The Real Cost of Living in 2005: The Self-Sufficiency Standard for New Jersey

Prepared for The Legal Services of New Jersey Poverty Research Institute

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The Legal Services of New Jersey Poverty Research Institute

Legal Services of New Jersey (LSNJ) coordinates the statewide Legal Services system in New Jersey, which provides free legal assistance to low-income people in civil matters. Part of LSNJ's mission is to make people more aware of poverty in New Jersey and the serious effects that poverty has on the lives of low-income people. Accurate, state-specific data concerning the nature and the extent of poverty, especially how it relates to employment, welfare and other government programs, is essential to sound judgements and policymaking concerning the needs and problems of low-income people. To this end, Legal Services of New Jersey formed The New Jersey Poverty Research Institute (NJPRI) in 1998 to carry out research on the incidence, effects and other aspects of poverty in the state, and the relationships among poverty, work and public policy. This third edition of the Self-Sufficiency Standard for New Jersey is another in an ongoing series of publications, studies and lectures through which NJPRI will make its findings available to the public.

For further information on NJPRI, go to http://www.lsnj.org/PovResrch.htm or contact:

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Center for Women's Welfare

The Center for Women's Welfare at the University of Washington is devoted to furthering the goal of economic justice for women and their families. Under the direction of Dr. Diana Pearce, the Center researches questions involving poverty measures, public policy and programs that address income adequacy. The Center partners with a range of non-profit, women's, children's, and community-based groups to evaluate public policy, to devise tools for analyzing wage adequacy, and to help create programs to strengthen public investment in low-income women, children, and families. For more information about the Center's programs, or work related to the Self-Sufficiency Standard, call (206) 685-5264.

Full copies of this report can be viewed at http://www.sixstrategies.org.

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Preface

The Self-Sufficiency Standard was originally developed for Wider Opportunities for Women as part of the State Organizing Project for Family Economic Self-Sufficiency (FESS) by Dr. Diana Pearce, who was at that time Director of the Women and Poverty Project at Wider Opportunities for Women (WOW). The Ford Foundation provided funding for its original development.

A number of other people have also contributed to the development of the Standard, its calculation, and/or the writing of state reports. Jennifer Brooks and Maureen Golga, former Directors of Self-Sufficiency Programs and Policies at WOW, played significant roles in developing the original Self-Sufficiency Standard report, were instrumental in facilitating and nurturing FESS state coalitions, and have been key to the development of federal welfare and workforce legislative initiatives that promote the concept of self-sufficiency and the use of the Standard to benchmark progress towards true economic independence. In addition, the Standard would not be what it is without the contributions of Laura Henze Russell, Janice Hamilton Outtz, Roberta Spalter-Roth, Antonia Juhasz, Alice Gates, Alesha Durfee, Melanie Lavelle, Lisa Manzer, Nina Dunning, and Seook Jeong.

This New Jersey report would not have been possible without: Sara Barker, Roopali Dhingra, David Giles, Viktor Lobanovskiy, Oma McLaughlin, Maureen Newby, and Tamar Puckett at the University of Washington, Center for Women's Welfare; and Anjali Srivastava, Connie Pascale, Serena Rice, and Dan Florio of Legal Services of New Jersey (LSNJ). Also, this report could not have been completed without the assistance of the New Jersey Association of Child Care Resource and Referral Agencies, and in particular, the work of Mary Jane DiPaolo. The conclusions and opinions contained within this document do not necessarily reflect the opinions of those listed above. Nonetheless, any mistakes are the author's responsibility.

LSNJ's Poverty Research Institute arranges for the updating of The Real Cost of Living: The Self-Sufficiency Standard for New Jersey every two to three years. The first two versions were published in 1999 and 2002.

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The Real Cost of Living: The Self-Sufficiency Standard for New Jersey

How much money does it take for families to live and work without public or private assistance or subsidies?

Introduction

An uncertain economy and major changes in welfare and workforce development policy have given new urgency to understanding economic self-sufficiency—the real cost of living. As many parents leave welfare and enter the labor market, they join a growing number of families who are unable to stretch their wages to meet the costs of basic necessities. Even though many of these families are not poor according to the official poverty measure, their incomes are inadequate. But what is an adequate income—and how does this amount vary among different family types and different places? Used as a measure of income adequacy, the Self-Sufficiency Standard answers that question.

*The Self-Sufficiency Standard measures how much income is needed for a family of a certain composition in a given place to adequately meet their basic needs—**without public or private assistance***. This report will explain the origin of the Standard; how it differs from the official federal poverty level; how it is calculated; what it looks like for New Jersey families; and how various public work supports, public policies, child support, and other available resources can help families move toward self-sufficiency. The report concludes with a discussion of the varied ways that the Standard can be used as a tool for policy analysis, counseling, performance evaluation, and research.

Measuring Income Adequacy: Problems with the Federal Poverty Measure

How much is enough for families to meet their needs on their own? Although coming up with an exact dollar figure may be difficult, most people know what adequacy looks like when they see it. As one participant in a training program described economic self-sufficiency:

> Being able to take care of yourself and your family, you can pay the rent, you have a car for transportation, you have a job and you can pay your bills. You don't need to depend on anyone for anything; you are off all assistance programs. You can pay for daycare for your children, you can buy groceries and you can pay for life necessities.[1]

Obviously, it is not possible to interview *every* person for his or her own assessment of income or wage adequacy, as quoted above. Thus, there is a need for a standard that uses consistent assumptions and is as objective as possible. Many turn to the federal poverty guidelines to determine that a family is "poor" if their income is below the appropriate threshold, and "not poor" if it is above that threshold. The poverty guidelines, however, have become increasingly problematic as a measure of income adequacy. Indeed, the Census Bureau itself states, "the official poverty measure should be interpreted as a statistical yardstick rather than as a complete description of what people and families need to live."[2]

The most significant shortcoming of the federal poverty measure is that for most families, in most places, it is simply not high enough. That is, there are many families with incomes above the Federal Poverty Level (FPL) who nonetheless lack sufficient resources to adequately meet their basic needs. As a result, many assistance programs use a multiple of the poverty level to measure need. For instance, New Jersey's Children's Health Insurance Program (NJ FamilyCare) provides health coverage for children in families earning up to 350% of the FPL, parents with dependent children in families earning up to 200% of the FPL if they applied before June 15, 2002, some adults without minor children earning up to 100% of the FPL, and adults in the General Assistance program. Whether FamilyCare covers premiums and co-pays depends on family type and income.[3]

The most significant shortcoming of the federal poverty measure is that for most families, in most places, it is simply not high enough.

Not only the government, but the general public considers the poverty line to be too low. A number of studies have shown that the public would set a minimum income 17% to 47% above the federal poverty level, depending upon the family's composition and where the family lives.[4] However, the official poverty measure has additional problems inherent in its structure. Simply raising the poverty level, or using a multiple of the threshold, cannot solve these problems.

There are three basic methodological problems with the federal poverty measure. *First, the measure is based on the cost of a single item—food—not on a market basket of basic needs.* At the time that it was developed, over four decades ago, families spent about one-third of their income on food. The food budget was then multiplied by three to determine poverty thresholds. Since the federal poverty measure was first developed and implemented in the early 1960s, it has only been updated to reflect inflation. Also, it has not taken into account the fact that non-food costs, such as housing and health care, have risen much faster than food costs.

Second, the federal poverty measure uses the implicit demographic model of the two-parent family with a stay-at-home wife. However, in 2003, both parents were employed in 61% of two-parent families with children.[5] In these families, there are many new costs associated with employment, including taxes, transportation, and most significantly, child care for those families with young children. Additionally, not only do a majority of two-parent families have two wage earners, but many single parents are wage earners. Thus, assuming unpaid child care is not available, for both one- and two-parent families, child care costs are often a necessary expense.

Third, the poverty measure does not distinguish between those families in which the adults are employed and those in which the adults are not employed. For instance, when the poverty guidelines were first developed, taxes were very low and transportation was inexpensive, therefore the relative difference between low-income families with earned income and no income was not as great as it is today.

Finally, the federal poverty guidelines are the same whether one lives in Mississippi or Manhattan. *That is, the poverty measure does not vary by geographic location.* Although some geographical variation in costs was accounted for three decades ago, differences in the cost of living between areas have increased substantially over time, particularly in the area of housing. Indeed, housing in the most expensive areas of the country costs nearly five times as much as the same size units in the least expensive areas.[6]

For these and other reasons, many researchers and analysts have proposed revising the federal poverty measure. Suggested changes would reflect twenty-first century needs, incorporate geographically-based differences in costs, and build in more responsiveness to changes over time.[7] Others have gone further, creating new measures of income adequacy, such as the Living Wage or Basic Needs Budgets.[8]

Public programs have also recognized the failure of the one-size-fits-all poverty measure to capture differences in need and have made adjustments accordingly. For instance, instead of using the poverty measure, federal housing programs assess need using local area median income as a way to take into account the significant differences in cost of living between localities. Likewise, the Food Stamps Program takes into account housing and child care costs, and their variations between different localities when calculating benefits.

How the Self-Sufficiency Standard Differs From the Federal Poverty Measure

The Self-Sufficiency Standard is a measurement of income adequacy that addresses the critiques and analyses of the federal poverty measure cited above. As one observer put it: "Ask not where poverty ends, but where economic independence begins."[9] That is, at what point does a family have sufficient income and resources (such as health benefits) to meet their needs adequately, without public or private assistance?

While both the Self-Sufficiency Standard and the official federal poverty measure assess income adequacy, the Standard differs from the official poverty measure in several important ways:

- *The Standard is based on the cost of each basic need, determined independently, which allows each cost to increase at its own rate.* Thus, for example, the Standard does not assume that food is always 33% of a family's budget, as the federal poverty measure does.
- *The Self-Sufficiency Standard assumes that all adults, whether married or single, work full-time,*[10] *and therefore, includes all major costs associated with employment* (i.e., taxes, transportation, and, for families with young children, child care).
- *The Standard incorporates regional and local variations in costs.* This is particularly important for housing, although regional variation can also occur for child care, health care, and transportation. Unlike some approaches suggested for a revised poverty measure, however, the Standard does not assume a fixed ratio of urban to rural costs, but uses actual costs. Although rural areas and small towns usually have lower costs than the metropolitan areas in a given state, cost ratios vary and there are exceptions. For example, living costs in rural areas that have become desirable tourist or second-home locations are often as high or higher than in a state's urban areas. Availability of housing in rural and urban areas can also affect costs.
- *The Standard takes into account that many costs differ not only by family size and composition* (as does the official poverty measure), *but also by the ages of children.* While food and health care costs are slightly lower for younger children, child care costs can be much higher—particularly for children not yet in school—and are a substantial budget item not included in the official poverty measure.

Self-sufficiency means maintaining a decent standard of living and not having to choose between basic necessities—whether to meet one's need for child care but not for nutrition, or for housing but not health care. Self-Sufficiency Wages are family-sustaining wages.

- *The Standard includes the net effect of taxes and tax credits.* It provides for state sales and use taxes; payroll (Social Security and Medicare) taxes; and federal, state, and city income taxes. Additionally, three federal and state credits available to workers and their families are "credited" against the income required to meet basic needs: the Child Care Tax Credit (CCTC), the Earned Income Tax Credit (EITC), and the Child Tax Credit (CTC).

While the Standard does not allow for longer-term needs (such as retirement savings or college tuition), purchases of major items (such as a car), emergency expenses, or even items such as school supplies or birthday gifts, the Standard's income adequacy is set at a level that would allow a family to meet minimum needs (e.g., proper nutrition, or housing that is not substandard or overcrowded). Self-sufficiency means maintaining a standard of living that does not require choosing between basic necessities—whether to meet one's need for child care but not for nutrition, or for housing but not health care. Self-Sufficiency Wages are family-sustaining wages.

What the Self-Sufficiency Standard Is … and Is Not

Using the Self-Sufficiency Standard, a given family's income is deemed inadequate if it falls below the appropriate threshold based on their family type and location. The Self-Sufficiency Wage is not an absolute measure, but a relative measure of "wage adequacy." Therefore, if a family's income falls a dollar above or below the monthly Self-Sufficiency Wage, it should not be interpreted in absolute terms as being, or not being, adequate.

Users of the Standard are urged to think in relative terms of "wage adequacy." That is, one should consider how close a given wage is to the Standard. For example, if the Standard for a certain family type is $15.00 per hour, but the adult supporting the family only earns $7.15 per hour, then the latter wage has a "wage adequacy" level of only 47.7%. At the same time, a penny above or below $15.00 is not a meaningful distinction.

Also, the Standard's use of income thresholds should not be taken to mean that economic self-sufficiency can be achieved with wages alone, or even wages combined with benefits. True self-sufficiency involves more than a job with a certain wage and benefits at one point in time. It is a larger goal toward which one is striving and a process that one is engaged in. As one person put it, "Self-sufficiency is a road I'm on."[11]

Central to these efforts is access to education, training, and jobs that provide real potential for skill development and career advancement over the long-term. For some, this may mean entering jobs that are nontraditional for women, and for others it may mean developing a small business as their sole or adjunct source of income. Most individuals moving from welfare to work cannot achieve self-sufficiency through stopgap measures or in a single step, but require assistance, guidance, and transitional work supports to become self-sufficient over time.

While access to education and training may not have the same urgency as do basic needs such as food and shelter, true long-term self-sufficiency increasingly requires investments that enhance skills and adaptability. Without technologically sophisticated and broad-based education, which provide the flexibility to move into new jobs and careers, self-sufficiency is not likely to be sustainable.

Finally, the Self-Sufficiency Standard does not imply that public work supports are inappropriate for New Jersey families. Indeed, given the large number of families who have not yet achieved "wage adequacy," assistance in meeting the costs of such high-price necessities as child care, health care, and housing is frequently the only viable means for these families to attain resources that meet their basic needs.

Community, societal, and governmental response to families struggling to achieve family sustaining wages should be encouraged as supportive of the goal of self-sufficiency.

Likewise, it is important to recognize that self-sufficiency does not imply that *any* family at *any* income should be completely self-reliant and independent of one another, or the community at large. The Standard is not endorsing an ideal of self-dependence in complete isolation. Community, societal, and governmental response to families struggling to achieve family sustaining wages should be encouraged as supportive of the goal of self-sufficiency. Indeed, it is through interdependence among families and community institutions (such as schools or religious institutions), as well as informal networks of friends, extended family, and neighbors that many families are able to meet both their non-economic and economic needs.

How the Self-Sufficiency Standard is Calculated

The goal of making the Standard as consistent and accurate as possible, yet varied by geography and age, requires meeting several different criteria. To the extent possible, the data used in the Self-Sufficiency Standard are:

- collected or calculated using standardized or equivalent methodology,
- obtained from scholarly or credible sources such as the U.S. Census Bureau,
- updated annually (or as soon as updates are available), and
- geographically- and/or age-specific (where appropriate).

Costs that vary substantially by place, such as housing and child care, are calculated at the most geographically specific level for which data is available. Other costs are varied regionally, to the extent to which there is variation and appropriate data available. In addition, as improved or standardized data sources become available, the methodology used by the Standard is refined accordingly. This results in an improved Standard that is comparable across place as well as time.

The Self-Sufficiency Standard is calculated for 70 different family types in each of New Jersey's 21 counties. The 70 family types range from a single adult with no children, to one adult with one infant, one adult with one preschooler, and so forth, up to two-adult families with three teenagers.[12] We have included the cost of each basic need and the Self-Sufficiency Wages for eight selected family types for each New Jersey county in Appendix A. (The cost of each basic need and the Self-Sufficiency Wages for all 70 family types for each county are available from the Legal Services of New Jersey Poverty Research Institute at http://www.lsnj.org and http://www.lsnj.org/PovResrch.htm.)

The components of the Self-Sufficiency Standard for New Jersey and the assumptions included in the calculations are described below.

