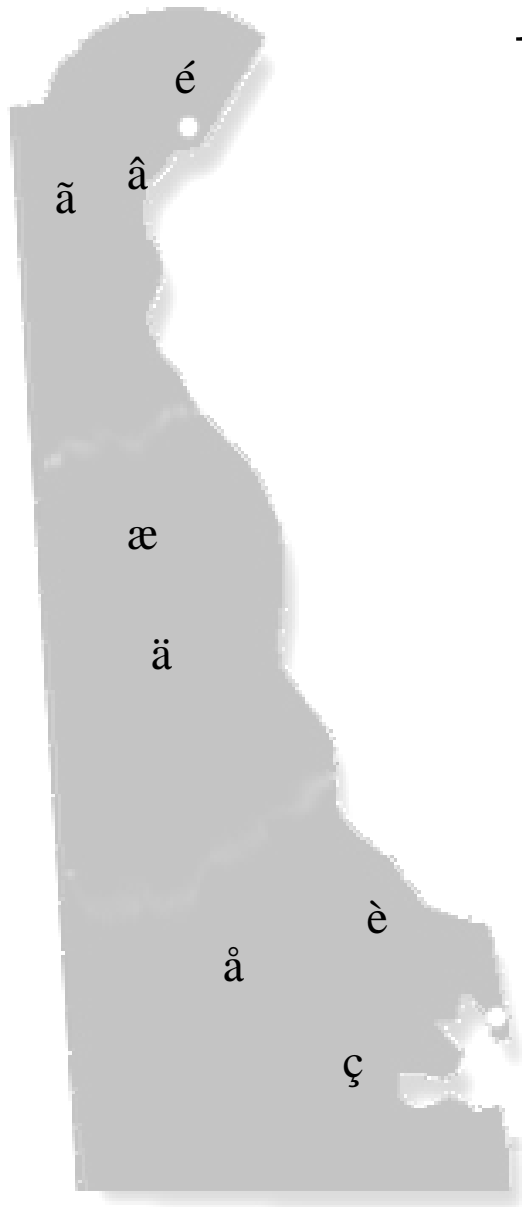


# The Housing Journal

Published by the Membership of the Delaware Housing Coalition

## Tenant Removals



- â East Lake Hope VI (2001):  
200 families relocated for Village of East Lake
- ã Greenfield Manor (2003):  
100 households “vouchered out” of project-based Section 8 homes
- ä Green Acres (2002):  
43 families displaced for proposed commercial development
- å Morris Mill Pond (2005):  
21 families displaced for “change of use” after complaints of illegal septic system and polluted well
- æ Victorian Village MHC (2005):  
160 manufactured home sites lost to proposed “change of use”
- ç Lynn Lee MHC (2005):  
87 households removed for luxury townhomes
- è Holly Lake MHC (2006):  
38 families removed for luxury townhomes
- é Brookview Apartments (2006):  
633 households displaced for Brookview Village

Delaware Tenants Displaced and Units Lost, 2001 To 2006

# The Housing Journal

Fall 2006  
The Delaware Housing Coalition  
[www.housingforall.org](http://www.housingforall.org)  
Email: [dhc@housingforall.org](mailto:dhc@housingforall.org)

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The Housing Journal is published by  
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giving number is  
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The MISSION of the Delaware Housing Coalition is to advocate for safe, decent and affordable housing throughout the state. Our goal is to affect, impact and shape the environment relating to housing. We are committed to fostering the growth and long-term flourishing of grass roots constituencies which develop their power; nurture their own problem-solvers and leaders; and work together to change the conditions which prevent them from obtaining safe, decent and affordable housing.

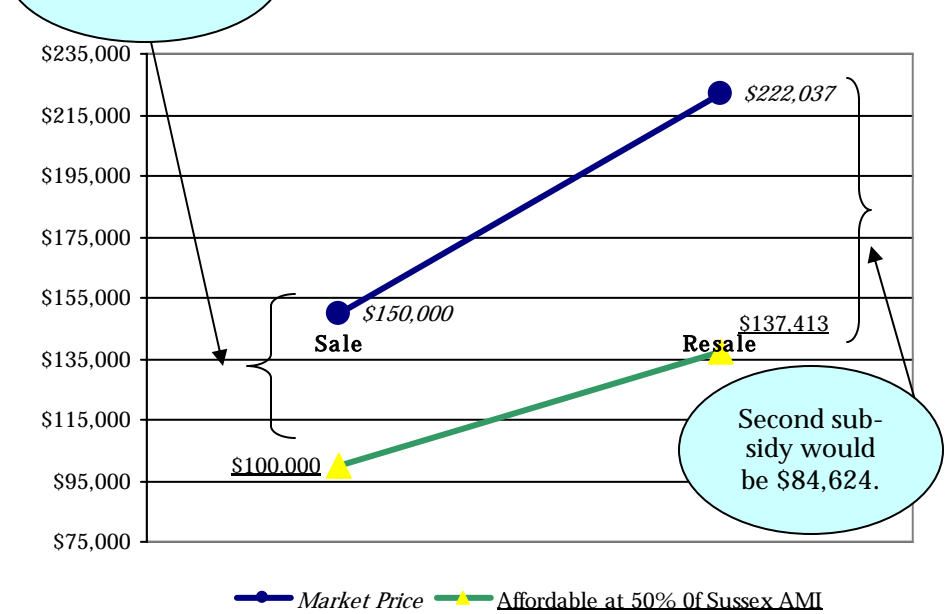
Cover:  
"Tenant Removals: Dela-  
ware Tenants Displaced  
and Units Lost, 2001–  
2006," from figures com-  
piled by DHC.



# The CLT and Subsidy Preservation

How the resale formula of the Diamond State CLT will work to preserve third-party investment in its properties and keep homes affordable over time.

## Scenario 1: Traditional Homeownership



## Scenario 1: Traditional Homeownership

The homeownership opportunity is subsidized through a grant that is not recaptured or only recaptured under specific circumstances, such as a resale before the end of a stated compliance period. At the end of that period, the homeowner sells without repaying the grant and sells for full market value. Upon resale, the home is no longer affordable to the target income group, unless a second and much larger grant is provided.

