant to your request (Narrative, Salary, Benefits, Admin. or Indirect). Funding, once granted, will be added to your current grant/contract using an Amendment.

These funds will not be added to formula funding but will be considered separate at this time. It is anticipated that this application will be issued again next spring for a July 1, 2017 start date.

Programs can only apply once, either through this application or next year's application. While no funding is ever guaranteed, sustainability of these increases is a priority and will remain at the increased level as long as funding allows.

1. COMPENSATION ENHANCEMENT (APPROXIMATELY \$3.1 MILLION):

The VOCA Plan includes additional funding to address staff recruitment and retention challenges to be awarded through amendments to current grants and contracts with victim service providers. To obtain

the additional funds, current service providers are required to submit a application detailing the strategies they wish to use to address the recruitment and retention issues they are confronting. These new dollars will not be added into any of the existing funding formulas. Instead, the process described below will result in awarding grant and contract amendments to current providers. Programs can apply for salary, benefits and administrative or indirect costs. Programs may also apply to add “benefits only” if a new or expanded benefit is being requested but no salary increases.

Below are some websites that may offer suggestions on how you might arrive at your request.

- <http://livingwage.mit.edu/> includes Washington county by county calculation – need to augment with Washington’s new minimum wage law info
- http://www.payscale.com/research/US/Job=Victim_Advocate/Salary - national info on victim advocate salaries with interesting demographic, educational, career path info
- www.payscale.com also offers free analysis of one position
- US Bureau of Labor Statistics – has “community and social service occupations” but probably too general to be very useful
- <http://www.bls.gov/regions/news-release-finder.htm?states=WA> has cost of living increase info for various parts of Washington
- <http://www.hr-guide.com/data/G474.htm> basic tool to do your own comp study
- <http://wscadv.org/resources/2015-wages-benefits-survey-report/> recent report by WSCADV on Washington domestic violence program wages & benefits

2. FTE ENHANCEMENT (APPROXIMATELY \$3 MILLION):

The VOCA Plan includes funding to address the need for additional FTE in cases where a program has less than 1.0 FTE currently dedicated to providing direct services and/or has need for additional FTE to provide basic services. Basic services refers to a current grantee’s/contractor’s scope of work and the outcomes outlined in the grant/contract. Programs will need to explain the problem they are facing and why additional FTE will address this need.

This is not for new programming or enhancement of current programming. We understand that additional staff may be needed to reach new populations or for a new program, however, there will be an opportunity for current programs to apply later in the summer.

These funds are for service provision and to address a deficit in providing core or basic services.

PROCESS AND TIMELINE

Completed applications are due on or before September 30. Awards will be made through grant and contract amendments beginning in November.

Questions & Answers will be answered and posted to the OCVA Website by July 29th
(<http://www.commerce.wa.gov/Programs/PublicSafety/OCVA/Pages/VOCA-Funding-Sessions.aspx>)
Please contact Chris Fenno with questions at Christine.fenno@commerce.wa.gov or 360-725-2896.

Return to: Chris Fenno
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Technical assistance will be provided by WSCADV with a webinar scheduled for July 14.