Housing: The Standard uses the most recent Fiscal Year Fair Market Rents (FMRs),[13] which are calculated annually by the U.S. Department of Housing and Urban Development (HUD) for 354 metropolitan areas and 2,350 nonmetropolitan county areas.[14] FMRs are used to determine the level of rent for those receiving housing assistance through Section 8 vouchers. A metropolitan area is either a Metropolitan Statistical Area (MSA) (containing a population center of 50,000 or more) or a Primary Metropolitan Statistical Area (PMSA) (a population core area of over one million).[15] Annual FMRs are based on data from the 2000 decennial census, the biannual American Housing Survey, and random digit dialing telephone surveys.

The Fair Market Rent is generally set at the 40th percentile (meaning 40% of the housing in a given area is less expensive than the FMR) and includes utilities (except telephone and cable). All New Jersey FMRs are set at the 40th percentile, except Bergen-Passaic, NJ; Newark, NJ; and Philadelphia, PA-NJ PMSAs, which are at the 50th percentile.[16] FMRs reflect the cost of housing that meets minimum standards of decency, but is not luxurious.

The Self-Sufficiency Standard assumes that parents and children do not share the same bedroom and that there are not more than two children per bedroom. Therefore, the Standard assumes that single persons and couples without children have one-bedroom units, families with one or two children require two bedrooms, and families with three children have three bedrooms.[17]

Child Care: The Standard uses the most accurate information available that is recent and specific to geography, age, and setting. The Family Support Act (in effect from 1988 until welfare reform in 1996) required states to provide child care at "market rate" for those needing it for employment and/or education and training. States were also required to conduct cost surveys to determine the "market rate" (defined as the 75th percentile) by setting, age, and geographical location (or use a statewide rate). For New Jersey, the Standard uses data from the NJACCRRA's Caring for

New Jersey's Children Report as well as the most recent New Jersey Child Care Market Rate Survey, both of which have been calculated at the 75th percentile and specified by facility type and age.[18]

The Standard defines "infants" as children under 3 years old, "preschoolers" as children 3-5 years old, "schoolage children" as 6-12 years old, and "teenagers" as 13 years old and older. Because it is more common for very young children to be in family day care homes rather than centers,[19] the Standard assumes that infants receive full-time care in day care homes. Preschoolers, in contrast, are assumed to go to day care centers full-time. Schoolage children are assumed to receive part-time care in before- and after-school programs. Teenagers are not assumed to require child care; therefore there are no child care costs.

The Self-Sufficiency Standard is calculated using standardized or equivalent methodology and data gathered from scholarly or credible sources that is updated annually (or as soon as updates are available), and is geographically- and/or age-specific (where appropriate).

Food: Although the Thrifty Food Plan and its successor have been used as the basis of both the poverty threshold and the Food Stamp Program, the Standard uses the Low-Cost Food Plan for food costs.[20] Although both of these U.S. Department of Agriculture (USDA) diets meet minimum nutritional standards, the Thrifty Food Plan was meant for emergency use only, while the Low-Cost Food Plan is based on more realistic assumptions about food preparation time and consumption patterns. While it is about 25% higher than the Thrifty Food Plan, the Low-Cost Food Plan is still a conservative estimate as it does not allow for any take-out, fast-food, or restaurant meals (although according to the Consumer Expenditure Survey, the average American family spends about 42% of its food budget on food prepared away from home[21]).

The Standard varies food costs by the number and ages of children and the number and gender of adults. Both the Low-Cost Food Plan and the Standard's budget calculations assume a single-*person* household is one adult male, while the single-*parent* household is one adult female.[22] A two-parent household is assumed to include one adult male and one adult female.

Geographic differences in food costs are varied by using ACCRA's Cost of Living Index, calculated in New Jersey to be 13% -17% higher (depending on the region) than the national average.[23]

Transportation: If there is an adequate public transportation system in a given area, it is assumed that workers use public transportation to get to and from work. A public transportation system is considered "adequate" if it is used by a substantial percentage of the working population. According to one study, if about 7% of the total public uses public transportation, that "translates" to about 30% of the low- and moderate-income population.[24] In New Jersey, an average of 10% of all workers use public transportation.[25] However, there is wide variation in the usage rates for public transportation in New Jersey. Data indicate that over 7% of workers in ten New Jersey counties use public transportation (with rates ranging from 7% to 34%), while in 11 counties, less than 7% of the population uses public transportation.[26]

Private transportation costs are based on the costs of owning and operating an average car (or two cars if there are two adults). It is assumed that the family needs two cars since it is unlikely that two adults with two jobs would be traveling to and from the same place of work at exactly the same time. The fixed costs of owning a car include fire, theft, property damage and liability insurance, license, registration, taxes, repairs, monthly payments, and finance charges. The monthly variable costs (e.g., gas, oil, tires, and maintenance) are also included, but the initial cost of purchasing a car is not.

To estimate fixed costs, the Consumer Expenditure Survey amounts are used for families in the second quintile of income (those whose incomes are between the 20th and 40th percentile), by region. The auto insurance premium is the average premium cost for New Jersey from a survey conducted by the National Association of Insurance Commissioners.[27] To estimate county variation, ratios were created based on 2003 premium rates from the five auto insurance companies with the largest market shares in New Jersey.[28]

For per-mile costs, driving cost data from the American Automobile Association is used.[29] The Standard assumes that the car(s) will be used to commute to and from work five days per week, plus one trip per week for shopping and errands. The commuting distance is computed from the *National Household Travel Survey 2001*.[30] In addition, one parent in each household with young children is assumed to have a slightly longer weekday trip to allow for "linking" trips to a day care site.

Health Care: Families cannot be truly self-sufficient without health insurance. Employer-sponsored health insurance coverage is assumed in the Self-Sufficiency Standard as the norm for full-time workers. In fact, nationally the majority (71%) of non-elderly individuals in households with at least one full-time worker have employer-sponsored health insurance coverage. In New Jersey, 78% of individuals in households with a full-time worker have employer-sponsored coverage.[31]

We also assume that the full-time worker's employer pays 77% of the insurance premium for families (82% for the employee only), the current percent of coverage in New Jersey.[32] Health care costs in the Standard assume adults are working in employment where employers provide health insurance and include both the employee's share of insurance premiums plus additional out-of-pocket expenses, such as the co-payment, uncovered expenses (e.g., dental care and prescriptions), and the insurance deductible.

The cost of the health insurance premium is based on the average premium paid by New Jersey residents, according to the national Medical Expenditure Panel Survey (MEPS), and adjusted for inflation using the Medical Care Services Consumer Price Index. Data for out-of-pocket health care costs (by age) are also obtained from the MEPS, adjusted by region using the MEPS Household Component Analytical Tool, and adjusted for inflation using the Medical Care Consumer Price Index (see Data Sources: Health Insurance for references).

Although the Standard assumes employer-sponsored health coverage, as the cost of health insurance rises, employers shift more of that cost burden onto workers by paying a lower percentage of premiums and offering plans that provide less coverage. Thus, many workers do not have access to affordable health insurance coverage through their employers, and so must either purchase their own coverage, or "do without." In New Jersey, the average cost of health insurance for a single parent and any number of children in New Jersey is $842 per month.[33] For those who cannot afford to purchase individual health coverage, an illness or injury in a family can become a very serious financial crisis. For example, families may need to risk eviction by using income budgeted for housing to pay for needed health care.

Miscellaneous: This expense category includes all other essentials including clothing, shoes, paper products, diapers, nonprescription medicines, cleaning products, household items, personal hygiene items, and telephone service. It does not allow for recreation, entertainment, savings, or debt repayment.

Miscellaneous expenses are calculated by taking 10% of all other costs. This percentage is a conservative estimate in comparison to estimates in other basic needs budgets, which commonly use 15%.[34]

Taxes: Taxes include state sales tax, federal and state income taxes, and payroll taxes where applicable. New Jersey has a statewide sales tax of 6%.[35] An exception is made for "Urban Enterprise Zones" in certain economically depressed cities, and most in-person transactions in Salem County, where the sales tax is 3%. In New Jersey, sales tax is not applied to groceries, clothing or shoes.[36] For the Self-Sufficiency Standard, sales taxes are calculated only on "miscellaneous" items, as one does not ordinarily pay tax on rent, child care, and so forth. Indirect taxes, e.g., property taxes paid by the landlord on housing, are assumed to be included in the price of housing passed on by the landlord to the tenant. Also, taxes on gasoline and automobiles are included as a cost of owning and running a car.

New Jersey state income taxes are calculated using the tax forms and instructions from the New Jersey state tax department. The state income tax calculation includes state specific deductions, exemptions, and tax credits.[37]

Although the federal income tax rate (15% on most income for the majority of family types) is higher than the payroll tax rate, federal exemptions and deductions are substantial. As a result, while the payroll tax is paid on every dollar earned, most families will not owe federal income tax on the first $10,000 to $15,000 or more, thus lowering the effective federal tax rate to about 7% for most family types. Payroll taxes for Social Security and Medicare are calculated at 7.65% of each dollar earned.

Earned Income Tax Credit (EITC): The EITC, or as it is sometimes called, the Earned Income Credit, is a federal tax refund intended to offset the loss of income from payroll taxes owed by low-income working families. The EITC is a "refundable" tax credit; that is, working adults may receive the tax credit whether or not they owe any federal taxes.

In addition to the federal EITC, the New Jersey Earned Income Tax Credit (NJEITC) is available to state residents with gross incomes of $20,000 or less. For the 2004 tax year, NJEITC refundable tax credit was set at 20% of a family's federal EITC.[38]

Child Care Tax Credit (CCTC): The federal CCTC is a tax credit that allows working parents to deduct a percentage of their child care costs from the federal income taxes they owe. Like the EITC, the CCTC is deducted from the total amount of money a family needs to be self-sufficient. Unlike the EITC, the federal CCTC is not a "refundable" tax credit. A family may only receive the CCTC as a credit against federal income taxes owed. Therefore, families who owe very little or nothing to the federal government in income taxes receive little or no CCTC.

Child Tax Credit (CTC): The CTC is a "refundable" federal tax credit, like the EITC, that provides parents a deduction of up to $1,000 for each child under 17 years old or 15% of earned income over $10,750, whichever is less.

How Much is Enough in New Jersey?

Because the Self-Sufficiency Standard varies by family type and location, the amount of money that a family needs to be economically self-sufficient depends upon family size and composition, the age of children, and where they live. This section of the report presents the cost of living in five different counties in New Jersey: Camden, Atlantic, Bergen, Mercer, and Monmouth Counties.

Table 1 below shows that in Camden County, a single adult with no children needs to earn **$7.99** per hour to be able to meet her/his basic needs. However, an adult with a preschooler needs a two-bedroom housing unit and child care, in addition to other expenses. Therefore, meeting all of her family's basic needs requires a wage of over $6.00 per hour more

Table 1
The Self-Sufficiency Standard for Selected Family Types*
Camden County, 2005
Monthly Expenses and Shares of Total Budgets

	One Adult		*One Adult, One Preschooler*		*One Adult, One Preschooler, One Schoolage*		*Two Adults, One Preschooler, One Schoolage*	
Monthly Costs	***Costs***	***% of total***	***Costs***	***% of total***	***Costs***	***% of total***	***Costs***	***% of total***
Housing	*$711*	*51*	*$854*	*34*	*$854*	*27*	*$854*	*24*
Child Care	*$0*	*0*	*$570*	*23*	*$969*	*31*	*$969*	*28*
Food	*$219*	*16*	*$333*	*13*	*$474*	*15*	*$718*	*20*
Transportation	*$54*	*4*	*$54*	*2*	*$54*	*2*	*$108*	*3*
Health Care	*$104*	*7*	*$254*	*10*	*$272*	*9*	*$317*	*9*
Miscellaneous	*$109*	*8*	*$206*	*8*	*$262*	*8*	*$297*	*8*
Taxes	*$210*	*15*	*$406*	*16*	*$512*	*16*	*$521*	*15*
Earned Income Tax Credit (-)	*$0*	*0*	*$0*	*0*	*$0*	*0*	*$0*	*0*
Child Care Tax Credit (-)	*$0*	*0*	*-$68*	*-3*	*-$115*	*-4*	*-$105*	*-3*
Child Tax Credit (-)	*$0*	*0*	*-$83*	*-3*	*-$167*	*-5*	*-$167*	*-5*
Total Percent	—	*100*	—	*100*	—	*100*	—	*100*
Self-Sufficiency Wage - Hourly*	***$7.99***		***$14.35***		***$17.70***		***$9.98***	***per adult****
Monthly	***$1,407***		***$2,526***		***$3,114***		***$3,511***	***combined****
Annual	***$16,884***		***$30,312***		***$37,374***		***$42,136***	***combined****

** The Standard is calculated by adding expenses and taxes and subtracting tax credits. Taxes include federal, state, and city income taxes (including state tax credits except state EITC) and payroll taxes.*

*** The hourly wage is calculated by dividing the monthly wage by 176 hours (8 hours per day times 22 days per month).*

**** The hourly wage for families with two adults represents the hourly wage that each adult would need to earn, while the monthly and annual wages represent both parents' wages combined.*

Note: Totals may not add exactly due to rounding.

than the single adult requires. If she has two children—a preschooler and a schoolage child—she must earn over twice as much as a single person with no children, or **$17.70** per hour, to meet her family's needs. In the two-adult family with two children, expenses such as transportation, food, health care, and miscellaneous costs increase, requiring *each* adult to earn **$9.98** per hour for this family to be self-sufficient.

Table 2 below shows that the costs in Atlantic County are only slightly less than in Camden County. A single adult's average Self-Sufficiency Wage is **$7.96** per hour, while the adult with one preschooler must earn over $6.00 more per hour than the adult with no children, or **$14.08** per hour, to be self-sufficient. The single parent with two children in Atlantic County must earn **$17.30** per hour to meet her family's needs. In the two-parent family with two children, each adult would need to earn a Self-Sufficiency Wage of **$9.79** per hour.

Table 3, on the following page, shows that costs in Bergen County are the highest among the five counties compared here. In Bergen County, a single adult's

Table 2

The Self-Sufficiency Standard for Selected Family Types*

Atlantic County, 2005

Monthly Expenses and Shares of Total Budgets

	One Adult		One Adult, One Preschooler		One Adult, One Preschooler, One Schoolage		Two Adults, One Preschooler, One Schoolage	
Monthly Costs	**Costs**	**% of total**	**Costs**	**% of total**	**Costs**	**% of total**	**Costs**	**% of total**
Housing	$708	51	$853	34	$853	28	$853	25
Child Care	$0	0	$548	22	$932	31	$932	27
Food	$217	16	$330	13	$469	15	$711	21
Transportation	$54	4	$54	2	$54	2	$108	3
Health Care	$104	7	$254	10	$272	9	$317	9
Miscellaneous	$108	8	$204	8	$258	8	$292	8
Taxes	$209	15	$394	16	$495	16	$505	15
Earned Income Tax Credit (-)	$0	0	-$8	0	$0	0	$0	0
Child Care Tax Credit (-)	$0	0	-$68	-3	-$120	-4	-$105	-3
Child Tax Credit (-)	$0	0	-$83	-3	-$167	-5	-$167	-5
Total Percent	—	100	—	100	—	100	—	100
Self-Sufficiency Wage - Hourly**	**$7.96**		**$14.08**		**$17.30**		**$9.79**	**per adult*****
Monthly	**$1,400**		**$2,478**		**$3,046**		**$3,446**	**combined*****
Annual	**$16,803**		**$29,732**		**$36,547**		**$41,350**	**combined*****

* The Standard is calculated by adding expenses and taxes and subtracting tax credits. Taxes include federal, state, and city income taxes (including state tax credits except state EITC) and payroll taxes.

** The hourly wage is calculated by dividing the monthly wage by 176 hours (8 hours per day times 22 days per month).

*** The hourly wage for families with two adults represents the hourly wage that each adult would need to earn, while the monthly and annual wages represent both parents' wages combined.

Note: Totals may not add exactly due to rounding.