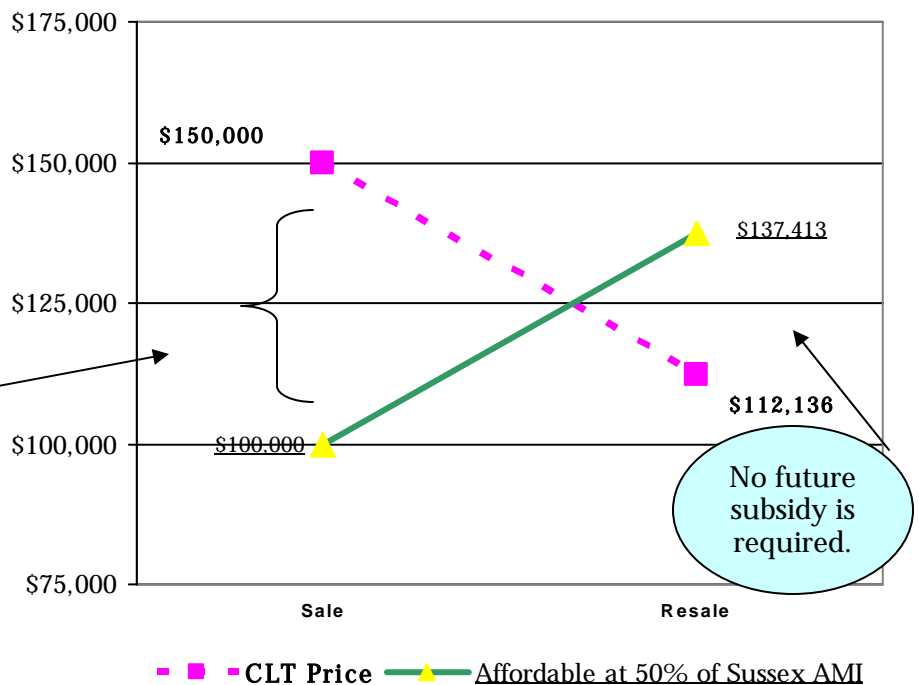
## Scenario 2: CLT Homeownership

In the CLT homeownership opportunity, the initial subsidy is retained by separation of the ownership of the land from the ownership of the structure. While the initial subsidy is the same, resale restriction, while avoiding the need for further subsidy, perpetuates affordability over time and repeated resales for the same income group or an even lower-income group. ∞

First subsidy is \$54,000, with buyer purchasing at \$96,000.

\*Affordability Assumptions: no other household debt, 6.5% APR on 30-year fixed-rate mortgage, 4% closing costs, 5% downpayment, taxes & insurance of .75% annually \*\* CLT Resale Price Assumes Basic 35% Appraisal-based formula.

## Scenario 2: CLT Homeownership



# Mortgage Foreclosure Filings in Delaware

Gerry Kelly

On June 30, 2006 The Reinvestment Fund (TRF), Philadelphia, PA completed an analysis of foreclosures in Delaware. Funding for the study came from the 2006 fiscal year state budget under the leadership of State Representative Helene Keeley. The Reinvestment Fund had previously completed comprehensive foreclosure studies for the State of Pennsylvania and the Federal Reserve Bank Of Philadelphia.

In Delaware TRF found 11,763 mortgage foreclosure filings between 2000 and 2005 with a 52% increase in year 2005 versus 2000. (A foreclosure filing represents the first legal action taken by a bank when a homeowner stops making payments on their mortgage. The filing takes place around three to four months after the first late payment. The actual sheriff sale, when the homeowners lose their home, takes place around nine months after the first missed payment). Many homeowners went in and out of foreclosure more than once during the period. After adjusting for unique properties, the number of foreclosure filings jumped 23% between 2000 and 2005. TRF estimates that 46% of owners in foreclosure either lost or sold their home subsequent to the foreclosure filing.

TRF's analysis revealed the following information:

☑ Foreclosure filings are disproportionately concentrated in New Castle County. With 54% of all owner occupied units in Delaware, New Castle County had 76% of filings. Neighborhoods in Wilmington, Elsmere and Middletown were especially hard hit by foreclosure filings. Foreclosure filings are concentrated in areas with significantly higher percentages of African American households and only slightly lower home values.

☑ A number of homeowners in foreclosure used some type of alternative financing to purchase their home including use of first and second mortgages, no down payment and adjustable rate mortgages.

☑ 35% of the properties in foreclosure were purchased with FHA loans.

☑ 22% of properties were originally purchased from someone other than homeowner such as a builder, LLC, bank or government agency.

TRF recommendations included:

☑ Target areas with heavy concentrations of foreclosure filings with information regarding foreclosure prevention resources.

☑ Supplement training to housing counselors and consumers by hold-

ing conferences related to problems with 80/20 loans and ARMS.

☑ Prevent foreclosure schemes that have popped up across the country. Many scam artists mislead homeowners in financial trouble by calling them, visiting their homes and getting them to sign into a very bad deal by falsely promising to "rescue" their homes. Evidence of the scam artists can be seen in neighborhoods with advertising posters attached with "helpful" numbers to call.

☑ Create a pool of emergency funds for homeowners in trouble like the Pennsylvania Homeowners Emergency Mortgage Assistance. This program helps homeowners, who through no fault of their own, have fallen into foreclosure. Accepted applicants for the loan pool must have a good chance of resuming normal mortgage payments in the future.

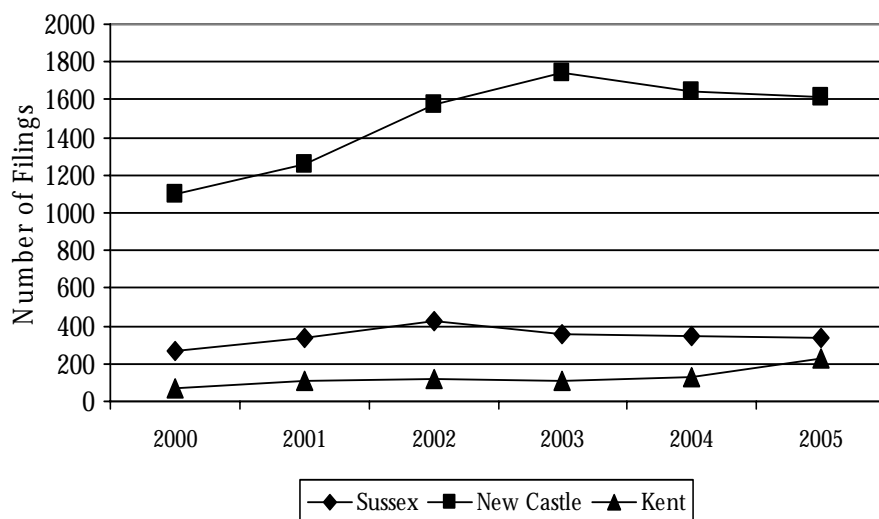
☑ Enhance availability of legal representation for those facing foreclosure

☑ Improve data collection: Delaware has the Judicial Information Center capturing information about mortgage foreclosures in all three counties. Information from the JIC was extremely helpful in the study but limited to purchase loans. By capturing additional information in a more searchable database, the JIC could assist future analysis by including refinancing mortgages.

