


**DESC-SEIU
HEALTHCARE
1199NW
LABOR-
MANAGEMENT
PARTNERSHIP**

Seattle City Council
Budget Committee
10.16.23



DESC began in 1979 as an initiative out of the Seattle Mayor's office, in collaboration with community members who were concerned by the rate of homelessness among people with significant mental health challenges.

Since then, DESC has always challenged itself to be an essential community partner, growing to meet the needs of Seattle's most vulnerable adults, living homeless.

DESC owns and operates over 1,348 studio apartments of Permanent Supportive Housing and 350 emergency housing shelter beds in the city. We are also a licensed community behavioral health provider organization, offering behavioral health outreach services, outpatient services, and crisis response services in Seattle and across all of King County.

DESC IN SEATTLE

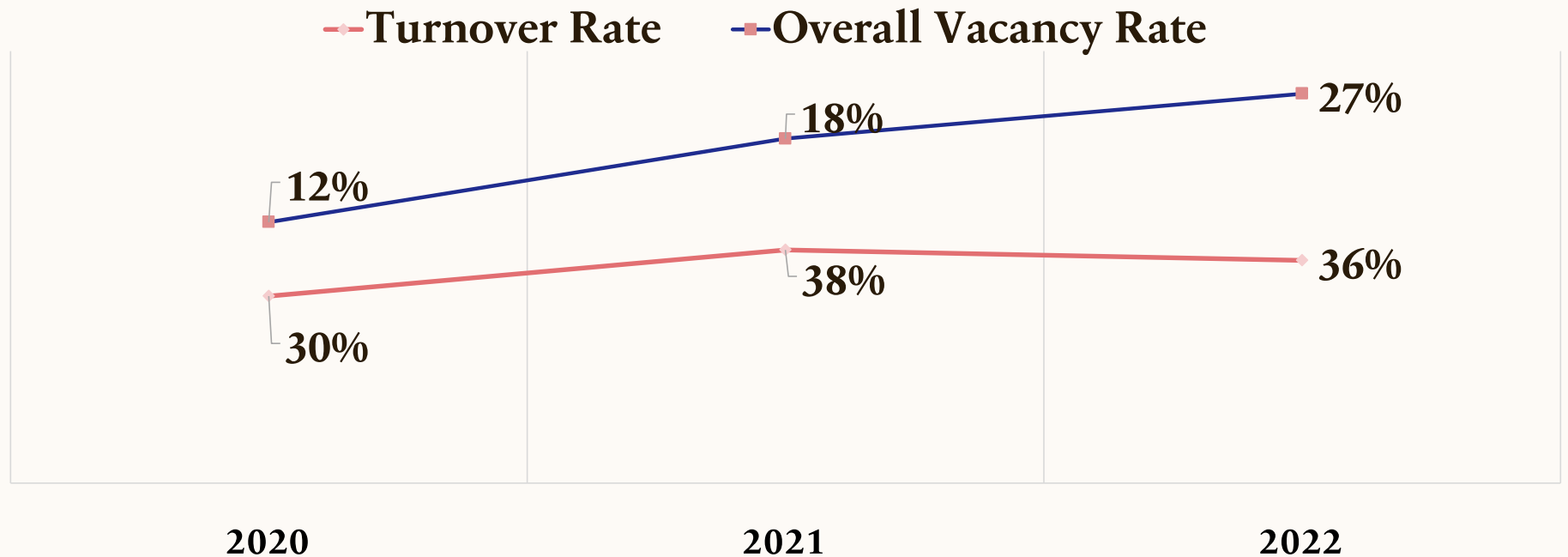


WHERE WE WERE IN 2022

- 74% of frontline DESC workers in the City of Seattle could not afford even a studio apartment without being rent-burdened
- Low wages for this highly challenging work contributed to more than 1 in 4 positions being vacant
- DESC needed an additional ~\$30 million annually in order to ensure all frontline workers can afford at least a studio apartment in the city they serve