Table 3

The Self-Sufficiency Standard for Selected Family Types*

Bergen County, 2005

Monthly Expenses and Shares of Total Budgets

	One Adult		One Adult, One Preschooler		One Adult, One Preschooler, One Schoolage		Two Adults, One Preschooler, One Schoolage	
Monthly Costs	**Costs**	**% of total**	**Costs**	**% of total**	**Costs**	**% of total**	**Costs**	**% of total**
Housing	$1,050	55	$1,201	36	$1,201	30	$1,201	27
Child Care	$0	0	$753	23	$1,184	30	$1,184	27
Food	$224	12	$341	10	$485	12	$735	17
Transportation	$59	3	$59	2	$59	1	$118	3
Health Care	$104	5	$254	8	$272	7	$317	7
Miscellaneous	$144	7	$261	8	$320	8	$355	8
Taxes	$336	18	$607	18	$726	18	$737	17
Earned Income Tax Credit (-)	$0	0	$0	0	$0	0	$0	0
Child Care Tax Credit (-)	$0	0	-$55	-2	-$100	-3	-$100	-2
Child Tax Credit (-)	$0	0	-$83	-2	-$167	-4	-$167	-4
Total Percent	—	100	—	100	—	100	—	100
Self-Sufficiency Wage - Hourly**	**$10.89**		**$18.96**		**$22.61**		**$12.44**	**per adult*****
Monthly	**$1,917**		**$3,337**		**$3,980**		**$4,380**	**combined*****
Annual	**$23,003**		**$40,044**		**$47,763**		**$52,557**	**combined*****

* The Standard is calculated by adding expenses and taxes and subtracting tax credits. Taxes include federal, state, and city income taxes (including state tax credits except state EITC) and payroll taxes.

** The hourly wage is calculated by dividing the monthly wage by 176 hours (8 hours per day times 22 days per month).

*** The hourly wage for families with two adults represents the hourly wage that each adult would need to earn, while the monthly and annual wages represent both parents' wages combined.

Note: Totals may not add exactly due to rounding.

Self-Sufficiency Wage is **$10.89** per hour. A single parent with one preschooler needs to earn over $8.00 more per hour, or **$18.96** per hour, to meet the basic needs of her family. If she has two children (one preschooler and one schoolage child) she must earn **$22.61** per hour to meet her family's needs. In the two-parent family, each adult would need to earn a Self-Sufficiency Wage of **$12.44** per hour in Bergen County.

Table 4 (on the following page) shows that in Mercer County, a single adult needs to earn **$8.88** per hour to be able to meet her/his basic needs, while the single parent with one preschooler must earn over $8.00 per hour more than the single adult alone. If she has two children—a preschooler and a schoolage child—she must earn over twice as much as a single person with no children, or **$20.97** per hour, to meet her

Table 4

The Self-Sufficiency Standard for Selected Family Types*

Mercer County, 2005

Monthly Expenses and Shares of Total Budgets

	One Adult		One Adult, One Preschooler		One Adult, One Preschooler, One Schoolage		Two Adults, One Preschooler, One Schoolage	
Monthly Costs	**Costs**	**% of total**	**Costs**	**% of total**	**Costs**	**% of total**	**Costs**	**% of total**
Housing	$813	52	$977	33	$977	26	$977	24
Child Care	$0	0	$748	25	$1,215	33	$1,215	30
Food	$224	14	$341	11	$485	13	$735	18
Transportation	$54	3	$54	2	$54	1	$108	3
Health Care	$104	7	$254	9	$272	7	$317	8
Miscellaneous	$120	8	$237	8	$300	8	$335	8
Taxes	$249	16	$521	17	$655	18	$663	16
Earned Income Tax Credit (-)	$0	0	$0	0	$0	0	$0	0
Child Care Tax Credit (-)	$0	0	-$60	-2	-$100	-3	-$100	-2
Child Tax Credit (-)	$0	0	-$83	-3	-$167	-5	-$167	-4
Total Percent	—	100	—	100	—	100	—	100
Self-Sufficiency Wage - Hourly**	**$8.88**		**$16.98**		**$20.97**		**$11.60**	**per adult*****
Monthly	**$1,563**		**$2,989**		**$3,691**		**$4,084**	**combined*****
Annual	**$18,761**		**$35,871**		**$44,298**		**$49,004**	**combined*****

** The Standard is calculated by adding expenses and taxes and subtracting tax credits. Taxes include federal, state, and city income taxes (including state tax credits except state EITC) and payroll taxes.*

*** The hourly wage is calculated by dividing the monthly wage by 176 hours (8 hours per day times 22 days per month).*

**** The hourly wage for families with two adults represents the hourly wage that each adult would need to earn, while the monthly and annual wages represent both parents' wages combined.*

Note: Totals may not add exactly due to rounding.

family's needs. In the two-adult family with two children, most expenses increase, requiring *each* adult to earn **$11.60** per hour for this family to be self-sufficient.

Table 5 (on the following page) shows that in Monmouth County, a single adult with no children needs to earn **$9.17** per hour to be able to meet her/his basic needs. However, an adult with a preschooler needs a two-bedroom housing unit and child care, in addition to other expenses. Therefore, meeting all of her family's basic needs requires a wage of over $7.50 more per hour than the single adult requires. If she has two children—a preschooler and a schoolage child—she must earn almost twice as much as a single-person with no children, or **$20.62** per hour, to meet her family's needs. In the two-adult family with two children, expenses

Table 5

The Self-Sufficiency Standard for Selected Family Types*

Monmouth County, 2005

Monthly Expenses and Shares of Total Budgets

	One Adult		One Adult, One Preschooler		One Adult, One Preschooler, One Schoolage		Two Adults, One Preschooler, One Schoolage	
Monthly Costs	**Costs**	**% of total**	**Costs**	**% of total**	**Costs**	**% of total**	**Costs**	**% of total**
Housing	$843	52	$1,029	34	$1,029	28	$1,029	26
Child Care	$0	0	$687	23	$1,116	31	$1,116	28
Food	$224	14	$341	11	$485	13	$735	18
Transportation	$59	4	$59	2	$59	2	$118	3
Health Care	$104	6	$254	9	$272	7	$317	8
Miscellaneous	$123	8	$237	8	$296	8	$331	8
Taxes	$261	16	$519	17	$639	18	$650	16
Earned Income Tax Credit (-)	$0	0	$0	0	$0	0	$0	0
Child Care Tax Credit (-)	$0	0	-$60	-2	-$100	-3	-$100	-2
Child Tax Credit (-)	$0	0	-$83	-3	-$167	-5	-$167	-4
Total Percent	—	100	—	100	—	100	—	100
Self-Sufficiency Wage - Hourly**	**$9.17**		**$16.95**		**$20.62**		**$11.45**	**per adult*****
Monthly	**$1,614**		**$2,983**		**$3,629**		**$4,029**	**combined*****
Annual	**$19,367**		**$35,794**		**$43,554**		**$48,348**	**combined*****

**   The Standard is calculated by adding expenses and taxes and subtracting tax credits. Taxes include federal, state, and city income taxes (including state tax credits except state EITC) and payroll taxes.*

***   The hourly wage is calculated by dividing the monthly wage by 176 hours (8 hours per day times 22 days per month).*

****   The hourly wage for families with two adults represents the hourly wage that each adult would need to earn, while the monthly and annual wages represent both parents' wages combined.*

Note: Totals may not add exactly due to rounding.

increase in most categories requiring *each* adult to earn **$11.45** per hour for this family to be self-sufficient.

Among these five counties, living in Bergen County requires the highest Self-Sufficiency Wage for each family type, while living in Atlantic County requires the lowest wages for each family type. All counties, however, require that each adult make over $4.00 more per hour than the current minimum wage of $5.15, and over $2.00 more than the minimum wage of $7.15, to become effective October 2006.[39]

Child care and housing costs account for the largest percentage of budget costs for New Jersey families with children. The proportions spent on each cost do not vary significantly relative to the location. For single-parent families with one child, across these five New Jersey counties, child care costs range from 22% to

25% of basic needs family budgets, while housing costs range from 33% to 36% of basic needs budgets.

For families with two children, child care costs typically make up the single largest part of a basic needs family budget. Depending on the location, child care costs range from 30% to 33% of the family budget for one-adult families with two children, and 27% to 30% of the family budget for two-adult families with two children.

Figure 1 (below) shows the proportion of income spent on each basic need for a single parent with one preschooler and one schoolage child in Union County. Generally, families with two children (when one is a preschooler or younger) spend almost half their incomes on child care and housing. For this family in Union County, housing and child care together comprise 59% of the total budget.

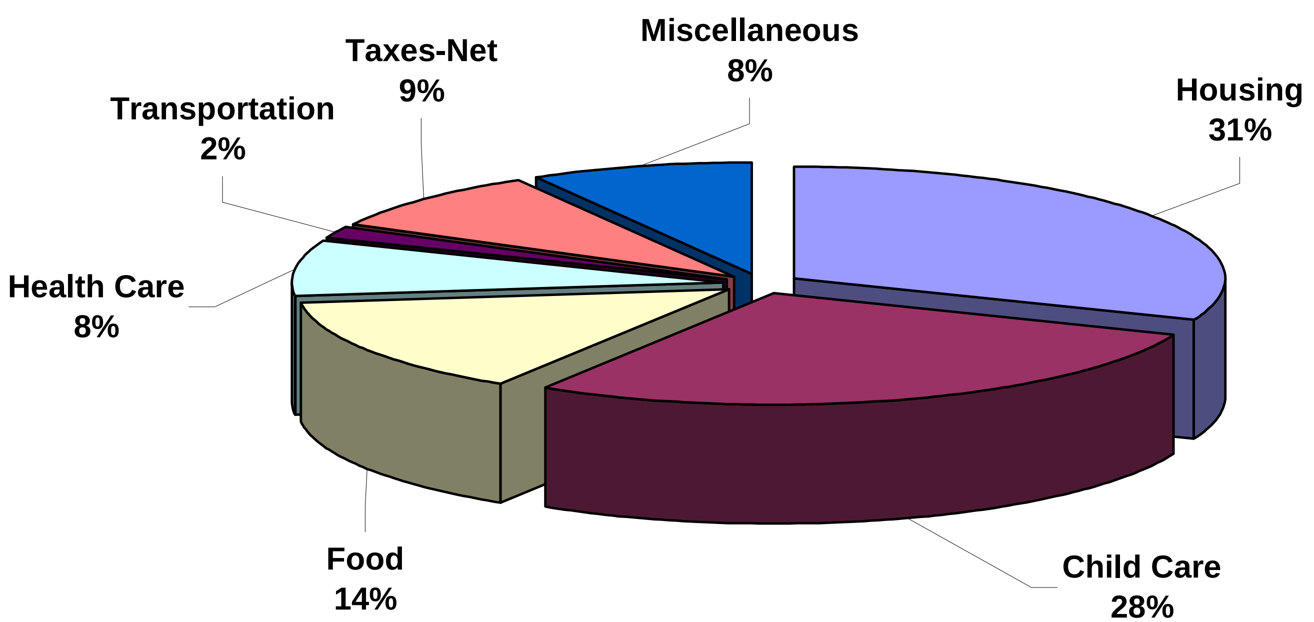
The next largest expense for this New Jersey family is food, accounting for 14% of the total costs. Taxes account for 9% of the total monthly costs. This percentage, however, is a net amount that includes tax credits, which are generally not received until the following year after taxes are filed. The actual monthly tax burden, without the credits, amounts to 17% of total costs.

Health care is a relatively small share at 8%, but this calculation assumes that the employer both provides health insurance for the family and pays 77% percent of the premium (see page 7). For families in New Jersey who do not have employer-sponsored health insurance, it is likely that health care costs account for an even greater percent of the family budget. While the cost of transportation is just 2% of this family's budget, the Standard for Union County has been calculated assuming that workers use public transportation.

Figure 1

Percentage of Income Needed to Meet Basic Needs, 2005

Based on the Self-Sufficiency Standard for a Family with
One Adult, One Preschooler and One Schoolage Child
Union County



**Note: Percentages include the net effect of taxes and tax credits. Thus, the percentage of income needed for taxes is actually 17%, but with tax credits, the amount owed in taxes is reduced to 9%. Please see page 22 for an explanation of the treatment of tax credits in modeling.*

Comparing the Standard to Other Benchmarks of Income

To put the Standard in context, it is useful to compare it to other commonly used measures of income adequacy. In Figure 2, we have compared the Self-Sufficiency Standard for a family of three living in Middlesex County to four other benchmarks: the welfare grant level of Temporary Assistance for Needy Families (TANF) and the cash value equivalent of Food Stamps; the net minimum wage in New Jersey; 100%, 200%, and 250% of the Federal Poverty Level (FPL); and the median family income for a family of three in Middlesex County.

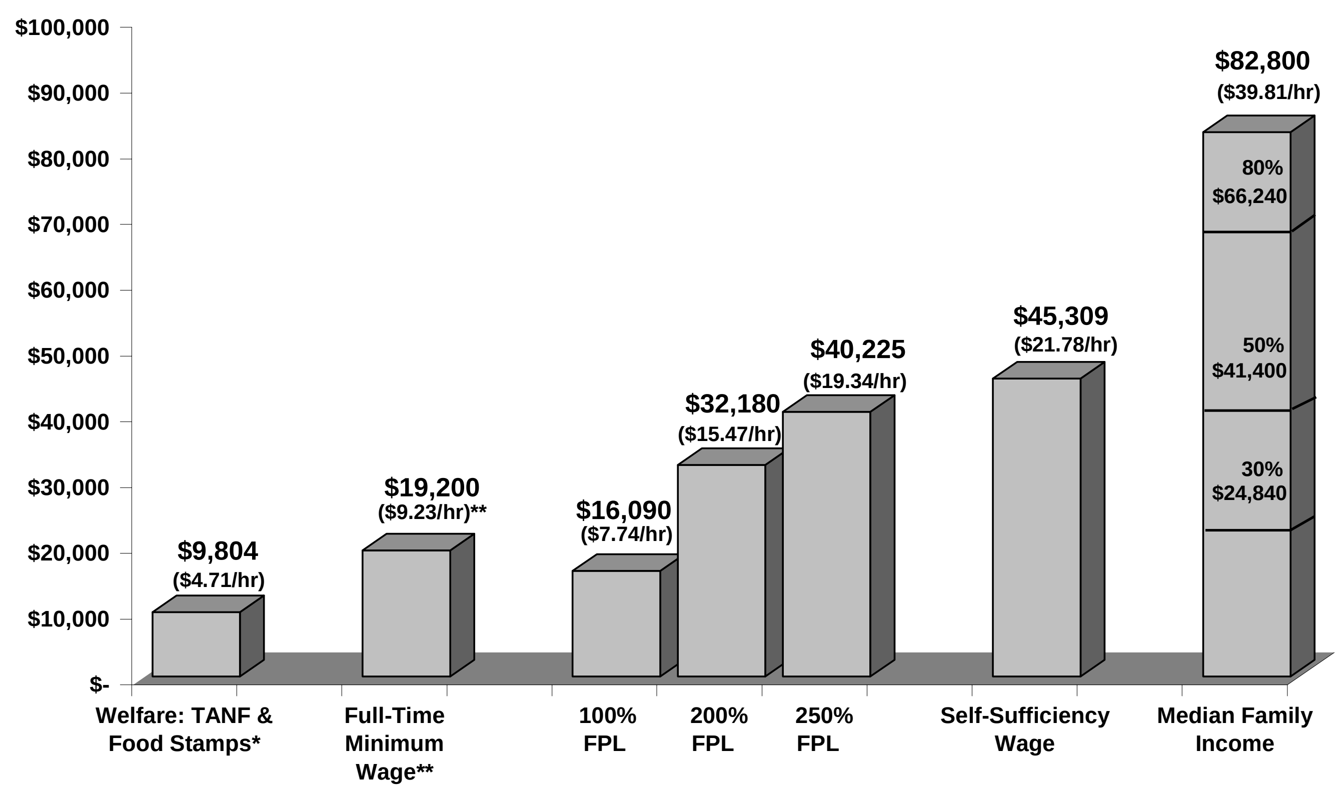
Where relevant, the comparison benchmarks are for three-person families. However, none is as specific as the Standard in terms of age and number of children and/or geographic location. As indicated in the sixth bar (on the far right) in Figure 2 below, the Self-Sufficiency Standard for this Middlesex County family is **$45,309** per year.