## Action plan

The Office of the State Bank Commissioner along with Delaware Attorney General's Office and the State Housing Authority has teamed up with housing counselors, and other agencies across the state to follow up on the recommendations. This fall, a consumer education campaign promoting a hotline assistance number (1-888-995-HOPE) will kick off with transit billboards, radio and print ads. The campaign encourages consumers to take action when they fall behind in their mortgage. One recent study estimated that 50% of people who fall behind do not take any action. Our partnership will have foreclosure prevention brochures available in English and Spanish and we will hold mortgage workshops with

Mortgage Foreclosure Filings in Delaware



Source: The Reinvestment Fund, *Mortgage Foreclosure Filings in Delaware*, 2006

housing counselors across the state in hot spot locations. The Office of the State Bank Commissioner received \$75,000 to follow up on the foreclosure study and we will put the funds in this fall's consumer education campaign. In addition, a recent settlement with a mortgage lender enabled the Attorney General's Office and our office to boost the campaign another \$125,000.

State Representative Helene Keeley, with the support of Governor Minner and State Housing Director Sandra Johnson, also worked hard on this year's budget to allocate funds for a

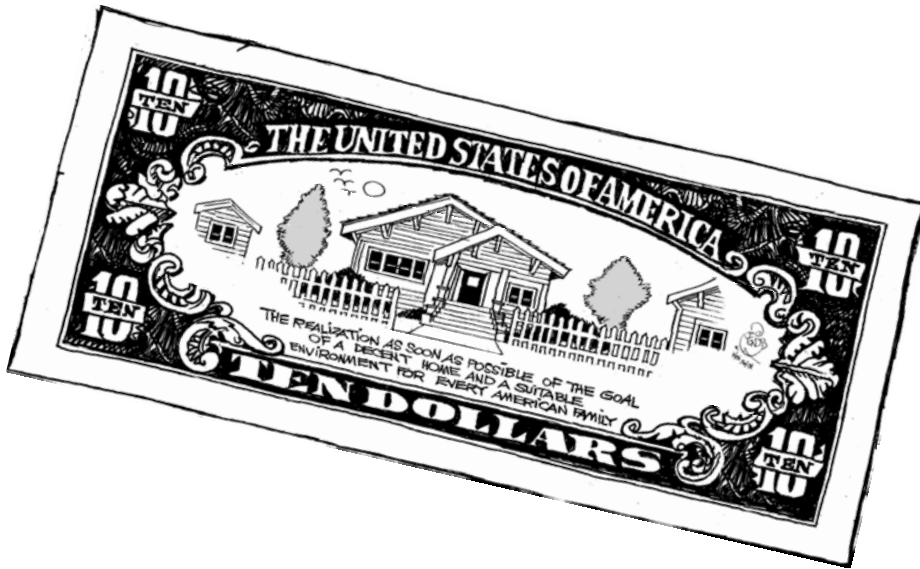
Gerry Kelly is Deputy Bank Commissioner for the State of Delaware.

Information on the foreclosure study and the anti-foreclosure consumer education efforts can be reviewed at [www.state.de.us/bank](http://www.state.de.us/bank) or by calling 302-577-5092. We encourage people to promote the 1-888-995-HOPE hotline for mortgage assistance, as

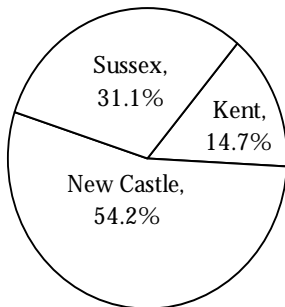
# GRATITUDE

We deeply appreciate the contributions and new and renewing memberships of the following people and groups:

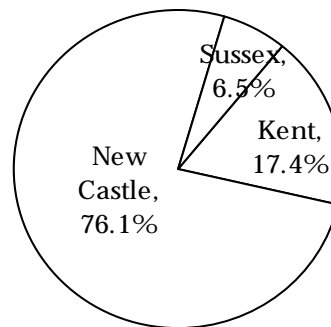
- ☞ **Administrative Commission on the Speer Trust (Presbyterian Church, USA)**
- ☞ **Bank of America**
- ☞ **Citigroup Foundation**
- ☞ **Delaware Community Foundation**
- ☞ **Susan Duck**
- ☞ **General Assembly, State of Delaware**
- ☞ **Andrea Illig**
- ☞ **JP Morgan Chase Foundation**
- ☞ **Juniper Bank**
- ☞ **Kevin Kelly**
- ☞ **Laffey-McHugh Foundation**
- ☞ **Connie Louder**
- ☞ **Gina Miserendino**
- ☞ **Joe Myer**
- ☞ **PNC Foundation**
- ☞ **Dawn Poczynek-Holdridge**
- ☞ **Karen Speakman**



Estimated Percent of Owner Occupied Housing Units, 2004



Percent of Foreclosure Filings by County



Source: The Reinvestment Fund, *Mortgage Foreclosure Filings in Delaware, 2006*

Source: The Reinvestment Fund, *Mortgage Foreclosure Filings in Delaware, 2006*

# The House That Reentry Built

Lauren Sutton

Serving and supporting the provision of adequate housing for Delaware's ever-increasing ex-offenders population is like designing and building a house.

Commencement of construction on this house historically dates back to the origins of homelessness and subsequent creation of many small, scarcely funded, civic minded, grass roots, community safe houses, faith based shelters, and "mom & pop" rental units and rooming houses. As regards prison reentry, reconstruction began in Delaware, in 2002 when an almost unnoticed groundbreaking ceremony by the Division of Substance Abuse and Mental Health (DSAHM) occurred in the form of the "The Delaware Serious and Violent Offender Reentry Project."

The framework of The House That Reentry Built is the intent of integrating violent offenders back into the community. The project details acknowledge that today's offenders;

☑ Have needs above and beyond the services that the traditional probation/parole model have been able to offer;

☑ Have spent longer periods in secure confinement and are less prepared for the challenges of life on the outside than in the past; and

☑ Are more likely to have substance abuse and/or mental health problems that further exacerbate the likelihood for a full and successful release and integration process.

Notably, this house is made of glass. It is very vulnerable and open to public scrutiny and comment. Fortunately, from the aerial view we also notice reconstruction is taking place in the state on other "houses" in close proximity, such as the Delaware Interagency Council on Homelessness and Delaware State Housing Authority's eHousing initiative.

