

**SALARY PARITY FOR CASE MANAGERS FUNDED THROUGH  
THE NYC DEPARTMENT FOR THE AGING**

**MARCH 1, 2016**

It is our understanding that Department of Homeless Services (DHS) is hiring social workers for nonprofits (not city workers) at a salary level of \$55,000. The Department for the Aging (DFTA) median case manager salary is only \$35,000 and \$48,000 for case management supervisors. Salaries have stagnated for a decade.

**STAFF TURNOVER:**

There are unsustainable structural problems within the case management program leading to large staff turnover rates:

- ✓ Low salaries
- ✓ One time funding which needs to be baselined
- ✓ No job security
- ✓ Lack of time to recruit and train staff
- ✓ This results in about 1 out of 5 budgeted positions remaining vacant.

**THE RESULT IS SUBSTANTIAL STAFF TURNOVER. FRAIL, HOMEBOUND SENIORS WAIT FOR SERVICES.  
LACK OF SUPPORT FOR FAMILY CAREGIVERS. UNSUSTAINABLE. VALUE SENIORS.**

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**WORKFORCE TURNOVER – 33% leave within a year and 50% leave within two years :**

- ✓ About one-third of case managers remain less than a year
  - ✓ About one-third of case management supervisors remain less than a year – these are more experienced professionals leaving the case management field.
  - ✓ Half of the case management workforce turn over every two years – both case managers and supervisors.
  - ✓ **It is impossible to recruit and retain MSWs which results in a lack of training and experience for a professional workforce to serve the rapidly growing older adult population in NYC.**
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**BUDGETED STAFF:**

# of case managers funded by DFTA baselined funds = 280  
# of case manager supervisors funded by DFTA baselined funds = 55  
# of case managers funded by City Council discretionary funds = 40  
# of case manager supervisors funded by City Council discretionary funds = 10

**TOTAL**

Case managers = 320  
Case manager supervisors = 65

Average caseload = 65

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**CLOSING THE COMPENSATION DISPARITY GAP:**

\$55,000 for case managers

\$65,000 for case manager supervisors

**AVERAGE SALARY GAPS:**

\$20,000 for case managers x 320 = \$6.4 million

\$17,000 for case manager supervisors x 65 = \$1.1 million

**COST = \$7.5 million**

**FRINGE BENEFITS:** 35% - 8-9% UIB/FICA (required) = \$2.7 million

**INDIRECT:** 10% Indirect, Health insurance supplement, OTPS = \$2 million

**COST = \$4.7 million**

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**TOTAL COST: \$12.2 million**

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