Figure 2

The Self-Sufficiency Standard Compared to Other Benchmarks, 2005

Based on the Self-Sufficiency Standard for a Family with One Adult, One Preschooler and One Schoolage Child

Middlesex County



** The TANF (Work First New Jersey) benefit is $5,088 annually ($424 per month) and the Food Stamps benefit is $4,716 annually ($393 per month for a family of three in Middlesex County).*

*** Note: Full-time minimum wage is calculated at $7.15 per hour, or $14,872 per year before taxes and tax credits. This wage is scheduled to be effective October 2006; see Endnote #39. The second bar in Figure 2 includes the net effect of the addition of the Earned Income Tax Credit and the subtraction of federal, state, and city taxes.*

Note that this set of benchmarks is not meant to show *how* a family would move from a lower income to economic self-sufficiency. Rather, the concept of self-sufficiency assumes a gradual progression that takes place over time. (Please see pages 32-36 for a more detailed discussion of how New Jersey families can achieve Self-Sufficiency Wages.)

Welfare—Temporary Assistance for Needy Families (TANF) and Food Stamps: Including the cash value of Food Stamps as well as the TANF cash grant (assuming no wage or other income), the total basic "cash" assistance package is **$817** per month in Middlesex County or **$9,804** per year. This amount is almost one-quarter (**22%**) of the Self-Sufficiency Standard for a three-person family in Middlesex County and **61%** of the FPL.

Minimum Wage: New Jersey's new minimum wage, to be in effect October 2006, will be $7.15, or $2.00 greater than the federal minimum wage. A full-time worker at **$7.15** per hour earns about **$1,239** per month or **$14,872** per year. Subtracting payroll taxes (Social Security and Medicare) and adding the Earned Income Tax Credit, this worker would have a net cash income of **$1,600** per month, or **$19,200** per year. This amount is more than her earnings alone because the federal EITC benefit for which she qualifies is near the maximum and more than the taxes she owes. She also receives a Child Tax Credit. Because she does not pay federal income taxes, she does not receive the federal Child Care Tax Credit.

Even with the help of the federal EITC, a full-time job at the minimum wage provides only **42%** of the amount needed to be self-sufficient. If we assume that she pays taxes, and does not receive the EITC payments on a monthly basis (as is true of most workers), she will only receive **$14,250** during the year, which is roughly one third (**32%**) of the Self-Sufficiency Standard and only about **89%** of the FPL.

Federal Poverty Level: Not surprisingly, the Standard wage is quite a bit higher than the official poverty level for a family of three. According to federal guidelines, a family consisting of one adult and two children would be considered "poor" with a monthly income of **$1,341** (**$16,090** annually) or less—regardless of where they live, or the age of their children. Thus, the official poverty level for a three-person family in Middlesex County is **36%** of the Self-Sufficiency Wage. Because the cost of living is high everywhere in New Jersey, this report includes calculations for 200% and 250% of the FPL, $32,180 and $40,225, respectively. Even 250% of the FPL is still less than 90% of the Self-Sufficiency Wage. Even in Atlantic County, the least expensive county in New Jersey for a family with one adult, one preschooler and one schoolage child, the official poverty line is only 44% of the minimum amount necessary to meet family needs according to the Standard.

In Appendix B, the Self-Sufficiency Standard is shown as percentage multiples of the FPL for three family types, by New Jersey county. Percentage multiples for these families to reach economic self-sufficiency range from a low of 214% of the FPL for either a family of one adult and one schoolage child in Atlantic County or a family of two adults, one preschooler, and one schoolage child in Atlantic to a high of 338% of the FPL for a family with one adult, one preschooler, and one schoolage child in Somerset County.

For the one adult and one child family, nine counties' Self-Sufficiency Standards are between 200% and 250% of the FPL, nine are between 251% and 300% of the FPL, and three are more than 300% of the FPL. For the three-person family, only six counties' Standards fall between 200% and 250% of the FPL, eleven are between 251% and 300% of the FPL, and four are more than 300% of the FPL. For the two-adult, two-child family, in ten counties, the Self-Sufficiency Standard is between 200% and 250% of the FPL, in eight counties it falls between 251% and 300% of the FPL, and in three counties, it is more than 300% of the FPL for a four-person household.

Median Family Income: Median family income (half of an area's families have incomes above this amount and half have incomes below this amount) is a rough measure of the relative cost of living in an area. The median income for a three-person family in Middlesex County is **$82,800**. The Self-Sufficiency Standard for a single-parent family with one preschooler and one schoolage child is just over one-half (**55%**) of the median family income for Middlesex County.[40]

The U.S. Department of Housing and Urban Development (HUD) uses area median family income as a standard to assess families' needs for housing assistance. Those with incomes below 50% of the median area income are considered "Very Low Income," while those with incomes between 50% and 80% of the median area income are considered "Low

Income." Almost all assistance is limited to the "Very Low Income" category, and in some instances to the "Extremely Low Income" category—defined as less than 30% of area median income.[41]

Thus, Figure 2 shows that the Self-Sufficiency Standard for a Middlesex County family falls within HUD's definition of "Low Income," suggesting that a substantial portion of New Jersey families lack adequate income to meet their needs. At the same time, it suggests that the Standard is set at a level that is neither too high, nor too low.

Comparison of a New Jersey Place to Other U.S. Places

The Self-Sufficiency Standard has been completed for 35 states, plus the District of Columbia (Washington, DC) and New York City. Because the Self-Sufficiency Standard uses the same methodology across states, the cost of meeting basic needs for a given family type in different states can be directly compared. However, since Standards have been completed in different years, all numbers have been updated to 2005 dollars for the purpose of this analysis. While costs are likely to increase over time at varying rates, for our purposes it is acceptable to use the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) to update the Standards to account for inflation.

In Table 6 below we compare the Standard for Hudson County, which includes the city of Jersey City, to one city and ten counties across the U.S. which have moderately sized cities: Baltimore City, MD; Suffolk County, MA (Boston); Denver County, CO (Denver); Marion County, IN (Indianapolis); Clark County, NV (Las Vegas); Jefferson County, KY (Louisville); Milwaukee County, WI (Milwaukee); Oklahoma County, OK (Oklahoma City); San Francisco County, CA (San Fransciso); King County, WA (Seattle); and District of Columbia (Washington, DC).

In Jersey City, a single adult requires a Self-Sufficiency Wage of **$9.98**, toward the high end of this distribution, with nine areas having lower costs and two with higher costs. The single parent with a preschooler requires a Self-Sufficiency Wage of **$16.94**, which is also higher than all but two of these areas. However, the single parent with a preschooler and a schoolage child is in the middle of the distribution at **$19.95**. Likewise, in the two-adult family with a preschooler and a schoolage child, each parent must earn **$11.12** per hour to be self-sufficient, which is near the middle of the distribution, with six areas having lower costs and five areas having higher costs.

In conclusion, while Jersey City is not the *most* expensive city in which to live, relative to its population size, it still requires substantial resources to meet basic family needs at an adequate level.

Table 6

The Self-Sufficiency Wage for Hudson County, including Jersey City, NJ Compared to Other U.S. Counties with Cities, 2005*

One Adult		One Adult, One Preschooler		One Adult, One Preschooler, One Schoolage		Two Adults, One Preschooler, One Schoolage (per adult)	
Milwaukee	*$7.17*	*Indianapolis*	*$13.29*	*Indianapolis*	*$16.25*	*Indianapolis*	*$9.71*
*Seattle***	*$7.31*	*Oklahoma City*	*$14.54*	*Las Vegas*	*$16.78*	*Baltimore*	*$9.85*
Indianapolis	*$7.77*	*Washington, DC***	*$14.65*	*Oklahoma City*	*$17.99*	*Las Vegas*	*$10.08*
Oklahoma City	*$8.12*	*Las Vegas*	*$14.66*	*Baltimore*	*$18.26*	*Seattle***	*$10.30*
Louisville	*$8.68*	*Seattle***	*$15.24*	*Louisville*	*$18.56*	*Oklahoma City*	*$10.79*
Denver	*$9.03*	*Louisville*	*$15.35*	*Jersey City***	*$19.95*	*Louisville*	*$11.05*
*Washington, DC***	*$9.04*	*Baltimore*	*$15.69*	*Denver*	*$20.07*	*Jersey City***	*$11.12*
Las Vegas	*$9.23*	*Milwaukee*	*$15.84*	*Milwaukee*	*$20.08*	*Milwaukee*	*$11.37*
Baltimore	*$9.90*	*Denver*	*$16.82*	*Seattle***	*$20.91*	*Denver*	*$11.58*
*Jersey City***	*$9.98*	*Jersey City***	*$16.94*	*Boston***	*$25.67*	*Boston***	*$13.67*
*Boston***	*$10.69*	*Boston***	*$22.04*	*Washington, DC***	*$25.68*	*Washington, DC***	*$14.12*
*San Francisco***	*$13.66*	*San Francisco***	*$24.51*	*San Francisco***	*$28.52*	*San Francisco***	*$14.70*

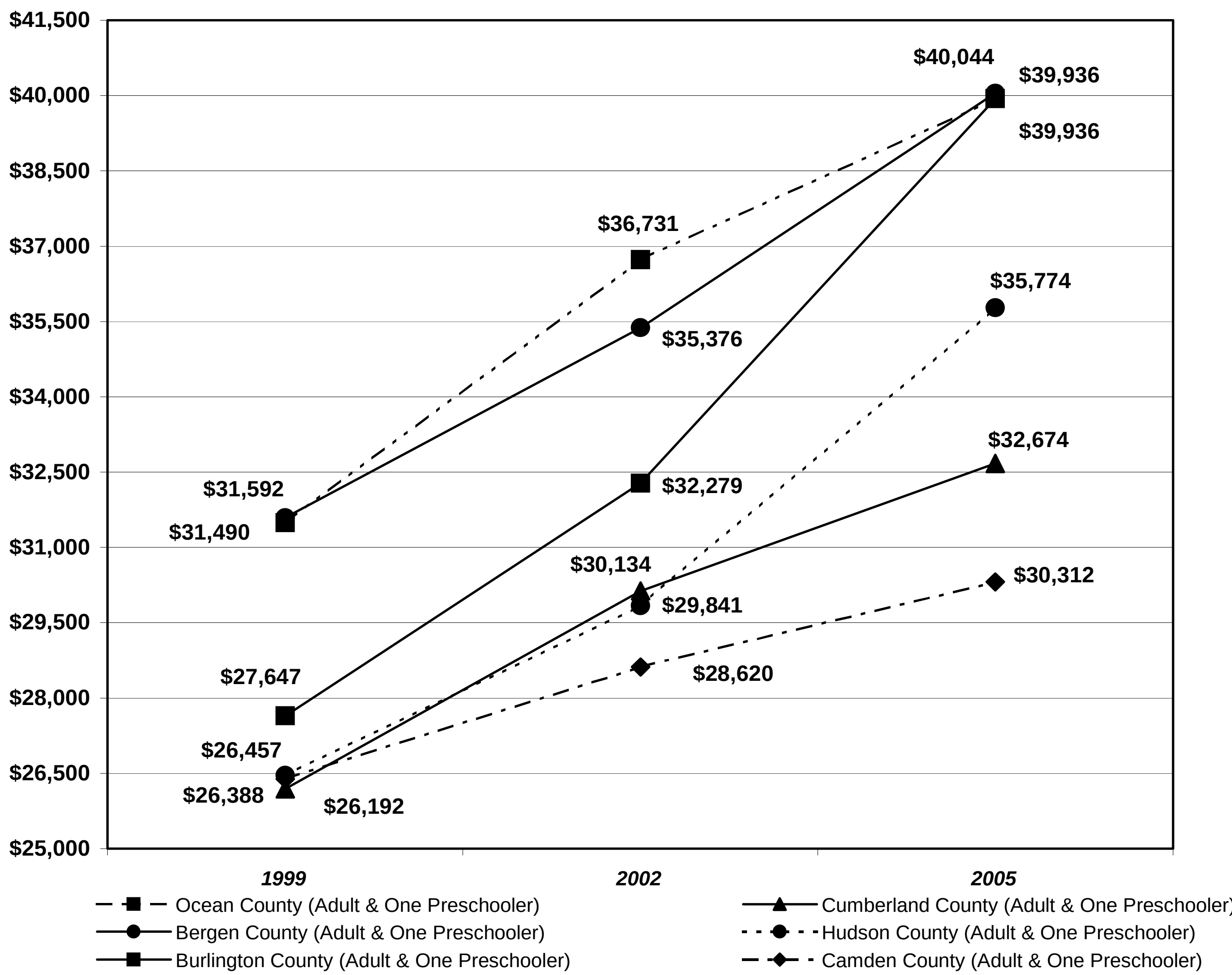
**All wages are updated to February 2005 using the Consumer Price Index.*
***Wage calculated assuming family uses public transportation.*

The Self-Sufficiency Wage Over Time

The first New Jersey Self-Sufficiency Standard was completed in 1999, the second in 2002, and the third in 2005. With six years between the between the first and most recent Standard, it is possible to begin to examine how the Self-Sufficiency Standard has changed over time in New Jersey. Table 7 below is a comparison for one family type, an adult and one preschooler, in six New Jersey counties (Bergen, Burlington, Camden, Cumberland, Hudson, and Ocean).

As can be seen, the Self-Sufficiency Standard for an adult and one preschooler increased in all six counties between 1999 and 2002. The rising self-sufficiency wage is primarily due to an increase in the cost of housing, child care, and transportation, as well as an increase in taxes. The cost of housing increased between 8% (Cumberland County) to 20% (Bergen County). While child care cost decreased in Camden County by 1%, child care costs increased from between 6% and 18% in the other five

Table 7
The New Jersey Self-Sufficiency Standard by County by Year: 1999, 2002, and 2005



counties. In the three counties with public transportation —Burlington, Cumberland, and Ocean—there is a 57% to 72% increase in transportation costs. Finally, taxes increased in each county, ranging from a 10% increase in Camden County to a 100% increase in Hudson County.

The overall self-sufficiency wage continued to increase from 2002 and 2005. Housing costs increased between 2% in Camden County to 27% in Hudson County. Child care costs increased 5% in each county, with the exception of Burlington County, where child care costs increased 35% between 2002 and 2005. The largest percent increase in costs from 2002 to 2005 occurred in health care. Health care costs increased 56% in each county, with the exception of Camden County where the increase was 36% between 2002 and 2005. Food costs also increased from 20% to 28% in each county. Note, however, that in the 2005 Self-Sufficiency Standard, food costs were adjusted regionally to reflect the higher cost of food in New Jersey compared to the national average. Finally, between 2002 and 2005, taxes remained the same in Cumberland County, decreased 5% in Camden County, and increased from 2% to 21% in the other four counties.

Modeling the Impact of Supports on Wages Required to Meet Basic Needs

Modeling the Impact of Supports

There are a number of ways to reduce the amount of income required to meet family needs, thereby helping low-income families achieve self-sufficiency. Below we discuss several of these alternatives and then model their effects on wages for a single adult with two children in Table 8 (on page 23). Using the Self-Sufficiency Wage as a benchmark, the impact on the income required for a family to meet basic needs with no work supports, with child support, and then with various combinations of work supports is shown.

While the Self-Sufficiency Standard provides the amount of income that meets a family's basic needs without public or private assistance, many families cannot achieve self-sufficiency immediately. At the crucial point in their lives of entering employment, work supports can help a family achieve stability without scrimping on nutrition, living in overcrowded or substandard housing, or leaving children in unsafe and/or unstimulating child care environments. This stability also can help a family retain employment, which is a necessary condition for improving wages. When available, work supports or aid—such as Temporary Assistance for Needy Families (TANF) cash assistance; Food Stamps; Women, Infants and Children (WIC) programs; housing assistance (including Section 8 vouchers and public housing); child care; health care (Medicaid or NJ FamilyCare); and/or transportation subsidies—help families as they struggle to become economically self-sufficient.