With these additional units being fortified with "bricks and mortar stakeholders" and "solid concrete block analysis" of trends and gaps in housing supportive services, the various projects can strengthen the most vulnerable house on the block, the one for the ex offender.

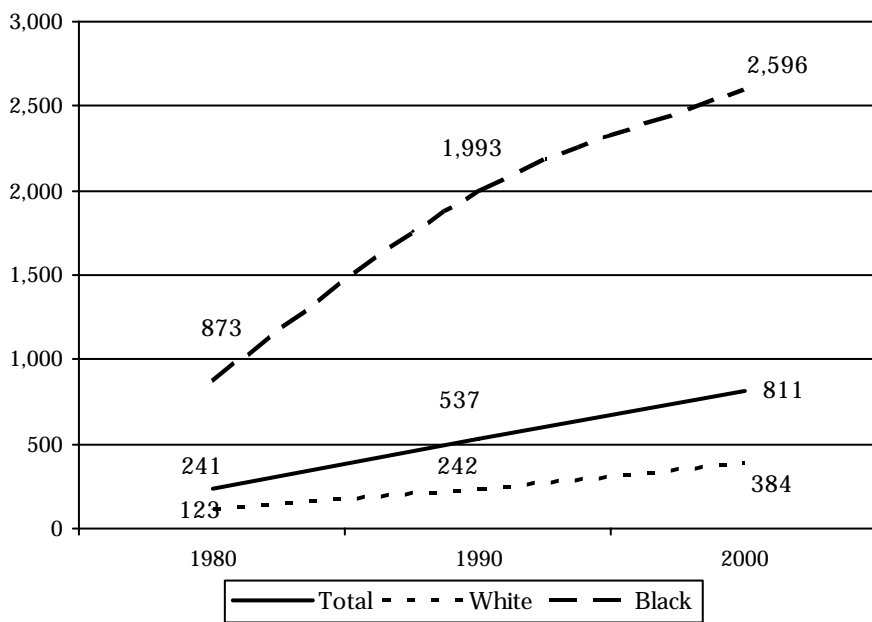
As a laborer employed in construction of The House That Reentry Built, I found participation in case management and finding suitable housing and placement options for this population to be like managing a section of an underground railroad. Navigating each community agency's and government institution's schools of thought and differences in procedures and operations for serving this unique segment of the population became an obstacle course that further complicated proper reentry housing placement and the client's progressive integration into the community.

In spite of the roadblocks, the railroad did deliver some folk safely to the road of successful parole. This path encompasses the freedom of self-sufficiency that by definition includes stable employment, a living wage, and permanent independent housing. My anticipated guesstimate would be that this number will average out to somewhere between 5-10% of the total served.

I applaud the citizens of Delaware for their commitment to The Reentry project. Simultaneously, kudos to those involved in putting forth the effort and due diligence in forming work groups; aggregating the data and preparing the recommendations for review of chronically homeless constituents. The body of work being taken on by the Delaware Interagency Council on Homelessness and Delaware State Housing Authority's eHousing initiative both embrace the idea that systemic changes can produce more efficient and cost effective social service delivery systems by decreasing barriers to successful community reintegration for both chronically homeless and ex-offenders.

For the sake of this discussion, when we look at the wealth of information on lessons learned Delaware's reentry project will more than likely parallel many of the findings of other states addressing the same affordable housing crisis. Moreover, intervention and prevention issues related to housing the chronically homeless population are closely linked to those issues related to housing the ex-offender population.

**Delaware Incarceration Rates, 1980-2000**



Source: Eichler (2004). *Race and Incarceration in Delaware*.

To date Delaware has identified these barriers to reentry:

- ☑ Difficulty accessing mainstream resources, such as Food Stamps, Medicaid due to eligibility restrictions, transportation problems and lack of identification
- ☑ Difficulty accessing affordable housing and employment for reasons similar to those listed above, and
- ☑ Lack of a community support network that encourages successful reentry.

Many have additional issues related to mental illness, substance abuse problems, medical cognitive disabilities and/or domestic violence.

With this being said, it is important that the body of external data compiled by the US Department of Justice on the subject of Housing, Homelessness and Prisoner Reentry be presented as the backdrop.

The March 8, 2004 final report by the Urban Institute's Justice Policy Center examines how those who have spent time in prison or jail fare, in securing safe and affordable housing following their release and discusses housing program and practice assigned to assist them. The Reentry Roundtable Executive Summary and Highlights points out these pressing priorities:

#### The Hard Priorities:

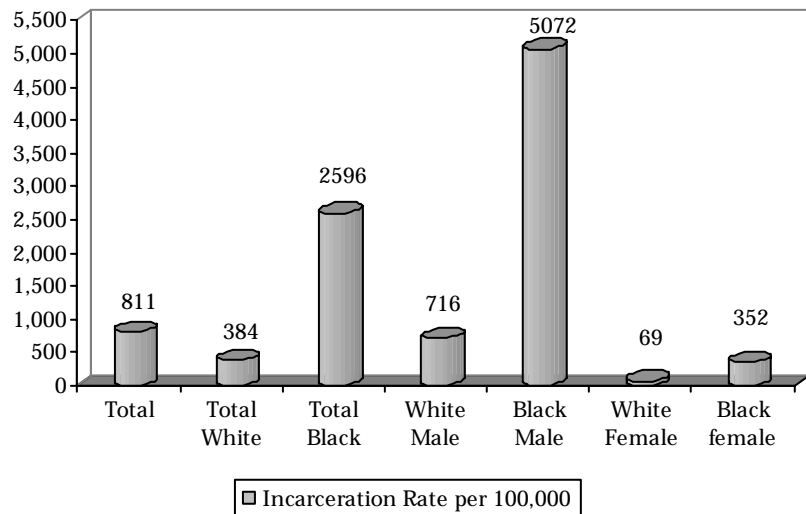
- ☑ Motivate the correctional system to be a force in creating the momentum for positive change
- ☑ Establish alternatives to shelters for returning prisoners--
- ☑ Begin to prepare for reentry at the time of sentencing
- ☑ Utilize pre-release facilities near inmates intended home
- ☑ Reestablish SSI Medicaid eligibility before people leave prison
- ☑ Develop kinship housing subsidy for inmates families
- ☑ Encourage community understanding and support for returning prisoners
- ☑ Reduce discrimination

#### The Soft Priorities

- ☑ Synthesize knowledge of successful programs; share best practices
- ☑ Encourage the support of faith community
- ☑ Establish state and local regulations for safe drug free housing
- ☑ Dispel the myth regarding restrictions to public housing and Section 8

Lauren Sutton is a housing advocate and tenant organizer in Dela-

**Delaware Incarceration Rates by Race and Gender, 2000**



Source: Eichler (2004). *Race and Incarceration in Delaware*.

housing.