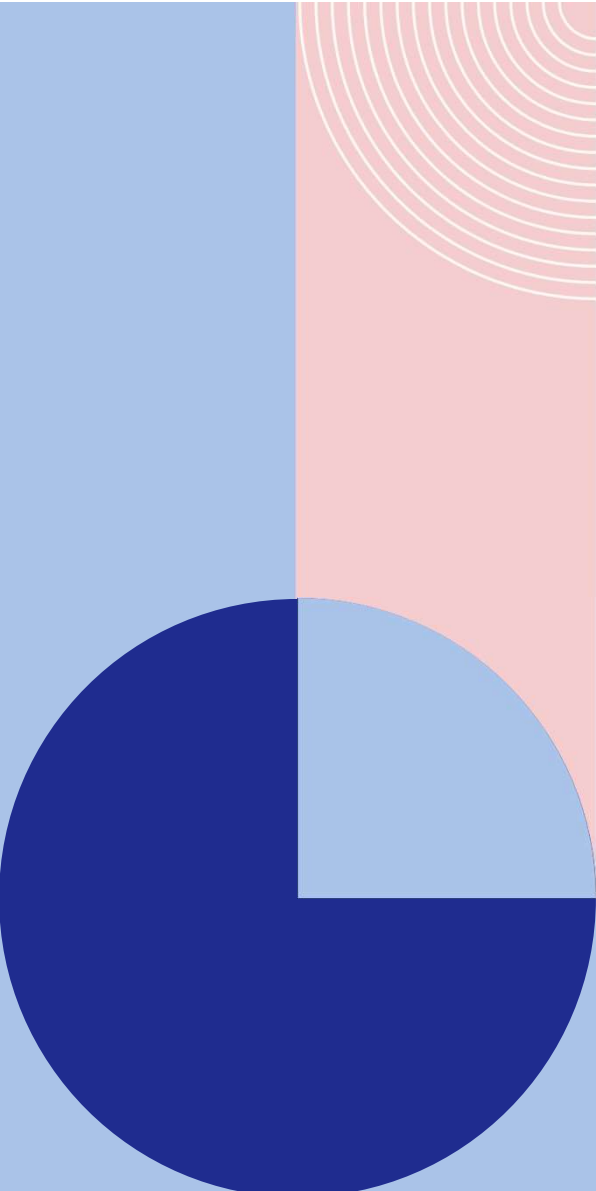
AND CLIENTS AND CITYWIDE OUTCOMES BORE THE IMPACTS OF THIS INADEQUACY

CLIMBING TURNOVER & VACANCY RATES AT DESC





**THE CITY TOOK
ACTION IN THE 2022
BUDGET CYCLE!**



THE FINAL BUDGET INCLUDED \$10.5 MILLION FOR DESC FRONTLINE WORKER WAGES

**COVERS ALL DESC CITY CONTRACTS, FUNDED
THROUGH JUMPSTART**



WHAT HAS THIS MEANT?



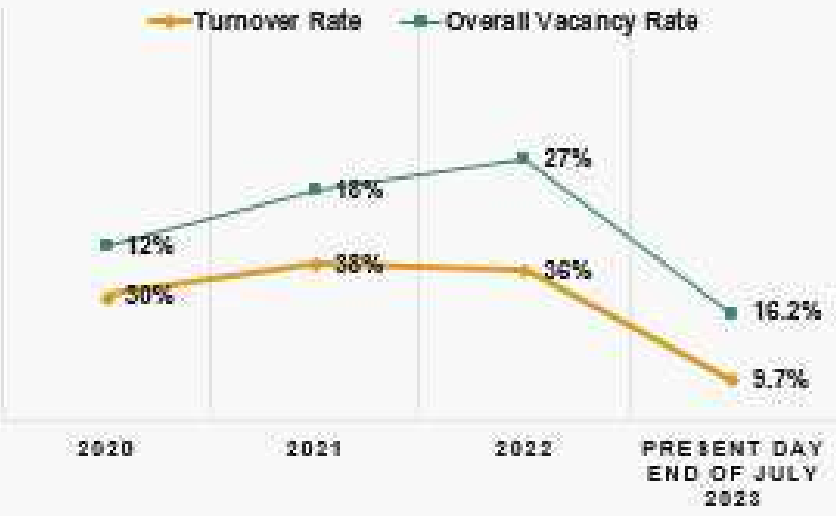
A NEW WAGE FLOOR OF \$56,500 (\$29/HOUR) AT DESC!