Child Support: Child support payments from absent, non-custodial parents can be a valuable addition to some family budgets. Even in cases where the non-custodial parent's income is relatively low, child support payments may benefit children by easing the custodial parent's financial burden. By providing the support of both parents to meet children's needs, whatever the amount, children are likely to benefit. However, seeking child support may not be an option for all families, especially those for whom there is a history or risk of domestic violence.

Child Care: Since child care is one of the major expenses for families with children, a child care subsidy can substantially reduce this expense. For this reason, child care is modeled separately as well as in combination with other work supports. The addition of a child care subsidy provides single parents the greatest relief of any single work support.

Health Care: While health care expenses are a relatively small cost item in the budgets for most family types (less than 10%), health care coverage is essential. As stated on page 7, we assume that, along with adequate income, self-sufficiency level wages include employer-sponsored health insurance for workers and their families, with the cost partially financed by the employer. Without health benefits, most people would find it difficult, and sometimes quite costly, to meet their families' health care needs.

However, with the expansions of the federal and state-supported Children's Health Insurance Program—known in New Jersey as NJ FamilyCare—many low income families now have the option of covering their children's health care needs when their employer does not offer family coverage. Families who enter the workforce from welfare are eligible for continued coverage by Medicaid for themselves and their children for up to 12 months. After that, and for those families not transitioning off welfare, children can be covered by NJ FamilyCare or Medicaid, depending upon family income and household size.

Food Stamps Progam and Women, Infants and Children (WIC) Program: Most households with a gross monthly income of 130% or less of the FPL (Federal Poverty Level) are eligible for the federal Food Stamps Program. This program, administered by the individual states, provides crucial support to needy households and to those making the transition from welfare to work. The New Jersey WIC program helps pay for specific nutrient-rich foods and nutrition counseling for pregnant or postpartum women, infants, and children up to age 5 if their income falls at or below 180% of the FPL.[42] For the Self-Sufficiency Standard, WIC is included in food costs because it is a monthly food benefit in addition to the Food Stamps Program for those who qualify.

Housing: Like child care assistance, housing assistance is a major support for families, since housing costs are difficult for families to reduce without assistance. However, despite their importance, housing subsidies are extremely limited due to funding and availability.

Tax Credits: Although the federal Earned Income Tax Credit is included in the calculation of the Self-Sufficiency Standard, in this model we show only income that is likely to be available to families *each month* to meet their needs. Although by law a family can receive part of the federal EITC to which they are entitled on a monthly basis (advanced EITC), for many workers it is difficult to gauge how much the EITC will total due to fluctuating hours and wages, and sometimes job and/or wage changes throughout the year. Thus, the great majority (approximately 99%) of families receive the federal EITC as a lump sum payment the following year when they file their tax returns,[43] and frequently use these funds to meet important family needs, such as paying the security deposit for housing, buying a car, settling debts, paying tuition, or starting a savings account.[44]

Therefore, when the impact of work supports is modeled, the federal EITC is shown only in terms of the total amount of EITC for which this family would qualify when they file their taxes the following year if they worked at this wage for the entire year (the first shaded line at the bottom of Table 8.) The state EITC (the New Jersey Earned Income Tax Credit) is available to state residents with gross incomes of $20,000 or less to further offset taxes owed by low-income families. The state EITC is treated the same way as the federal EITC and shown on the second shaded line in Table 8.)

The Child Care Tax Credit is not refundable, and is only received as a credit against federal income tax and if it is received, it is shown as received monthly. Since families who qualify for the federal Child Tax Credit can use it to offset any remaining federal tax, that portion, if any, is shown monthly. The remaining refundable portion of the Child Tax Credit is received as an annual lump sum, like the EITC, and is shown in the third shaded line at the bottom of Table 8.

Table 8 - Modeling the Impact of Work Supports in Mercer County

In Table 8 on the following page, the impact of adding work supports for a family consisting of a single parent with one preschooler and one schoolage child living in Mercer County is modeled. Costs that have been reduced via work supports (or child support) are indicated with bolded font in the table.

The Self-Sufficiency Standard (Column 1): The first column of Table 8 shows the Self-Sufficiency Standard, which provides this family's expenses, including taxes, without any work or other supports to reduce these costs (except tax credits where applicable). In Mercer County, a single parent with one preschooler and one schoolage child has monthly child care expenses of $1,215 and housing costs of $977 per month, and therefore must earn a Self-Sufficiency Wage of **$20.97** per hour.

Child Support (Column 2): In Column 2, child support is added. The child support payment of **$278** per month is the average amount received by families who participate in the Child Support Program in New Jersey.[45] Unlike additional earned income, child support is not taxable, and thus it reduces the amount families need to earn both directly and through reduced taxes, and thus has a strong impact on helping families meet their needs. Overall, with child support and without monthly EITC or the refundable CTC, the wage needed to meet basic needs is reduced to **$18.99** per hour.

Child Care (Column 3): In Column 3, we begin adding work supports. First we show the effect of the child care work support program available to low-income families in New Jersey. Receiving child care assistance reduces child care costs by almost two-thirds, from $1,215 per month to $424. Thus, child care assistance lowers the income the parent needs to earn to **$15.77** per hour.

Child Care, Food Stamps, WIC, and Medicaid (Column 4): For adults who are moving from welfare to work, there is a set of supports available to help with that transition. In the fourth column of Table 8, this single-parent family is modeled according to rules for assistance through child care, Food Stamps, Medicaid and WIC. We assume that Medicaid will cover all of the family's health care expenses, reducing this cost from $272 per month to zero. This reduction in health care costs reduces the wage needed to meet basic needs, therefore reducing the child care co-payment from $424 to $333 per month. This family would not qualify for Food Stamps, but would quality for WIC thus reducing their food costs to $447. Altogether, child care assistance, Medicaid, and WIC lower the wage required to meet basic needs to **$13.26** per hour in Mercer County, which is more than $7 less per hour than the Self-Sufficiency Wage.

Child Care, Food Stamps, WIC, and NJ FamilyCare (Column 5): After one year transitioning from welfare to work, the parent loses Medicaid coverage for her whole family. Like families who have never received welfare, this parent is now eligible for child care and NJ FamilyCare for her children's health care. If her family income remains below 150% of the FPL, she will not have a premium, and above that there

Table 8

Impact of Work Supports on Monthly Costs and the Self-Sufficiency Wage

of a Single Parent with One Preschooler and One Schoolage Child

Mercer County, 2005

			WORK SUPPORTS			
	#1	**#2**	**#3**	**#4**	**#5**	**#6**
Monthly Costs:	***Self-Sufficiency Standard***	***Child Support***	***Child Care***	***Child Care, Food Stamps*, WIC** & Medicaid***	***Child Care, Food Stamps* WIC & NJ FamilyCare***	***Housing, Child Care, Food Stamps, WIC & NJ FamilyCare***
Housing	*$977*	*$977*	*$977*	*$977*	*$977*	***$500***
Child Care	*$1,215*	*$1,215*	***$424***	***$333***	***$366***	***$198***
Food	*$485*	*$485*	*$485*	***$447***	*$485*	***$328***
Transportation	*$54*	*$54*	*$54*	*$54*	*$54*	*$54*
Health Care	*$272*	*$272*	*$272*	***$0***	***$121***	***$104***
Miscellaneous	*$300*	*$300*	*$300*	*$300*	*$300*	*$300*
Taxes	*$655*	*$570*	*$433*	*$324*	*$377*	*$185*
Earned Income Tax Credit	*$0*	***	***	***	***	***
Child Care Tax Credit (-)	*-$100*	*-$110*	*-$106*	*-$93*	*-$99*	*-$27*
Child Tax Credit (-)	*-$167*	*-$143*	*-$62*	*-$9*	*-$35*	*$0*
Child Support		***-$278***				
Self-Sufficiency Wage:						
Hourly	***$20.97***	***$18.99***	***$15.77***	***$13.26***	***$14.47***	***$9.33***
Monthly	***$3,691***	***$3,342***	***$2,776***	***$2,334***	***$2,546***	***$1,642***
Annual	***$44,298***	***$40,104***	***$33,315***	***$28,005***	***$30,556***	***$19,709***
Total Federal EITC (annual)*		***$0***	***$241***	***$1,359***	***$822***	***$3,106***
Total State EITC (annual) (refundable)*		***$0***	***$0***	***$0***	***$0***	***$621***
Total Federal CTC (annual) (refundable)*		***$282***	***$1,252***	***$1,896***	***$1,580***	***$1,344***

** Modeled for Food Stamps, but not eligible.*

*** WIC is the Supplemental Nutrition Program for Women, Infants and Children in New Jersey. The modeling assumes an average monthly value of WIC benefit of $38.47 (FY 2004).*

**** In the modeling columns (#3-#6), refundable credits are shown as they are usually received, as an annual lump sum when taxes are filed early the next year. Federal and state EITC is not received as a credit against taxes, so it is shown only annually. The child tax credit is split. The portion that is a credit against taxes owed is shown as received monthly, and the refundable portion is shown as received annually.*

NOTE: Intake for Child Care caps at 200% of FPL, which is $2612/mo for this family, but the family can continue to receive a child care subsidy until income reaches 250% of FPL (if a continuation is allowed), so modeling in column #4 presumes the family is already receiving child care (income is between 200% and 250% of FPL).

is an income contingent copayment. However, the parent must pay for the cost of her own health care, including her share of the health insurance premium that is available through her employer, as well as her out-of-pocket costs. Altogether, this increases her monthly health care expenses to $104, plus a $17 premium. Because her wages must increase to cover [her own] additional health care costs, the child care co-payment increases slightly to $366 per month. Therefore, with child care assistance, WIC and NJ FamilyCare (in place of Medicaid), this parent now requires a wage of **$14.47** per hour, about one dollar more per hour than when Medicaid covered health care costs for the entire family.

Housing, Child Care, Food Stamps, WIC, and NJ FamilyCare (Column 6): In the sixth column, housing assistance is added to the forms of assistance previously modeled. Housing assistance generally reduces the cost of housing to 30% of income. In this case, housing assistance reduces housing costs from $977 to $500 per month. The reduction in housing costs decreases the wage needed to meet basic needs, thereby decreasing the child care co-payment to $198, and making the family eligible for Food Stamps and WIC. Overall, with housing, child care, Food Stamps, WIC, and health care assistance for the children (NJ FamilyCare), this parent needs to earn only **$9.33** per hour to meet her family's basic needs, which is less than half of what she would need to earn without any work supports.

Table 9 - Modeling the Impact of Work Supports on Wage Adequacy in Mercer County

Table 8 begins with a Self-Sufficiency Wage and models how various work supports, alone and in combination, could lower the wage needed for families to meet their basic needs. Table 9 *starts* with wages, and shows how adequately they meet expenses, with and without work supports. The same family type, a single parent with one preschooler and one schoolage child, and the same county, Mercer, is modeled in Tables 8 and 9.

The term "Wage Adequacy" in Table 9 refers to the degree to which a given wage is adequate to meet basic needs, taking into account the availability of various work supports—or lack thereof. If Wage Adequacy is at or above 100%, that means the wage is adequate, or more than adequate, to meet the family's needs. Costs in Table 9 that are reduced by work supports are noted in bold.

Panel A shows how adequately $7.15 per hour, full-time—the minimum wage in New Jersey, effective October 2006—meets this family's needs, with and without work supports. Panels B and C then show Wage Adequacy for the same family in Mercer County at $10.89 (30% of the median income for Mercer County) and $15.47 (200% of the FPL).

No Work Supports (Wages Only) (Column 1): In Panel A, Column 1, the parent earns $7.15 per hour and is not receiving any work supports. In this scenario, the family's monthly expenses total $3,426, while the parent's wages total just $1,258. Thus, there is a shortfall of $2,168 without work supports, and Wage Adequacy is just **37%**. In other words, these wages only provide 37% of the income needed to meet this family's needs. The first column in both Panels B and C shows the effect of increasing the parent's wages to $10.89 and $15.47 per hour, respectively. This increases Wage Adequacy to **55%** and **76%**, still far below what is needed.

Child Care (Column 2): When the family receives child care assistance, it reduces their expenses, raising Wage Adequacy, as shown in Column 2 of Panels A, B, and C. At $7.15 and $10.89 per hour, child care costs are decreased to only $124 and $233 respectively, increasing Wage Adequacy from 37% to **54%** and from 55% to **77%**, respectively. At $15.47 per hour, the family is not eligible for child care assistance, so the family's Wage Adequacy remains at **76%**.

Child Care, Food Stamps, WIC, and Medicaid (Column 3): At earnings of $7.15 per hour, the addition of Food Stamps, WIC, and Medicaid to child care assistance increases Wage Adequacy from 54% to **72%**. At $10.89 per hour, the Wage Adequacy rises from 77% with child care-assistance and WIC alone to **87%** (the family is no longer eligible for Food Stamps at this income level). With wages of $15.47 per hour, with the help of transitional Medicaid only, Wage Adequacy increases to **83%**.

Child Care, Food Stamps, WIC, and NJ FamilyCare (Column 4): The fourth column models the same family receiving child care assistance, Food Stamps, WIC, and NJ FamilyCare. Without Medicaid, but with the addition of NJ FamilyCare, Wage Adequacy drops slightly. At wages of $7.15 and $10.89 per hour, Wage Adequacy is **68%** and **83%**, respectively. At $15.47 per hour, the Wage Adequacy is lowered slightly from 83% with Medicaid to **79%** with NJ FamilyCare.

Table 9

Impact of Work Supports on Wage Adequacy

Single Parent with One Preschooler and One Schoolage Child
Mercer County, 2005

PANEL A: Wage Adequacy at $7.15 per hour/full-time (New Jersey Minimum Wage, October 2006)

	WAGES ONLY				
	#1	***#2***	***#3***	***#4***	***#5***
	No Work Supports or Child Support	***Child Care***	***Child Care, Food Stamps, WIC & Medicaid***	***Child Care, Food Stamps, WIC & NJ FamilyCare***	***Housing, Child Care, Food Stamps, WIC & NJ FamilyCare***
TOTAL MONTHLY INCOME:	$1,258	$1,258	$1,258	$1,258	$1,258
Monthly Costs:					
Housing	$977	$977	$977	$977	**$378**
Child Care	$1,215	**$124**	**$124**	**$124**	**$124**
Food	$485	$485	**$162**	**$162**	**$277**
Transportation	$54	$54	$54	$54	$54
Health Care	$272	$272	**$0**	**$104**	**$104**
Miscellaneous	$300	$300	$300	$300	$300
Taxes	$123	$123	$123	$123	$123
Earned Income Tax Credit (-)	$0	*	*	*	*
Child Care Tax Credit (-)	$0	$0	$0	$0	$0
Child Tax Credit (-)	$0	$0	$0	$0	$0
TOTAL MONTHLY EXPENSES	$3,426	$2,335	$1,741	$1,845	$1,360
SHORTFALL (-) or SURPLUS	($2,168)	($1,077)	($482)	($586)	($102)
WAGE ADEQUACY (Total Income/Total Expenses)	**37%**	**54%**	**72%**	**68%**	**92%**

PANEL B: Wage Adequacy at $10.89 (30% of the median income for Mercer County)

	WAGES ONLY				
	#1	***#2***	***#3***	***#4***	***#5***
	No Work Supports or Child Support	***Child Care***	***Child Care, Food Stamps, WIC & Medicaid***	***Child Care, Food Stamps, WIC & NJ FamilyCare***	***Housing, Child Care, Food Stamps, WIC & NJ FamilyCare***
TOTAL MONTHLY INCOME:	$1,917	$1,917	$1,917	$1,917	$1,917
Monthly Costs:					
Housing	$977	$977	$977	$977	**$575**
Child Care	$1,215	**$233**	**$233**	**$233**	**$233**
Food	$485	$485	**$447**	**$447**	**$447**
Transportation	$54	$54	$54	$54	$54
Health Care	$272	$272	**$0**	**$104**	**$104**
Miscellaneous	$300	$300	$300	$300	$300
Taxes	$237	$237	$237	$237	$237
Earned Income Tax Credit (-)	$0	*	*	*	*
Child Care Tax Credit (-)	($55)	($55)	($55)	($55)	($55)
Child Tax Credit (-)	$0	$0	$0	$0	$0
TOTAL MONTHLY EXPENSES	$3,486	$2,503	$2,193	$2,297	$1,895
SHORTFALL (-) or SURPLUS	($1,569)	($587)	($277)	($381)	$21
WAGE ADEQUACY (Total Income/Total Expenses)	**55%**	**77%**	**87%**	**83%**	**101%**