The House That Reentry Built does meet some of the standard requirements listed in the section of the Urban Institute report, "Next Steps For Practice":

- ☑ Encourage high level political endorsement in reentry planning
- ☑ Set goals and standards for discharge planning from correctional facilities. Create standards at both the state and national level. This can help change practice.
- ☑ Modify one-strike housing regulations so discretion is not used to target ex offenders with minor offences, or offences that occurred far in the past.
- ☑ Legislate reforms in corrections. Revise the "get tough" statues and related policies to take into account the need for supervised release.
- ☑ Educate the community about the problems facing returning prisoners. Encourage input from the community. Community informal discussion with community residents can establish trust and lead to appropriate types of services that fit particular needs of communities. Encourage the deployment of partnerships between government agencies and community organizations.

These recommendations are made under "Next Steps For Policy":

- ☑ Encourage investment from private donors and bring together partnership programs which can bridge fragmented service systems. Private funders are good sources of funding to

address systems change. When systems change is successful, replicate!

☑ Reentry partnerships should not only include government agencies, but also the faith and business communities.

☑ Utilize nongovernmental organizations as intermediaries in reentry partnerships.

☑ Dispel myths about restriction to public and Section 8 housing and provide incentives (e.g.) rent vouchers or tax credits) to landlords who house returning prisoners or ex-offenders.

☑ Build evaluation into program implementation and maintenance.

☑ Develop tools and curriculums around training for multiple systems that are supporting the common interest of serving returning prisoners. ☑

Train parole officers to work with community organizations and to be knowledgeable about the services community organizations can provide. Parole officers should utilize graduated sanctions that incorporate supervision needs.

☑ Convene siting commissions or board that work together with government to determine the best sites for halfway houses and community reentry centers.

Personally, I long to see the day that Delaware's statewide reentry endeavors uniformly adopt the guidelines of the Department of Justice, WEED and SEED Office, as expressed in its "Guide for Developing Housing for Ex-Offenders." The section entitled

**Cost of Reentry  
First Month of Release**

**Clothes**

**\$200**

(socks, underpants, undershirts, pants, shirts, coat, shoes, etc. from Goodwill Industries or other thrift shop)

**Food**

**\$150**

(\$5 per day for 30 days, no eating out, only basics)

**Rent**

**\$400**

(\$100 a week, one-room efficiency)

**Transportation**

**\$100**

(\$3 a day, public transportation only)

**Utilities**

**\$50**

“Type of Housing” interestingly enough states that in configuring a project and its size, there are several options to consider:

Working with local service providers, the public housing authorities and the U.S. Department of Housing and Urban Development (HUD), private and nonprofit developers, bankers, and corporate executives.

Rehabilitating abandoned housing

Expanding existing local housing programs

Participating in consolidated planning strategies for affordable housing and homelessness.

A home needs good lighting. What ambience I can envision in the completed house of reentry! Incorporation of programs like the rehabilitation of abandoned housing and the funding of a supervised model ex offender skills-training program would make it very bright.

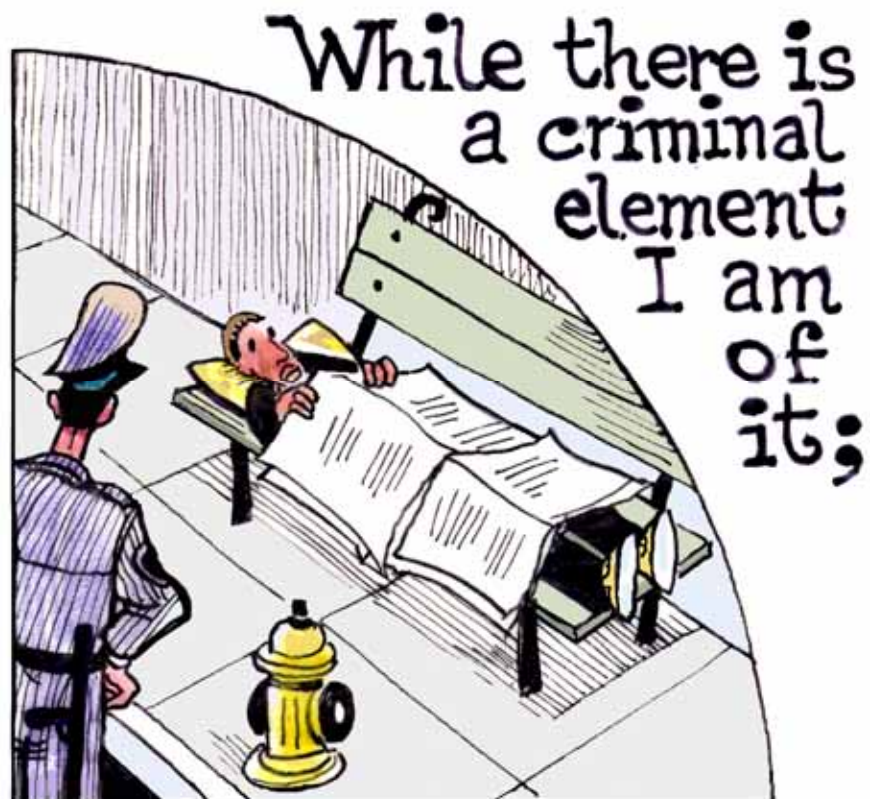
Whether it is new construction or redevelopment, a house must have firm footings and a secure foundation. Hence, long term and short term individual client stabilization goals have to be set on the solid rock foundation of timely appropriation of both staff and financial resources to guarantee allocation of “revolving door reentry specific” housing. Without residency in the forefront of development plans we might be only building reentry sand castles which will result in return to the least

affordable housing option, prisons and jails.

In conclusion, whether or not ex-offenders are active participants in the planning and development phase of The House That Reentry Built may be

the pivotal point around which we determine if in fact the new homeowners move in and make settlement on time and according to schedule, e.g. court sanctions, parole release dates and reentry graduation stipulations. Under the subject of stakeholders, the WEED and SEED guide mentions, “Remember that when serving people, you want to do something with them, not to them, or for them. Experience has demonstrated that the population being served knows best what will work and what will not.”