THIS IS A 48% INCREASE SINCE 1/1/2022

RESULTS!

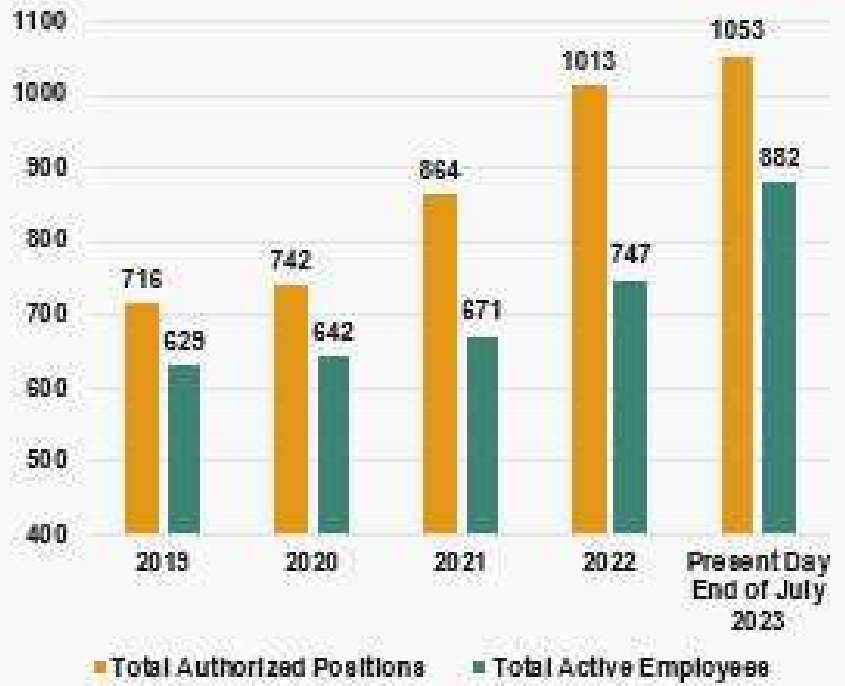


EARLY INDICATORS OF SUCCESS

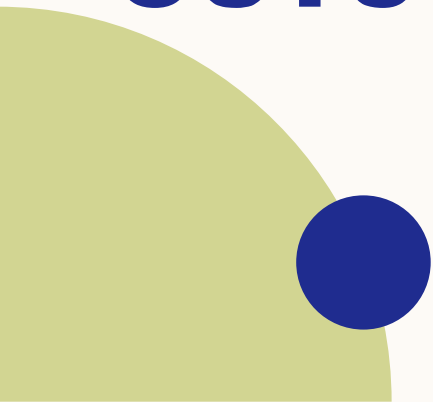
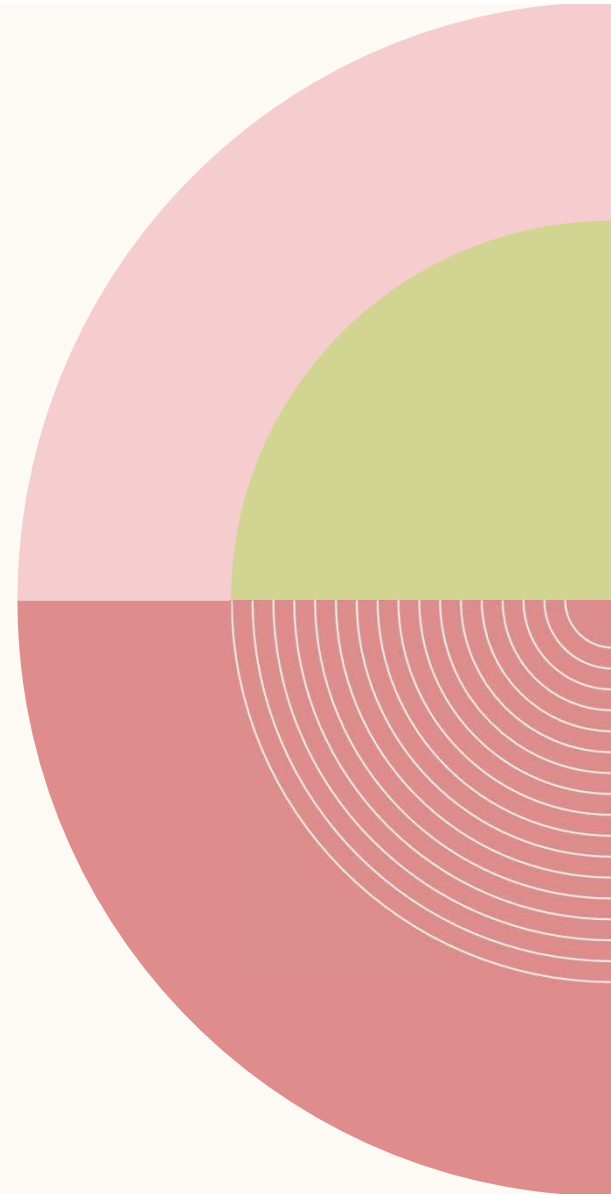