**EITC is not received as a credit against taxes, so it is not shown as a monthly tax credit; likewise, only the nonrefundable portion of the Child Tax Credit (which is a credit against federal taxes) is shown, if any (see text for explanation).*

Table 9 - Continued

Impact of Work Supports on Wage Adequacy

Single Parent with One Preschooler and One Schoolage Child

Mercer County, 2005

PANEL C: Wage Adequacy at $15.47 (200% of the FPL for a family of three)

	WAGES ONLY				
	#1	***#2***	***#3***	***#4***	***#5***
	No Work Supports or Child Support	***Child Care***	***Child Care, Food Stamps, WIC & Medicaid***	***Child Care, Food Stamps, WIC & NJ FamilyCare***	***Housing, Child Care, Food Stamps, WIC & NJ FamilyCare***
TOTAL MONTHLY INCOME:	$2,723	$2,723	$2,723	$2,723	$2,723
Monthly Costs:					
Housing	$977	$977	$977	$977	**$817**
Child Care	$1,215	$1,215	$1,215	$1,215	$1,215
Food	$485	$485	$485	$485	$485
Transportation	$54	$54	$54	$54	$54
Health Care	$272	$272	**$0**	**$138**	**$138**
Miscellaneous	$300	$300	$300	$300	$300
Taxes	$418	$418	$418	$418	$418
Earned Income Tax Credit (-)	$0	*	*	*	*
Child Care Tax Credit (-)	($130)	($130)	($130)	($130)	($130)
Child Tax Credit (-)	($30)	($30)	($30)	($30)	($30)
TOTAL MONTHLY EXPENSES	$3,561	$3,561	$3,290	$3,428	$3,268
SHORTFALL (-) or SURPLUS	($839)	($839)	($567)	($705)	($545)
WAGE ADEQUACY (Total Income/Total Expenses)	**76%**	**76%**	**83%**	**79%**	**83%**

**EITC is not received as a credit against taxes, so it is not shown as a monthly tax credit; likewise, only the nonrefundable portion of the Child Tax Credit (which is a credit against federal taxes) is shown, if any (see text for explanation).*

Housing, Child Care, Food Stamps, WIC & NJ FamilyCare (Column 5): With the addition of housing assistance, at wages of $7.15 and $10.89 per hour, Wage Adequacy rises to **92%** and **101%**, respectively. At $15.47 per hour, Wage Adequacy is **83%**, as the family is only eligible for NJ FamilyCare and housing.

Importance and Availability of the Work Supports Modeled in Table 8 and Table 9

When assisted temporarily with work supports until they are able to earn Self-Sufficiency Wages, some families are able to meet their needs as they enter or re-enter the workforce. Meeting basic needs means that they are more likely to achieve stability in housing, child care, diet, and health care, which in turn helps support the ability to achieve stable employment. Thus, carefully targeted programs and tax policies can play an important role in helping families become economically self-sufficient and maintain sufficiency.

Unfortunately, the various work supports modeled here are not available to all who need them:

- ***Housing:*** Nationwide, only about 12% of eligible families receive housing aid or live in public housing.[46] According HUD's estimates for 2005, a total of 65,064 vouchers are authorized for New Jersey for 2005, a 7,672 decrease in the number of households that are eligible, but not receiving, Section 8 housing support.[47] About 60% of U.S. households receiving Section 8 housing vouchers include children.[48]
- ***Food:*** Since 2000, Food Stamps enrollment has increased, reaching 24.4 million people in July 2004.[49] In New Jersey, food stamp participation has risen by over 28,830, or 8.1%, since 2003, reaching 385,234 in November of 2004.[50] Nevertheless, the Urban Institute reported that about two-thirds of those who leave the Food Stamps Programs when they find work, still remain eligible for Food Stamps.[51]
- ***Child Care:*** Only 12% of about 15 million eligible children are receiving child care assistance

nationwide.[52] In New Jersey, around 44,200 children, or 29,800 families, received Child Care and Development Fund Subsidies (CCDF) in the 2001 fiscal year, which represents only 14% of families eligible in the state (the number of families estimated to earn less than 62% of the state median income).[53]

- ***Health Insurance:*** According to the National Center for Health Statistics, the rate of uninsured children nationwide has steadily fallen from 13.9% in 1997 to 9.4% in June 2003.[54] However, Families USA reported that SCHIP enrollment is estimated to drop by 900,000 between fiscal years 2003 and 2006.[55] As of December, 2004, 101,916 children were enrolled in New Jersey's FamilyCare (which offers varying degrees of coverage to families earning between 133% to 350% of the FPL).[56] However, the Census Bureau estimates that there are still 129,000 eligible, uninsured children in New Jersey.[57]

- ***Child Support*****:** Although 59% of custodial parents in the United States have child support awards, only 45% receive the full amount owed to them. Of the remaining 55%, only 29% receive a portion of the child support payment awarded, leaving 26% with no support at all.[58] Of families who receive payments with the assistance of state department of child support enforcement agencies, the national average amount received is $202, and in New Jersey the average is $278.[59]

When a family's income is not adequate to meet their basic needs, parents must make difficult choices to try to address their most urgent needs. In other words, parents must "juggle" demands on their income to get by. For example, parents may need to alternate paying bills every other month, risking bad credit, utility cutoffs or eviction; forgo needed health care; move to overcrowded living conditions; compromise on the quailty of child care; or skip meals so that their children will have adequate food. Having to make these choices is extremely stressful, and does not allow families access to resources needed when unexpected crises arise.

Disability and Self-Sufficiency

How much does it cost to be economically self-sufficient if you have a disability?[60] While the Self-Sufficiency Standard provides a refined and nuanced way to answer the question of what it takes to be self-sufficient for individuals and families—taking into account where they live, the number of adults and children in a household, and the ages of the children, this measure presumes that all are able to transform a given amount of resources into a given level of well-being to the same degree.[61] Yet, for people with disabilities, this is frequently not the case. To use an example of a cost upon which the federal poverty measure is based, the cost of a nutritionally adequate diet may be higher for someone who has a disability if certain kinds of food or food preparation are required.

Specific disability-related circumstances also affect costs in the areas of communication and transportation, which are key to maintaining a minimum level of social interaction. The Self-Sufficiency Standard provides resources to meet minimal needs, with public or private transportation sufficient to get to and from work and go shopping once a week, and with communication costs such as telephone subsumed under miscellaneous. However, minimal levels of communication and transportation may well cost considerably more if a disability limits physical access and/or requires special equipment. Isolation is a too common phenomenon among people with disabilities. One study found that 40% of people with disabilities had not gone out for shopping or to visit other people in the previous four weeks.[62] The basic Standard for someone without a disability would not be enough to meet the costs associated with many disabilities.

This section outlines some of the issues involved in estimating the extra costs associated with disabilities, and makes some estimates of what those costs may be. It should be emphasized, however, that these estimates are illustrative, not exhaustive, as the study of such factors is an emerging field.[63] These estimates are meant to stimulate further research and discussion, as a first step toward better understanding the costs of disability.

Factors Affecting the Measurement of Disability-Related Costs

As with the basic Self-Sufficiency Standard, disability-related cost estimates vary according to specific facts. For the Standard, a child's age is important because it determines child care costs. Likewise, in order to estimate the extra costs associated with having a disability, there are a number of factors that must be taken into account. These include:

- **Severity and Type of Disability:** Disability-related costs vary greatly depending on number, type, and severity of disabilities. While some researchers estimating disability-related costs have used a severity index,[64] others have estimated costs on the basis of various sets of needs, rather than impairments.[65] Some types of impairment incur more costs than others. One study found that costs associated with disabilities in the areas of dexterity/reaching and locomotion were higher than for those related to incontinence or seeing/hearing.[66]
- **Type of Costs:** There are two distinct types of costs associated with having a disability. First, there are higher costs for ordinary, basic expenses, such as food and shelter. For example, housing choice may be restricted to housing that is wheelchair accessible, which is likely to raise the cost for a given quality level of housing. Second, there are disability-specific costs for items and services, such as Braille readers. One of the highest costs is that for personal attendants.
- **Current vs. Long-term Expenditures:** As with most cost of living budgets, the Self-Sufficiency Standard is intended to account for current costs, and does not include past or future investments. Thus, for example, it includes the cost of rent, but not the deposits often required to secure housing. In contrast, studies of disability-related costs often include the cost of purchasing or replacing adaptive equipment like wheelchairs, cars with lifts, and communication devices.

- **Life-cycle Stage:** In the Self-Sufficiency Standard, life-cycle stage refers to whether a person is a child, working age adult, or retired adult. Because the Self-Sufficiency Standard is designed to measure the needs of adults in the life-cycle stage before retirement, in this report, we do not estimate the costs for people with disabilities who are of retirement age, but rather concentrate on making estimates for those who are in the age range during which people are more likely to be in the workforce. It should be noted that the principles presented here could be applied to making estimates for those who are older, however, to do so would require taking into account earned and non-earned sources of income and receipt of Social Security, as well as creating models with explicit assumptions about workforce participation.
- **Living Arrangements:** Whether an individual with a disability lives alone, with others who do not have disabilities, or with a partner who has disabilities, affects living cost estimates. As with the basic Self-Sufficiency Standard, in this report, costs for people with disabilities are modeled according to different living arrangements. Costs have been found to be lower for couples in which one person has a disability, compared to costs for a single person with a disability, or those for couples where both partners have disabilities. It is hypothesized that the second adult in these households substitutes some unpaid care services for disability-related needs that would otherwise generate additional costs. For this reason, some researchers have concentrated on estimating costs for a single person, living alone, so as not to inadvertently underestimate disability-related costs because they have been mitigated by others in the household or the household budget in general.
- **Resources:** How much is available in a community or from the government affects analyses of disability-related costs. For example, the presence of curb cuts and special accessible public transportation can affect mobility greatly, and may vary greatly from one county or community to another. However, there is no data currently available to assess this component of costs.

Measuring Disability-Related Costs

Ideally, as with all the costs estimated in the Standard, disability-related cost estimates would be based on direct measures of specific costs, both higher costs for general basic needs such as food and shelter, as well as costs that are specific to a disability. Unfortunately, standardized data for specific disability-related costs are not available. Nor are there government-set standards of adequacy that are disability-specific in areas such as food budgets, which are established by the Department of Agriculture to meet minimum nutritional standards. Disability benefits are standardized, but are not set in relation to costs.[67]

Given the lack of cost-specific data, there are basically two approaches to measuring disability-related costs. The first is to determine, using surveys, the level of expenditures in households of similar composition, comparing those with and without members with disabilities. Researchers Zaida and Burchardt in their monograph took this approach in the United Kingdom. They estimated percentage increases in expenditures due to disability-related costs, by severity of disability. In England, as in the United States, individuals with disabilities have lower than average incomes, and higher levels of poverty, which thus constrain expenditures artificially. In other words, average disability-related expenditures may be less than they should be, as some of these households do not have adequate income to meet all their needs, whether disability-related or not.

To control for the impact of associated income constraints, the researchers used data from across the income spectrum, and statistically controlled not only for income level, but also other factors that affect expenditure levels, such as gender and housing tenure. Zaida and Burchardt use a severity of disability index that ranges from 0 to 22 and determine the average additional expenditure associated with each point on this scale.[68] For non-retired individuals and couples at an average income level, approximately 4.0% to 4.6% additional expenditure is associated with each point on this disability severity scale. For example, a single, non-retired person with a low severity of disability (score 3), would incur additional disability-related expenses of 14% on average; at the medium severity level (score 9), disability costs would increase the budget by 41%; and at the high severity level (score 17), disability-related costs would result in expenses increasing by 78%.

A second approach to measuring disability-related costs is to first determine what individuals with disabilities need, and then price this item list. This approach, as with the Standard, avoids the problem of income constraints artificially lowering cost estimates. It is the method used by Smith, Middleton, Ashton-Brooks, Cox, Dobson and Reith in their research. Smith, et al. used focus groups to estimate both the general and the disability-specific needs of five case study individuals, reflecting five different clusters of disability-related needs. Resulting expenditure lists were checked by another set of focus groups, priced independently, and then compared to the average costs for the needs of a person without a disability. Although approximately four out of five persons with disabilities do not live alone, Smith et al. decided to develop costs for a single person in order not to inadvertently incorporate the hidden subsidies of other household members providing services or care.

To illustrate the impact of disability-related costs on economic self-sufficiency, we have used findings from both of these research studies to estimate the costs for different levels or types of disability. Estimates based on Zaidi and Burchardt's research use the three levels of disability severity as described above (low, medium, and high), for three different household composition/ disability combinations. Estimates based on Smith et al.'s study use the five types of disability described in that study.

In order to illustrate additional costs associated with disability in New Jersey, we start with the Self-Sufficiency Standard for a single adult and for two adults in Mercer County. Although not all individuals with disabilities are employed, or receive all of their income from earnings, we have maintained the assumption from the basic Standard that all income is earned by someone in the household. This assumption makes the costs shown comparable to costs in the basic Standard. As shown in the models, because additional costs require earning additional income to cover them, taxes increase.

As can be seen from the table below, disability-related needs increase costs by 14% to 136%, depending on the severity of the disability.[69] Depending on the study assumptions used, having a medium to high level of disability approximately doubles one's expenses. Thus, the single, nondisabled person living in Mercer County needs to earn at least $1,563 per month but, if this person has a disability, he or she

Table 10

Disability Related Costs of Living per Household by by Disability Level/Type and Living Arrangements

Mercer County, 2005

	Single Adult		***Couple, One Disabled***		***Couple, Both Disabled***	
Level of Disability	*Percentage Increase for Disability Related Costs*	*Total Costs, Including Disability Related Costs*	*Percentage Increase for Disability Related Costs*	*Total Costs, Including Disability Related Costs*	*Percentage Increase for Disability Related Costs*	*Total Costs, Including Disability Related Costs*
No Disability	0%	$1,563	0%	$2,090	0%	$2,090
With Disability						
*Based on Zaidi & Burchardt (2003)**						
Low Severity (score 3)	14%	$1,817	13%	$2,398	24%	$2,674
Medium Severity (score 9)	41%	$2,326	39%	$3,049	72%	$3,898
High Severity (score 17)	78%	$3,063	73%	$3,926	136%	$5,542
*Based on Noel Smith et al. (2004)**:*						
Low -Medium Needs	34%	$2,189				
Medium-High Needs	107%	$3,627				
Intermittent Needs	42%	$2,337				
Needs Related to Hearing Impairment	47%	$2,429				
Needs Related to Vision Impairment	46%	$2,410				

** Zaidi, A. and Burchardt, T. (2003, February). "Comparing Incomes When Needs Differ: Equivalisation for the extra costs of disability in the UK" (CASE paper 64). Center for Analysis of Social Exclusion, Long School of Economics. See text for explanation of methodology and detailed findings.*

*** Smith, N., Middleton, S., Ashton-Brooks, K., Cox , L., and Dobson, B. with Reith, L. (2004). "Disabled People's Costs of Living: More Than You Would Think." Joseph Rowntree Foundation, University of Loughborough.*

needs to earn from $1,817 to $3,627 per month, depending on the severity of the disability and the estimate percentage used. Note that the costs for those with more severe disabilities are estimated to be higher in the Smith study, due to the methodology used.

High as some of these cost estimates are, they are likely to be substantial underestimations for several reasons:

1. These estimates are based on studies from the United Kingdom, where there is substantially more public subsidy of some costs, especially health care and, for a substantial number, housing. Thus, some of the additional costs associated with disability, such as special housing or health care, are more likely to be covered universally in England than in the United States.