As one final commentary to wrap this up, some of you may remember the adage which says, “those that live in glass house should not throw stones.” Come what may, The House That Reentry Built is well on its way to rehabilitation. Whether or not a reentry candidate would feel comfortable living in a glass house surrounded by houses made of bricks, mortar and concrete blocks is the question. Some do; some don’t; some will; some won’t; but this is a topic for another discussion i.e. the who’s, where’s and why’s of attainment of recidivism objectives that I pray will be encountered and addressed in the upcoming Reentry Roundtable.



# Delaware Labor Pains

Gina Miserendino

The minimum wage is a subject which can evoke a full spectrum response. The purpose of this article is to give a brief background of the minimum wage and share facts in order to dispel various myths surrounding this cornerstone of American labor law. The article also aims to inform the discussion on the importance of this mechanism in the overall environment of anti poverty policy.

## Origins

In response to personal pleas, advice from his cabinet, especially Secretary of Labor Frances Perkins, and first-hand observations, President Franklin Delano Roosevelt sought "legislation to end starvation wages and intolerable hours."<sup>1</sup> After protracted political battles, FDR signed into law the Fair Labor Standards Act of 1938. The original intent of the legislation was "To provide for establishment of fair labor standards in employments in and effecting commerce, and for other purposes." Fair Labor Standard Act of 1938, as amended (29 U.S.C. 201 et seq.).

The minimum wage, an original provision of the FLSA, was initially set at \$.25/hour. The FLSA also established standards regarding overtime pay and child labor. Minimum wage increases are passed at the will of Congress and are not subject to automatic cost of living, inflation, or other indexing.

## For whom does it matter?

A perception exists that the minimum wage affects only a small segment of the working population e.g. housewives looking for "pin money", or that it is only aimed at youth workers. The following facts are taken primarily from the Economic Policy Institute's (EPI) *Minimum Wage Facts at a Glance*<sup>2</sup> and *Minimum Wage Frequently Asked Questions*<sup>3</sup> both updated August 2006 and the Center for Economic and Political Research.<sup>5</sup>

## National

- An estimated 14.9 million workers (11% of the workforce) would receive an increase in their hourly wage rate if the minimum wage were raised from

\$5.15 to \$7.25 by 2008. Of these workers, 6.6 million (5% of the workforce) would directly benefit. The remaining 8.3 million would likely benefit from an increase due to "spillover effects".<sup>2</sup>

- The earnings of minimum wage earners are crucial to their families' well-being. Evidence from an analysis of the 1996-97 minimum wage increase shows that the average minimum wage workers bring home more than half (54%) of a family's weekly earnings.<sup>2</sup>

- In the early 2000s, fewer than one-in-five minimum wage workers was under the age of 20 and half were between 25 and 54 (Boushey 2005). In 2002, minimum wage workers earned an average of 68 percent of their total family income (Chapman and Ellinger 2004)<sup>6</sup>

- Women are the largest group of beneficiaries from a minimum wage increase: 59% of workers who would directly benefit from an increase to \$7.25 by 2008 are women. An estimated 14% of working women would benefit directly from that increase in the minimum wage.<sup>2</sup>

- A disproportionate share of minorities would benefit from an increase, African Americans represent 11% of the workforce but are 16% of those affected by

an increase. Similarly, 14% of the total workforce is Hispanic but are 19% of those benefiting from an increase.<sup>3</sup>

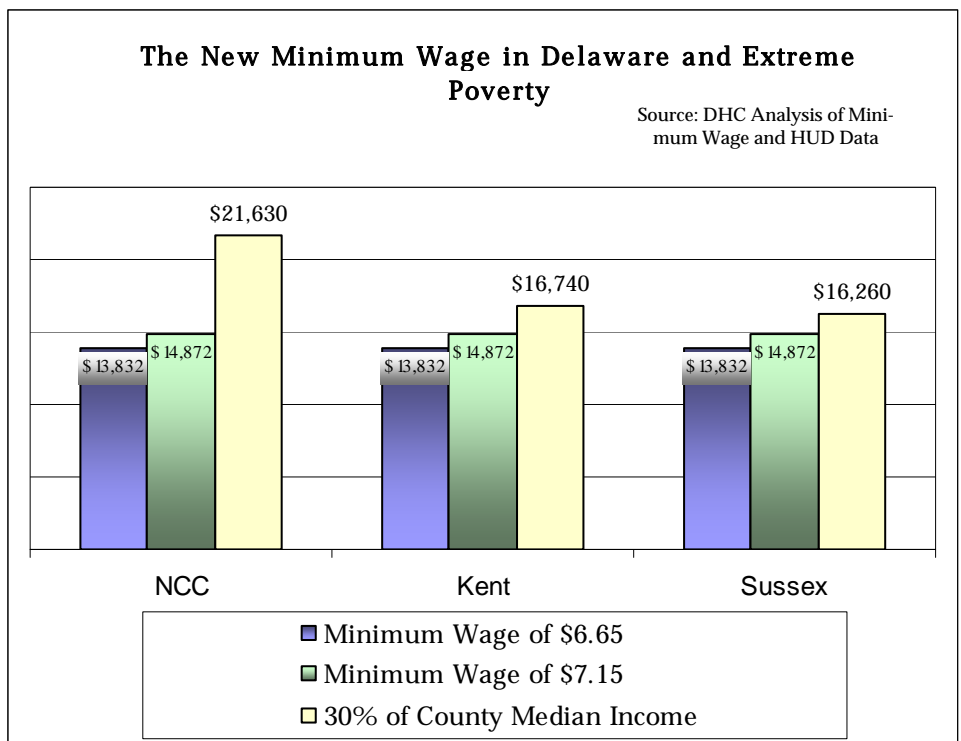
- Among families with children and a low-wage earner affected by a minimum wage increase to \$7.25, the affected worker, on average, contributes over half (59%) of the family's earnings. Forty-six percent of such workers actually contribute 100% of their family's earnings.<sup>2</sup>

## Delaware

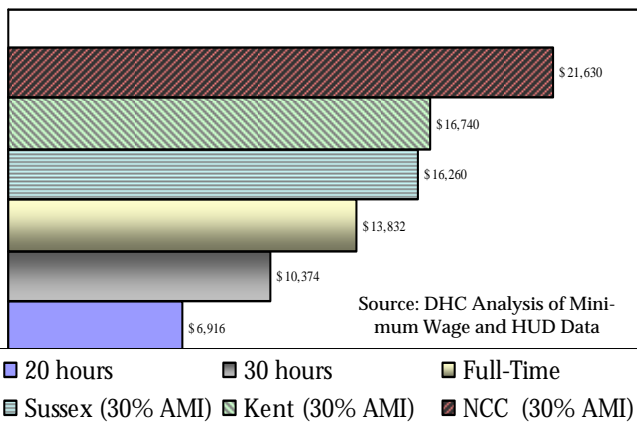
- In Delaware there were about 6,700 minimum wage (\$6.15/hour) workers in non agricultural private industry who are covered by unemployment compensation in 2005.<sup>7</sup> This represents 1.9 percent of the total private covered workforce. In descending order, the percent of minimum wage workers in Delaware industry is: Food Services (12.6%), Real Estate (6.1%), Administrative Support (\$1.2%) and Retail Trade (.6%).

