

Family & Children Services of Silicon Valley (soon to become a division of Caminar for Mental Health) provides services to Santa Clara County residents including outpatient substance Use treatment, mental health services and various other social service programs to more than 11,000 clients annually. Our organization is currently a living wage employer BUT in order to keep up with the increasing annual costs of living wage, we are requesting the County to:

- Provide annual and fair Cost of Doing Business increases on all County contracts not just those funded by the County General Fund in order for all contract agencies to continue to provide Living Wage salaries within our organizations
- Fund rates and cost reimbursement to fully fund our County Services at living wage rates
- Provide nonprofits a multi-year tiered pathway to achieve living wage standards

We have achieved a living wage for all our staff by supplementing County contract funds from our reserves. Unfortunately we cannot continue to supplement at this level indefinitely!

As a Behavioral Health Contractor, we appreciate that in recent years the Department of Behavioral Health Services has provided COLA funds for some non-general fund contracts such as AB109 and MHSA. However, we are very aware this was done at the Department's discretion and that the Department budget adjustments do not provide for contracts funded with restricted monies such as AB109, Mental Health Services Act, Measure A or state and Federal pass through contracts.

To keep up with annual Living Wage increased required by the County, providers will need COLA's on all County Contracts.

Sincerely,

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**Strengthening Families. Changing Lives**