2. The Self-Sufficiency Standard takes into account the cost of obtaining private health insurance. Private coverage, however, is insufficient to meet the needs of many people with disabilities. It generally does not cover personal care attendant costs, and often limits coverage of pre-existing conditions or schedules higher premiums for people with higher actuarial risk. Until recently, working disabled people automatically lost their eligibility for Medicaid and faced a difficult choice of being underinsured or unemployed.[70] With reforms, many fewer working disabled people will lose Medicaid benefits.

3. The methodology used assumes that costs associated with disability are fixed, and do not rise with income.[71]

4. Costs, such as initial investment in equipment, or adaptation, are included in these estimates to some degree. Some of these investments may be essential to personal mobility and social interaction.

Even with these important reservations, it is clear that, for people with disabilities to achieve minimally adequate income and resources, substantially more is required than the basic Self-Sufficiency Standard.

Children with Disabilities

All of the above estimates are for adults with disabilities. The costs for children with disabilities would be similar in some ways, but unfortunately, we do not have comparable models with data, so we are limited to simply outlining some of the conceptual and methodological issues involved.[72] There would be several types of disability-associated costs that would need to be taken into account in estimating costs for a family with one or more children with disabilities.

- One of the most important, and often the largest cost would be the “opportunity” cost that could prevent at least one adult in the family from participating fully in the workforce. Depending on a child’s age and the nature of his or her disability, a parent might be required to limit workforce participation to flexible hours, possibly limiting career opportunities or not being able to work outside the home at all. Workforce limitations could be due to the need for adults to take children to medical and therapy appointments, difficulties with children being able to be at home or outside on their own, and/or difficulties in obtaining suitable respite or day care that meets a disabled child’s needs.
- Disability-related increased costs of food, transportation, and so forth may be similar to that of adults, although more research is needed.
- Disability-specific costs may be similar to that of an adult, but child care in particular may be considerably more expensive, again depending upon the type and severity of disability.
- Finally, children of school age with disabilities receive some goods and services in connection with their public education, or are otherwise covered categorically, yet there are other goods and services that are not so provided. As with adults with disabilities, there is an uneven coverage of needs. Sometimes public benefits are income-tested, so any assessment of costs for children with disabilities would have to take into account eligibility for means-tested and non means-tested benefits. Although for adults who do not have disabilities, the income levels required for self-sufficiency virtually always make a family ineligible for means-tested programs such as Medicaid, persons with disabilities, particularly children, may be eligible for some types of assistance at higher incomes or regardless of income.

When income is below the level needed for economic self-sufficiency, families and individuals are often faced with difficult household budget decisions. Disability-related costs are likely to affect families with a disabled child at even higher income levels than those of the Self-Sufficiency Standard. Further research is needed to determine income adequacy levels to meet the needs of both children and adults with disabilities.

Closing the Gap Between Incomes and the Self-Sufficiency Standard

Of course, many families do not earn Self-Sufficiency Wages, particularly if they have recently entered (or re-entered) the workforce or live in high cost or low wage areas. Such families cannot afford their housing *and* food *and* child care, much less their other basic needs, and are forced to choose between basic needs and adequate housing, food, or child care.

This wage disparity presents states and localities with the challenge of how to aid families who are striving for self-sufficiency. This is especially true for families whose incomes may be above the "poverty" level and/or assistance eligibility levels, yet not be sufficient to meet all their basic needs.

While many families benefited from opportunities created by an expanding economy during the late 1990s, these opportunities remain vulnerable to economic downturns, and wage disparity remains a challenge even during periods of economic growth.

In New Jersey, three-quarters of job growth between years 2002 and 2012 is expected to be for jobs that pay between $25,000 and $39,000. At the same time, the number of jobs paying between $40,000 and $59,000 are expected to decline.[73] Job growth may occur below the real cost of living for many families. Table 11 below shows wages of the top ten jobs that currently employ workers in New Jersey. In many cases, parents working at these wages will not reach economic self-sufficency. For example, a single parent with an infant and a preschooler in Middlesex County would require $50,101 per year to be self-sufficient. This annual wage is $10,000 more than the wage that three-fourths of New Jersey's new jobs are expected pay in 2012.

The two basic approaches for individuals to close income gaps are to *reduce costs* (through public or private, in cash or "in kind" supports) or *raise incomes*.

Table 11

Wages of Top Ten New Jersey Occupations: 2005*

Occupation Title	Number of Employees	Median Wage	
		Hourly	Annual**
Retail Salespersons	118,480	9.45	$19,656
Cashiers	89,870	7.85	$16,328
Registered Nurses	60,360	27.50	$57,200
Waiters and Waitresses	49,100	7.35	$15,288
Food Preparation/Serving Workers	47,580	7.05	$14,664
Stock Clerks and Order Fillers	37,670	9.35	$19,448
Medical Secretaries	34,930	13.05	$27,144
Nursing Aides, Orderlies, and Attendants	30,660	10.85	$22,568
Janitors and Cleaners, Except Maids and Housekeeping	29,780	7.90	$16,432
First-Line Supervisors/Managers of Retail Sales Workers	26,410	17.50	$36,400

** The top ten occupations (based on number of employees) are subcategories of major occupational categories. For instance, retail salespersons and cashiers are both classified as "sales and related occupations."*

*** Annual wages are calculated by multiplying the hourly wage by "year-round, full-time" hours figure of 2,080 hours. Educational service employees work less than 2,080 hours and are not included.*

Source: New Jersey Department of Labor and Workforce Development, Division of Labor Market and Demographic Research Occupational Employment Statistics Wage Survey, January 2005.

The first approach, reducing costs through various subsidies, such as Food Stamps and child care assistance was modeled and discussed in a previous section. The second approach, raising incomes, can be implemented at either the "micro," or individual level, or at the "macro," or systemic level.

Micro strategies to raise individual incomes include: increasing access to higher education, functional context education, nontraditional employment for women, microenterprise training and development, and individual development accounts. Macro strategies address labor market structures and include: labor market reforms, reducing gender- and race-based wage disparities, and sectoral employment initiatives.

Both micro and macro approaches to income-raising are discussed in detail below. Note, however, that reducing costs (as previously discussed) and raising incomes (either at the micro or macro level) are not mutually exclusive, but can and should be used sequentially or in tandem, as appropriate. Some parents may, for instance, receive education and training leading to new jobs, yet continue to be supplemented by supports until their wages reach the self-sufficiency level. Whatever choices they make, parents should be able to choose the path to self-sufficiency that best safeguards their family's well-being and allows them to balance work, education, and family responsibilities.

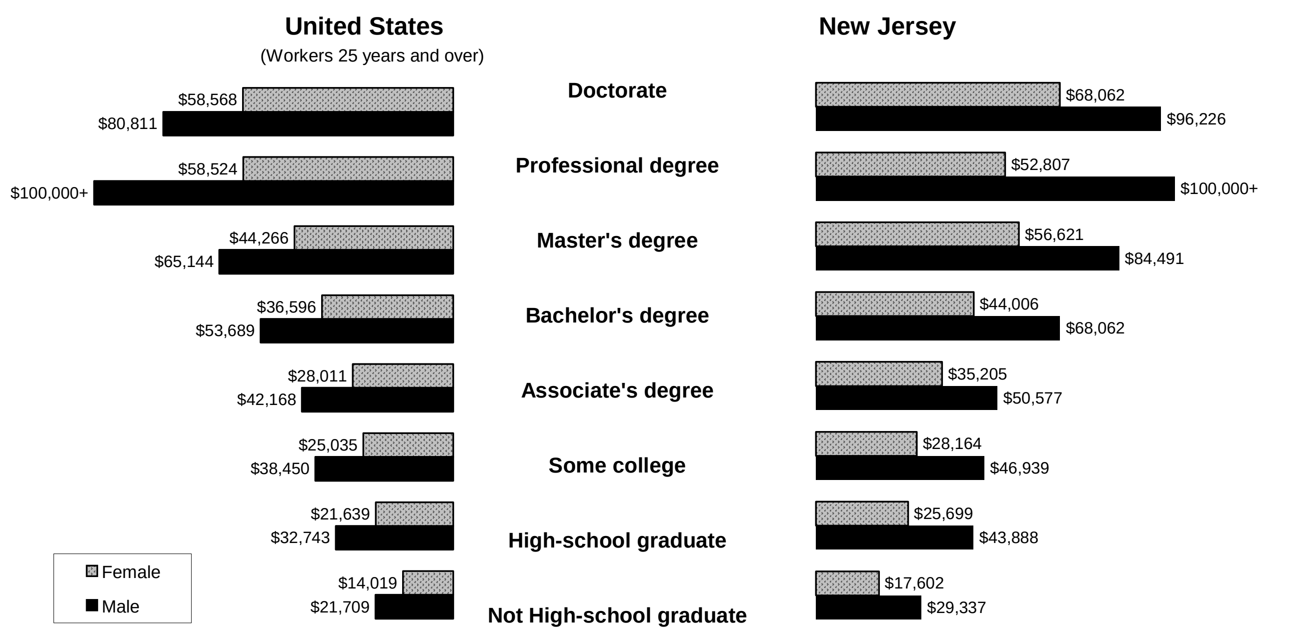
Raising Incomes: Micro Approaches

Increasing Access to Higher Education: Adults with language difficulties, inadequate education, or insufficient job skills or experience usually cannot achieve Self-Sufficiency Wages without access to training and education. Training and education are often key to entering occupations and workplaces that will eventually, if not immediately, pay Self-Sufficiency Wages. For some, this may mean skills training, GED (General Educational Development), ABE (Adult Basic Education), and /or ESL (English as a Second Language) programs. For others, this may mean two- or four-year college degrees. Figure 3 below clearly depicts the benefits of access to higher education for U.S. and New Jersey workers.[74] Note the considerably lower income for women, as compared to men, at the various educational levels.

Education has always been a key to economic independence. Yet by promoting rapid attachment to employment or "work first," the federal Personal Responsibility and Work Opportunity Reconciliation Act of 1996 restricted low-income women's access to higher education. Thus, few welfare recipients are able to enroll in college programs or long-term training. Effectively increasing access to higher education

Figure 3

Impacts of Education on Earnings by Gender in the United States and New Jersey



Sources: United States - Bureau of Labor Statistics, Current Population Survey 2003; New Jersey - Decennial Census 2000 requires a relaxing of such restrictions, as well as providing income supports for low-income parents in college or training.

The development of an educated workforce is necessary for many employers to remain competitive. Indeed, businesses have long invested heavily in education and training for their skilled workers in order to take advantage of new technology. Expanding incumbent worker training results in increased productivity and increased efficiency benefiting the employer as well as the employee.

Functional Context Education: Functional Context Education (FCE) is an instructional strategy that integrates the teaching of literacy skills and job content to move learners more successfully and quickly toward their educational and employment goals. Programs that use the FCE model are more effective than traditional programs that teach basic skills and job skills in sequence because this innovative approach teaches literacy and basic skills in the context in which the learner will use them. Clients see clearly the role literacy skills play in moving them toward their goals. For adults who have already experienced school failure, enrollment in programs that use traditional approaches to teaching often reproduce that failure.

By using content related to an individual's own goals and experience, FCE promotes better retention, encourages lifelong learning, and supports the intergenerational transfer of knowledge. Furthermore, most adults do not have time to spend years in basic education programs learning skills that may seem, at best, distantly related to their economic goals. Given welfare time limits and restrictions on education and training, it is more important than ever that individuals master basic and job-specific skills as quickly and efficiently as possible.

Nontraditional Employment for Women: Nontraditional occupations (NTOs) are jobs that are often thought of as "men's jobs." According to the U.S. Department of Labor, NTOs include any occupation in which less than 25% of the workforce is female. For many women, nontraditional jobs (e.g., copy machine repair, construction, X-ray technician, or computer-aided drafting) require relatively little post-secondary training, yet can provide wages at self-sufficiency levels.

Increasing women's access to nontraditional jobs is a compelling strategy for family economic self-sufficiency for several reasons. In addition to the higher wages, NTOs frequently have greater career and training opportunities, which can lead to greater job satisfaction and result in longer-term employment. Furthermore, hiring women in nontraditional jobs is good for business because it opens up a new pool of skilled workers to employers and creates a more diverse workforce that is reflective of the community.

Recognizing the significant benefits of nontraditional employment for low-income women and their families, many community-based women's organizations began to offer nontraditional training 20 years ago. Their efforts were assisted by affirmative action guidelines for employers and apprenticeship programs that opened the construction trades, in particular, to women.

While most community-based nontraditional employment programs were successful, few of the strategies used to train and place women in the nontraditional jobs were institutionalized into the mainstream job training and vocational education systems. For NTOs to become a successful strategy for moving families out of poverty, it is critical to address the range of economic, political, and social barriers that prevent workforce development and welfare systems from institutionalizing nontraditional employment for women.

Microenterprise Training and Development: Microenterprise development is an income-generating strategy that helps low-income people start or expand very small businesses. Generally, the business is owned and operated by one person or family, has fewer than five employees and can start up with a loan of less than $25,000. Microenterprise is an attractive option for low-income women who may have skills in a particular craft or service. The lack of quality employment options, especially for low-income, low-skilled women, makes microenterprise development a critical strategy for moving families out of poverty.

Low-income women entrepreneurs, especially those living in rural or inner-city communities isolated from the economic mainstream, often lack the contacts and networks needed for business success. Peer networks (such as lending circles and program alumnae groups) can help women "learn to earn" from each other, build self-esteem, and organize around policy advocacy. Linkages between microentrepreneurs and more established women business owners provide program participants with role models, facilitate an ongoing transfer of skills, and expand networks. Microenterprise is also a local economic development strategy, since microbusinesses have the potential to grow into small businesses that respond to local demand, create jobs, and add to the local tax base.

Individual Development Accounts: For many low-income families, the barriers to self-sufficiency are accentuated by a near or total absence of savings. According to one report, the average family with a household income between $10,000 and $25,000 had net financial assets of $1,000, while the average family with a household income of less than $10,000 had net financial assets of $10.[75] For these families with no savings, the slightest setback—a car needing repairs, an unexpected hospital bill, a reduction in work hours—can trigger a major financial crisis. These families can be forced to take out small loans at exorbitant interest rates, like payday loans, just to make it to the next paycheck, often resulting in spiraling debt.

In addition, too often, public policies work against the promotion of savings by actively penalizing families that manage to put some money aside. For example, in New Jersey, a family with more than $2,000 in countable assets is ineligible for Work First New Jersey, New Jersey's TANF program.[76]

Nonetheless, some recent policy changes have begun to promote and encourage asset development for low-income workers. One major development has been the Individual Development Account (IDA). IDAs are managed by community-based organizations and are held at local financial institutions. In this program, a public or private entity provides a matching contribution towards regular savings made by a family. The match can be withdrawn if it is used for a specified objective, such as the down payment for a house, payment for higher education, or start-up costs for a small business. While less common than income supports, these "wealth supports" can be an important tool in helping families move towards self-sufficiency.

Raising Incomes: Macro Approaches

Labor Market Reforms: As demonstrated in the previous section, even two parents working full-time must earn well above the federal minimum wage to meet their family's basic needs. Raising the minimum wage, particularly in high cost areas, is essential because it raises the "floor" for wages, and therefore affects many workers' earnings. As of May 2005, fourteen states and the District of Columbia have a minimum wage that is above the federal minimum wage, with the highest being Washington State at $7.35 per hour, then Oregon at $7.25 per hour.[77] New Jersey's new minimum wage of $7.15 per hour, scheduled to be effective October 2006, would tie New Jersey with Alaska for having the third highest minimum wage in the U.S. In all, over 30% of U.S. residents live in states and localities with a minimum wage higher than the federal minimum wage. Higher wages can also have a positive impact on both workers and their employers by decreasing turnover, increasing work experience, and reducing training and recruitment costs.

Another approach to raising wages of workers are the Living Wage laws that mandate that city contractors and employers receiving public subsidies pay a "living wage." These policies would impact private sector workers' wages as well as public sector workers. Union representation of workers also leads to higher wages[78] as well as better benefits,[79] moving workers closer to the Self-Sufficiency Standard.