## The minimum wage and business

It is commonly thought that business and the minimum wage are at opposite ends of any economic discussion. Recent research has not borne this as-



### Extreme Poverty by County and the \$6.65 Minimum Wage



sumption out.

- According to the Economic Policy Institute, their 1998 study “failed to find any systematic, significant job loss associated with the 1996-7 minimum wage increase.”<sup>3</sup>
- Studies of the 1990-91 federal minimum wage increase, as well as studies by Card and Krueger of several state minimum wage increases, also found no measurable impact on employment.<sup>6</sup>
- A recent Fiscal Policy Institute study of state minimum wages found no evidence of negative employment effects on small businesses.<sup>3</sup>
- Although teenage unemployment rose from 13.1% to 17% between 2000 and 2004, contrary to some arguments which cited a higher minimum wage as a cause, unemployment actually rose more, 4.2%, in states that had lower minimum wage than in states with a higher minimum wage where it rose 3.4%.<sup>6</sup>

#### Current Status of the minimum wage

- The federal minimum wage is at its lowest point in 50 years. It has not been raised in a decade. As of December 2006 this will be the longest time Congress has not raised the minimum wage.<sup>5</sup>
- The inflation-adjusted value of the minimum wage is 30% lower in 2006 than it was in 1979– the effect of the 1996-97 increase has been completely eroded by inflation.
- The Delaware State minimum wage, currently \$6.15 has been increased to \$6.65 effective Jan. 2006. It will increase to \$7.15 in January 2007.

If you work you should not be poor.

In the 1990’s the federal government increased the minimum wage and improved the earned Income Tax Credit (EITC). The minimum wage and EITC combined put a full time worker with two children just over the federal poverty line (105%).<sup>8</sup> However, it is near-universally understood that the income at the official poverty line in no way ensures the coverage of basic necessities such as shelter, food, clothing and transportation. In fact, most studies indicate that a family requires about **two hundred** percent of the official poverty rate to meet its basic needs.

#### Delaware Workers

Delaware workers currently benefit from a substantially higher state minimum wage than the federal minimum wage (\$6.65 / \$5.15). It must be under-

stood though that in Delaware, neither the minimum wage of \$6.65/ hour nor the new rate \$7.15 (effective January 1, 2007), will bring a year round, full time worker even up to 30 percent of Area Median Income (AMI) in any of the three counties. Thirty percent of AMI is defined by HUD as “Extremely Low Income”.

#### Part-time work in Delaware

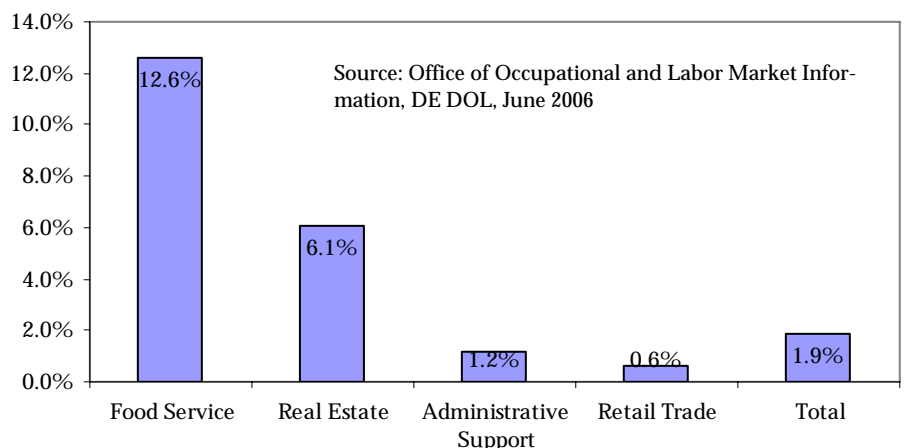
In private industry in Delaware, close to a quarter (23%) of the jobs are part-time. Most of these jobs provide fewer benefits than full-time work. Sixteen percent of Delaware workers work part-time for economic reasons– defined as working part time because they cannot find full time work. Between 5 and 10 percent of Delawareans hold two or more jobs (p. 3).<sup>7</sup>

With the average fair market two bedroom apartment in Delaware costing \$856/month<sup>9</sup> this leaves a \$9.81/ hour differential between the minimum wage and the housing wage – the wage at which a worker does not pay more than 30 percent of their income on shelter costs, the accepted formula.

#### Conclusion

These facts have very serious implications for low wage workers in Delaware and throughout the country. With welfare revisions and programs such as *Moving to Work* increasing the number of workers in low-paying jobs, the minimum wage takes on even greater significance. Some would say that a better educated workforce is the an-

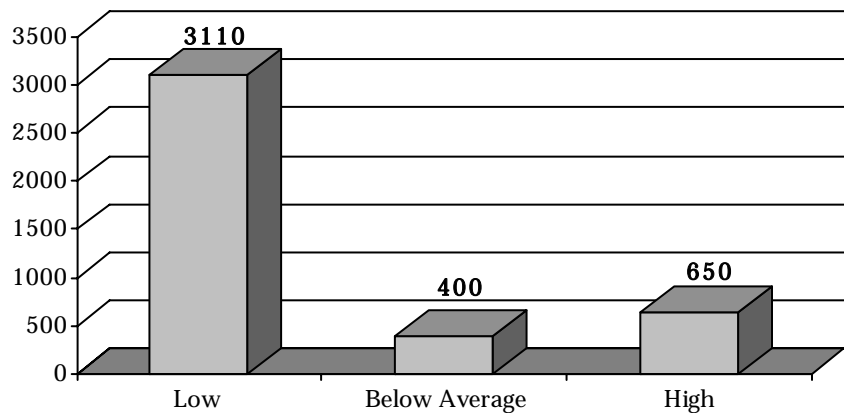
### % of Delaware Workforce at Minimum Wage by Selected Industry



swer. While no one is suggesting that workers not attain the highest level of education and training possible, according to EPI, the occupational composition of jobs in 2012 will require that 27.9 percent of the workforce have at least a college degree, just one percentage point more than the 26.9 % of workers who held college degrees in 2002 (p.8)<sup>4</sup>. We can't ignore the other two-thirds of our workforce. This means that workers at all levels need substantially better compensation in order to cover basic needs. However, even though the jobless economic recovery appears to be behind us, there is a worrisome trend in the industries which are expanding on the national level. Those industries which are expanding pay far less in wages, benefits and total compensation than industries that are contracting (p. 28)<sup>4</sup>. This is also true in Delaware where "There has been a clear decline in benefits offered by Delaware employers since 2001 in all major benefits categories: health care, paid time off, and retirement (p.2).<sup>7</sup>

