

# Our Persistence Paid Off: Wages That Help Recruit and Retain Great Staff

Our actions to get management to prioritize wages that respect our experience, keep up with the rising cost of living, and help us recruit and retain excellent staff at DESC have been successful! The 9% wage increases that many of us in various job classes will see on our next paycheck shows that when we stand together in unity, we get what we fight for.

## Job Classes That Will Receive the 9% Wage Increase

Behavioral Health Case Manager	RRH Case Manager	Certified Peer Specialist	Shelter Case Manager	SUD Counselor	Housing Specialist
Clinical Support Specialist	Housing Stabilization Specialist	MH Case Manager	HOST Project Assistant	PACT Program Assistant	OTN Care Navigator
Health Stabilization Specialist	Diversion Coordinator	Thrift Store Coordinator	Case Manager BA – MCT	Peer Navigator – MCT	Navigation Center Case Manager
Employment Specialist	SUD Counselor with Masters	Intake Specialist	MHP Case Manager	Psychotherapist	MCT Case Manager

## OUR FUTURE PRIORITIES

We know that the work done by folks outside of these job classes is vital to the work we all do at DESC, and that those of us in these positions deserve better wages, too. We also know that the job classes that are the lowest paid tend to be disproportionately filled by members who are Black/Indigenous/people of color. As a union, we are committed to racial justice and our agreement with management includes language that prioritizes wage increases for our lowest paid members in bargaining this fall.



“The work that we’ve done thus far influenced administration’s decision to consider wage increases in the first place. I’m really glad that we could get more money for these positions. They work damn hard and they deserve it. We want those positions to be as fortified as we can make them.” - **Andy Burian (he/him), RC @ Morrison**



“It’s super exciting that we won this significant wage increase for jobs with the most turnover. The bargaining team continues to still be concerned with the wages of our lowest paid workers and when we start bargaining again in August, we will work on those wages first and foremost.” - **Chloe Caswell (she/her), SAGE Mental Health Case Manager at Estelle**



“Our true worth comes from what we do for each other and for our clients, and this raise recognizes that. It upholds our values with one another.” - **Patricia Towers (she/her), Administrative Support 515**

## OUR BARGAINING TEAM

**Ryan Dolan (they/them)**  
Certified Peer Specialist @ CSC

**Des Anderson (they/them)**  
Shelter Coordinator @ QAS/Exhibition Hall

**David Helde (he/him)**  
Shelter Case Manager @ Exhibition Hall

**John Rios (he/him)** HOST Intensive Case Manager @ 216

**Sam Conard (he/him)** RC @ Kerner-Scott House

**Sasha Pollock (she/her)** Certified Peer Specialist @ 216

**Walker Thomas (he/him)**  
Shelter Coordinator @ West Wing

**Patricia Towers (she/her)**  
Administrative Support 515

**Chloe Caswell (she/her)**  
SAGE Mental Health Case Manager @ Estelle

**Robert Steffen (he/him)**  
Employment Engagement Specialist @ Wall

**Howard Bess**  
Case Manager with Mobile Crisis Team @ CSC

**Elise Moutsinga (she/her)**  
Janitorial @ Main Shelter

**Andy Burian (he/him)** RC @ Morrison