Note: Annual projection for turnover rate is on pace for 23%

Growth at DESC Since 2019



**AND WE ARE
SEEING THE
EFFECTS ON
CLIENTS AND
OUTCOMES**





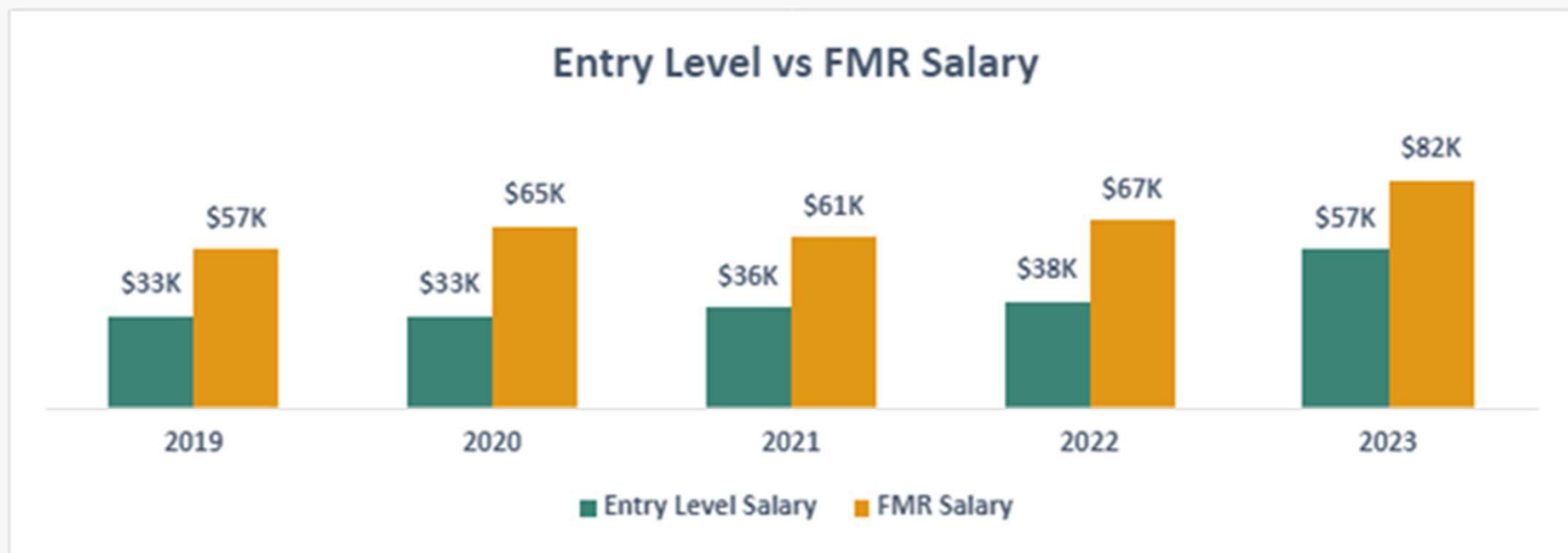
**BUT WE ARE NOT
DONE**

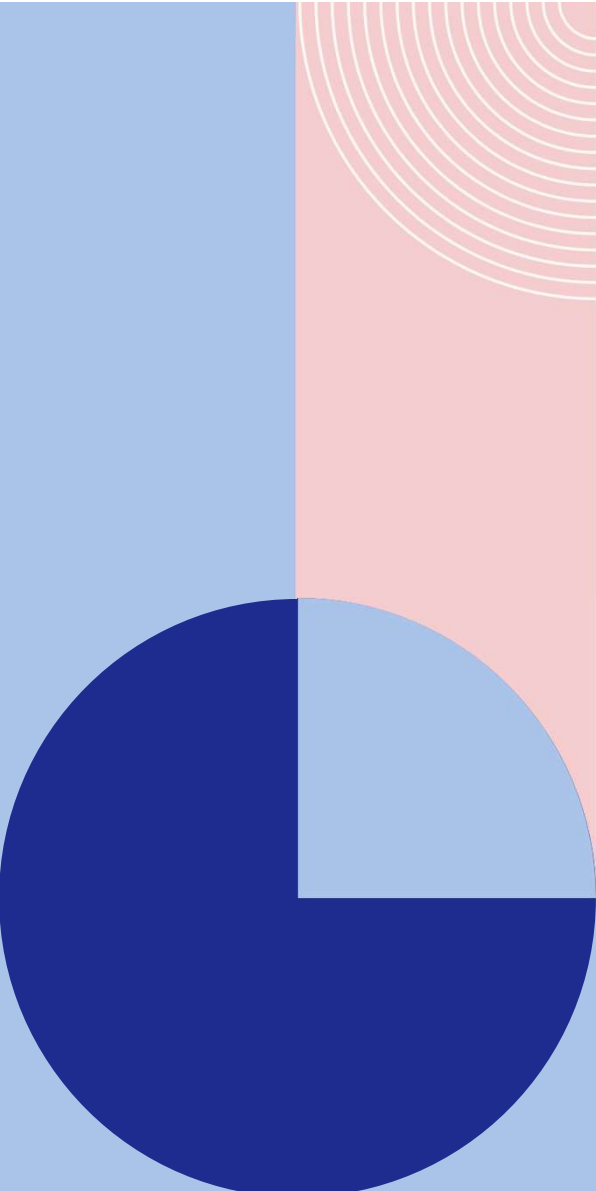
Progress towards achieving our wage goals

We just achieved a new wage floor at DESC of \$29/hr. or \$56,500 annually. This is a 48% increase since 1/1/2022.



Entry Level vs FMR Salary





**WE SAW THESE
RESULTS WITH A
MEANINGFUL STEP
FORWARD, BUT WE
ARE STILL
SIGNIFICANTLY
BEHIND**

**CURRENT MINIMUM INCOME NEEDED TO AFFORD A
STUDIO APARTMENT WITHOUT BEING RENT-
BURDENED IN SEATTLE: \$81,160**

MINIMUM SALARIES REQUIRED TO AFFORD A FAIR MARKET RENT STUDIO APARTMENT

HUD Metro Area	Monthly Cost for Efficiency/Studio at Fair Market Rent (FMR)	Salary required to afford FMR studio without rent burden
San Jose-Sunnyvale-Santa Clara	\$2,223	\$88,920
New York	\$2,123	\$84,920
Seattle-Bellevue	\$2,042	\$81,680
Los Angeles-Long Beach-Glendale	\$1,534	\$61,360
Denver-Aurora-Lakewood	\$1,390	\$55,600
Chicago-Joliet-Naperville	\$1,158	\$46,320

Source: https://www.huduser.gov/portal/datasets/fmr/fmrs/FY2023_code/select_Geography.odn

AT MINIMUM, WE CANNOT REPEAT THE PAST AND FALL BEHIND ONCE AGAIN



COLAs on ALL contracts!



Support for the Mayor's additional 2% on top of the ordinance-level inflation adjustment to begin to address years of wage suppression and inadequacy for human service workers.



Pass—and IMPLEMENT—the Housing Levy + JumpStart combined plan



THANK YOU

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