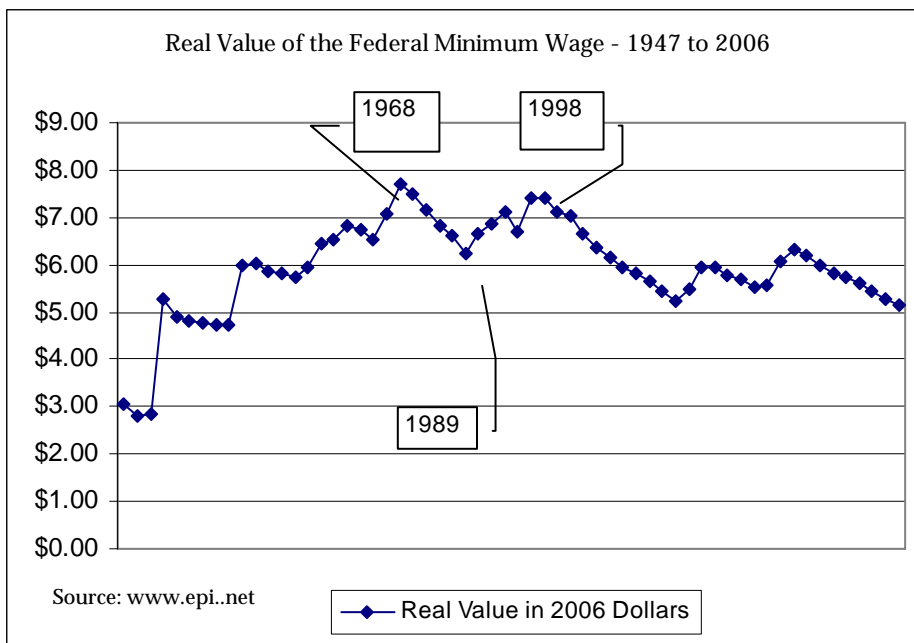
It is incumbent upon all of us, citizens, policy makers, and elected officials to ensure that we institutionalize an overarching policy under which work pays. It is both morally imperative **and** no longer affordable to punish workers with a pretend protection such as an ever eroding minimum wage while corporate profits soar at their workers expense. ☺

Annual Openings in DE Occupations with Most Annual Openings by Wage Level



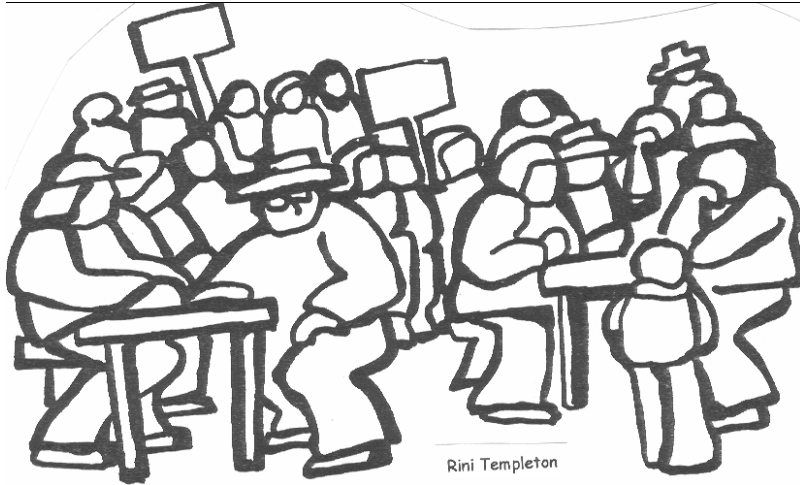
Source: *Delaware 2012: Occupation and Industry Projections*. DE Department of Labor Office of Occupational & Labor Market Information, June 2005. Wage level classifications set by OOLMI. [Occupations with low wage levels include: Retail Salesperson, Cashiers, Waiters & waitresses; Food preparation & Serving, Office Clerks, Janitors & Cleaners, and Laborers & Freight, Stock and Material Movers. Occupations with below average wage levels include: customer service representatives. Occupations with high wage levels include: General and Operations Managers, Registered Nurses]

Statewide Job Growth 2002-2012 (Source: <i>Delaware 2012</i> )			
Sector	New Jobs 2002-2012	Sector Rank New Jobs	Sector Rank Average Wage
Health Care & Social Assistance	9,300	1	10
Retail Trade	6,900	2	16
Administrative Support & Waste Management	5,300	3	17
Accommodations & Food service	5,000	4	19



Notes:

- (1) Fair Labor Standards Act of 1938: Maximum Struggle for a Minimum Wage, Jonathan Grossman U.S. Department of Labor Office of Assistant Secretary for Administration and Management [www.dol.gov/osam](http://www.dol.gov/osam)
- (2) Minimum Wage Facts at a Glance, Economic Policy Institute <http://www.epi.org>
- (3) Minimum Wage Frequently Asked Questions, Economic Policy Institute <http://www.epi.net>
- (4) The State of Working America 2004/2005 Economic Policy Institute p.204
- (5) <http://www.cepr.net>
- (6) Jeff Chapman, "Job Slayers or Fact Slayers? The Wall Street Journal's flawed argument against raising the minimum wage, Viewpoints Economic Policy Institute 9/13/2005
- (7) Beyond Wages, Office of Occupation and Labor Market Information Delaware Department of Labor, June 2006, pp 4,5
- (8) Economic Snapshots, March 22, 2006, Economic Policy Institute <http://www.epi.org>
- (9) Out of Reach 2005, National Low Income Housing Coalition, [www.nlihc.org](http://www.nlihc.org)



DHC Annual  
Membership Meeting  
Thursday, November 30  
10:00 am to 1:00 pm  
In the  
Conference Room,  
NCALL Research

**Save these dates!**



Next Year: The DHC Day for Housing will be May 9, 2007!

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