Reducing Gender- and Race-Based Wage Disparities: It is important to recognize that not all barriers to self-sufficiency lie in the individual persons and/or families seeking self-sufficiency. Women and/or people of color all too often face artificial barriers to employment not addressed by public policy or training/education strategies. For some, discrimination on the basis of gender and/or race is a key issue. At the same time, this does not necessarily mean that individuals or institutions are engaging in deliberate racism and sexism. Addressing the more subtle, yet substantial, barriers effectively requires all stakeholders—employers, unions, advocates, training providers and educators, welfare officials, and program participants—to partner in order to address the various difficulties, myths and misunderstandings that arise as more and more people seek to enter a workforce environment that is not always welcoming. Pay Equity laws raise the wages of women and people of color who are subject to race- and gender-based discrimination.[80]

Sectoral Employment Intervention: A strategy that targets high-wage jobs, Sectoral Employment Intervention, determines the wage needed by a worker to sustain her/his family (using the Self-Sufficiency Standard), identifies well-paying jobs in growth sectors that lack trained workers, and analyzes the job training and support services infrastructure necessary to move individuals into these jobs. Key components include engaging industry representatives and workforce development boards, establishing occupational information systems based on local and regional labor-market-specific data, targeting training for specific jobs, and developing sensible outcome standards.

Because this approach looks at labor market issues from both supply and demand perspectives, it helps communities strengthen their local economies while reinvesting in families and neighborhoods. Targeted training is necessary to help low-income clients access high-demand, high-wage jobs. By responding to business' specific labor needs, a high-wage job targeting strategy improves a region's ability to attract and keep industries and to support a healthier business climate.

How the Self-Sufficiency Standard Can Be Used

In New Jersey, previous versions of The Real Cost of Living: The Self-Sufficiency Standard have influenced the state policy debate concerning the amount and types of assistance needed by low-income people, especially with regard to housing, health care, income maintenance, child care, nutrition, and other areas. The Self-Sufficiency Standard for New Jersey has been used as a public education tool on income and poverty at ten anti-poverty regional forums and at statewide presentations. The Standard is used by the state in its federal housing program consolidated plan to illustrate family budget needs, as well as by Ocean County for its consolidated plan. Numerous legislative committees have been given the standard as background for state and local legislation and policy.

Below are examples of how the Standard has been used in other states, followed by specific illustrations of such uses. As the Center for Women's Welfare at the University of Washington develops a state Self-Sufficiency Standard for the first time, and as the Standard is updated for many states, new uses of and application for the Standard continue to emerge.

The Self-Sufficiency Standard as a Tool to Evaluate Policy

The Standard serves well as a tool to evaluate the impact of current and/or proposed policy changes. As shown in this report (see Tables 8 and 9), the Standard can be used to evaluate the impact of various work support programs, as well as model the effects of other policy options such as changes in child care co-payment schedules or tax reforms.

- PathWaysPA (in Pennsylvania) commissioned the Center for Women's Welfare to use the Standard to analyze a proposal to raise child care co-payments and its impact on low-income working parents. The resulting report, *When Wages Aren't Enough*, was instrumental in preventing the proposed increase. (Available at http://www.womensassoc.org/programs/whenwages.pdf.)
- The Oklahoma Community Action Project of Tulsa County (CAP), also responding to a proposed increase in child care co-payments in their state, incorporated an analysis based on the Standard in the report *Increased Child Care Co-Payments Threaten Access to Care for Low-Income Families*.
- CAP issued another report, *Cost-Sharing in Medicaid: Fostering Responsibility or Hindering Access?* that used the Standard to show why free health coverage is vital for low-income families and contributed to the withdrawal of a proposal to restrict Oklahoma Medicaid eligibility. (Available at http://www.captc.org.)

The Self-Sufficiency Standard as a Tool to Evaluate Economic Development

The Standard can been used to evaluate an economic development proposal. For instance, the Standard can determine if the wages paid by a new business seeking tax breaks and/or other government subsidies are at or above Self-Sufficiency Wages, and whether or not the proposed enterprise will require that workers rely on public supports. By revealing potential "double subsidies," a proposed economic development project can be evaluated as to its net effect on the local economy as well as on the well-being of the potential workers and their families. Conversely, the Standard can be used to ensure that an economic development proposal has a positive impact on the local economy by creating family sustaining wages. Nebraska, South Dakota, and West Virginia have all used the Standard to evaluate economic development proposals.

The Self-Sufficiency Standard as a Tool to Target Job Training and Education Resources

The Self-Sufficiency Standard can be used to develop and evaluate job training and education policy. For example, in the "Targeted Jobs Strategy," use of the Standard helps to match job seekers with employment that pays Self-Sufficiency Wages. First, the Standard is used to determine which jobs in the local market pay Self-Sufficiency Wages. Then the local labor market supply and demand is evaluated and the available job training and education infrastructure is assessed. Following this evaluation, the skills and geographic location of current/potential workers are evaluated and job seekers are matched to employment with family sustaining wages.

- The District of Columbia used the Self-Sufficiency Standard to format the Fiscal Year 2000 Workforce Investment Act. This law requires that the Workforce Investment Board target job training dollars to "high growth" occupations and assess the quality of the jobs in order to meet the wage and supportive service needs of job seekers.

The Standard can also be used to target education and job training investments. As education and training is targeted to jobs with Self-Sufficiency Wages, the Standard can help demonstrate the "pay off" for investing in various types of post-secondary education and training, including training for occupations that are nontraditional for women and people of color. Such training and education provide access to a wide range of jobs paying Self-Sufficiency Wages.

- In California's Santa Clara County, the Self-Sufficiency Standard was used in a sectoral employment intervention analysis that focused on the availability, geographical spread, and wages of nontraditional jobs, as well as the availability of training resources for such employment. The analysis led to the development of a curriculum and counselor training package that targets transportation jobs and provides funds to the community college system to explore how to strengthen preparation for transportation jobs.
- In Pennsylvania's Delaware County, the Self-Sufficiency Standard was used to design and implement a sector employment intervention strategy that identifies, recruits, hires, trains, retains, and provides upward mobility to low-income residents.
- In Texas, the Standard was instrumental in the passage of the Self-Sufficiency Fund legislation. The fund provides resources for employers and employment trainers to provide job training, education, and supportive services for TANF recipients making the transition to work.

The Self-Sufficiency Standard as a Guideline for Determining Eligibility and Need for Services

The Standard can be effectively used to identify individuals in greatest need of career counseling, job training, and other support services.

- The Connecticut Legislature enacted a state statute that identified "the under-employed worker" as an individual without the skills necessary to earn a wage equal to the Self-Sufficiency Standard, and directed statewide workforce planning boards to recommend funding to assist such workers.

The Self-Sufficiency Standard as a Counseling Tool for Work and Training Programs

The Standard can be used as a counseling tool to help work and training program participants make informed choices regarding occupations and jobs. For example, the Standard has been used to develop the Self-Sufficiency Standard Budget Worksheet, a tool that counselors and clients can use to "test" the ability of various wages to meet a family's self-sufficiency needs and determine the type of training and employment that will most likely lead a worker to self-sufficiency. Additionally, the Standard can help participants determine how microenterprises or Individual Development Accounts may, along with paid employment, provide a path to self-sufficiency.

- South Dakota by Women Work! has used the Standard as a career counseling tool.
- The Houston READ Commission, the Women's Center of Tarrant County, and Project Quest in San Antonio in Texas use the Standard with low-income individuals enrolled in job training programs.
- In Connecticut, the Self-Sufficiency Standard has been adopted at the state level. It has been used in planning state-supported job training, placement and employment retention programs, and has been distributed to all state agencies that counsel individuals who are seeking education, training or employment.

The Self-Sufficiency Standard and Online Calculators

The Standard can be used to develop web-based self-sufficiency budget calculators. These computer-based tools allow a variety of users (counselors as well as clients) to evaluate possible wages and compare information on available programs and work supports to individualized costs and needs. Calculators integrate a wide range of data not usually brought together, even though clients often must coordinate these various programs, supports, costs, and wages in their own lives.

Calculators have been developed for Pennsylvania, New York City, Illinois, and King County in Washington State. Two additional calculators are in progress for California and Colorado.

- The Pennsylvania Self-Sufficiency Budget Worksheet can be found at http://www.pathwayspa.org/worksheet/worksheet.htm.
- The Self-Sufficiency Calculator for the City of New York can be accessed at http://www.wceca.org/.
- The Illinois Department of Employment Security hosts the Illinois Self-Sufficiency Calculator at http://www.ides.state.il.us/calculator.
- The Workforce Development Council of Seattle King County Self-Sufficiency Calculator also includes an evaluation tool for tracking progress of clients and permitting data analysis for systemic program improvement (while preserving client confidentiality). The King County calculator can be viewed at http://www.seakingwdc.org.

The Self-Sufficiency Standard as a Benchmark for Evaluation and Program Improvement

The Standard can be used to evaluate outcomes for employment programs, from short-term job search and placement programs to programs providing extensive education or job training. A measure of true effectiveness (i.e., yielding a Self-Sufficiency Wage) of an employment program can help redirect resources to approaches that result in improved outcomes for participants.

- Sonoma County, California was the first county in the country to adopt the Standard as its formal measure of self-sufficiency and benchmark for measuring success of welfare to work programs.
- The Chicago Workforce Investment Board (under its Workforce Investment Act) adopted the Standard as its self-sufficiency benchmark. In addition, the Illinois Department of Human Services uses the Standard as a tool for setting goals in their local offices statewide.
- The California Department of Social Services issued a copy of the Self-Sufficiency Standard in a statewide notice to all county welfare departments.
- The San Francisco Workforce Investment Board uses the Self-Sufficiency Standard as an eligibility criteria for job training thereby allowing low-wage workers to access training that can help them move up the wage scale.
- The Philadelphia Workforce Investment Board adopted the Standard as its local benchmark for economic self-sufficiency.
- The Seattle-King County Workforce Development Council adopted the Self-Sufficiency Standard as its official measure of self-sufficiency and uses the Standard as a program evaluation benchmark.

The Self-Sufficiency Standard as a Public Education Tool

The Standard is an important public education tool. Each year, the Self-Sufficiency Standard is presented in hundreds of workshops across the country. It is also being used in classrooms throughout the U. S. The Standard helps the general public understand what is involved in making the transition to self-sufficiency, while showing employers the importance of providing benefits, especially health care, that help families meet their needs. For both public and private service providers (e.g., child care providers, community organizations, education and training organizations), the Standard demonstrates how the various components fit together, thus helping to facilitate the coordination of various services and supports.

- In Seattle, self-sufficiency information was distributed during the run of a play based on Barbara Ehrenreich's book about the struggles of American's low-wage workers, *Nickel and Dimed: On (Not) Getting By in America.* Additionally, a computer with a mock website allowed participants to enter their income and compare it to the Standard.
- MassFESS developed an Economic Self-Sufficiency Standard Curriculum that can be used by organizations to support their work in career development, education/training, economic literacy, living wage campaigns, and other types of community organizing, policymaking and advocacy efforts. The curriculum can be viewed at http://www.weiu.org/pdf_filesMassFESSCurriculum.pdf.

- In an initiative started at the University of Washington, School of Social Work, policymakers would "Walk-A-Mile" in the shoes of welfare recipients by living on a Food Stamp budget for one month. The Standard was then used to further educate on all the implications of a minimal budget.

The Self-Sufficiency Standard as a Guideline for Wage-Setting and Living Wage Campaigns

By determining the wages necessary to meet basic needs, the Standard provides information for setting minimum wage standards.

- At the request of the state of California, the Center for the Child Care Workforce used the Self-Sufficiency Standard to develop specific salary guidelines by county.
- In Washington State, the Standard was used successfully in legislative hearings and meetings with the Governor to counter a proposal to eliminate the indexing of the minimum wage for specific groups of workers, such as farm workers.
- California, Illinois, New York, Nebraska, South Dakota, Tennessee, Virginia, and Washington State have all used the Standard to advocate for higher wages through Living Wage ordinances and in negotiating labor union agreements.
- Vanderbilt University in Tennessee used the Standard to educate employees and administrators about the need to increase the take-home pay of service staff.

The Self-Sufficiency Standard in Research

Because the Self-Sufficiency Standard provides an accurate and geographically- and age-specific measure of income adequacy, it is being increasingly used in research. The Standard allows researchers to estimate how poverty differs from place to place and among different family types. In addition, it provides a means to measure the adequacy of various work supports, such as child care assistance, given a family's income, place of residence, and composition.

- In Pennsylvania, the Standard was used to create a report, *The Road to Self-Sufficiency,* which used individual vignettes to explore the impact of public subsidies on full- and part-time low-wage workers.
- Also in Pennsylvania, PathWaysPA teamed with the University of Washington to demonstrate how work supports impact family budgets as wages increase, resulting in the report, *Making Wages Work: The Impact of Work Supports on Wage Adequacy for Pennsylvania Families.*
- Washington and Massachusetts used the Self-Sufficiency Standard to examine the cost of health insurance. *Income Adequacy and the Affordability of Health Insurance in Washington State* and the *Health Economic Sufficiency Standard for Massachusetts* examine the cost of health insurance for different family types, with varying health statuses and health care coverage, in different locations. (See http://www.ofm.wa.gov/accesshealth/research/33affordability.pdf and http://www.weiu.org/Advocacy/HESS_11-11.pdf.)
- The Standard has been used with data from the U.S. Census Bureau Current Population Survey to measure the number of families above and below the Self-Sufficiency Standard in California, as well as their characteristics (e.g., race/ethnicity, family type, education, employment). The report, *Overlooked and Undercounted: A New Perspective on the Struggle to Make Ends Meet in California,* is available from the National Economic Development and Law Center website at http://www.nedlc.org/publications.htm.

Conclusion

With the debate continuing on the reauthorization of the federal TANF welfare reform legislation, particularly the possible introduction of increased work requirements without increased resources for child care, job training, or education, the challenge continues to present itself: how to help low-income households become economically self-sufficient. The uncertain economy, the lack of available jobs paying sufficient wages, and imposed time limits all add to the problems faced by many parents seeking self-sufficiency.

The Self-Sufficiency Standard strives to inform this debate by documenting the cost of living that families must meet to live independently, without public or private assistance—the real cost of living. The Self-Sufficiency Standard shows that, for most parents, earnings that are well above the official poverty level are nevertheless far below what is needed to meet their families' basic needs.

The Self-Sufficiency Standard is currently being used to better understand issues of income adequacy, to analyze policy, and to help individuals striving for self-sufficiency. Community organizations, academic researchers, policy institutes, legal advocates, training providers, community action agencies, and state and local officials, among others, are using the Standard.

In addition to New Jersey, the Standard has been calculated for Alabama, Arizona, California, Colorado, Connecticut, Delaware, Florida, Georgia, Hawaii, Illinois, Indiana, Iowa, Kentucky, Louisiana, Maryland, Massachusetts, Mississippi, Missouri, Montana, Nebraska, Nevada, New York City, New York State, North Carolina, Oklahoma, Pennsylvania, South Dakota, Tennessee, Texas, Utah, Virginia, West Virginia, Wisconsin, Wyoming, Washington State, and the Washington, D.C. metropolitan area.

For further information about the Standard, how it is calculated, how it has been and can be used, or the findings reported here, contact Dr. Diana Pearce at pearce@u.washington.edu or (206) 616-2850.

For further information on *The Real Cost of Living in 2005: The Self-Sufficiency Standard for New Jersey,* to order this publication or the Standard for a particular New Jersey county, or to find out more about using the Standard in New Jersey, please contact Anjali Srivastava at The Legal Services of New Jersey Poverty Research Institute, asrivastava@lsnj.org, (732) 572-9100 or visit the LSNJ website at http://www.lsnj.org.

Endnotes

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[2] Proctor, B. & Dalaker, J. (2003). *Poverty in the United States: 2002*. (U.S. Census Bureau, Current Population Reports, Series P60-222, 5). Washington, DC: U.S. Government Printing Office. Retrieved October 5, 2004, from http://census.gov/prod/2003pubs/p60-222.pdf

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[4] NPR Online. NPR/Kaiser/Kennedy School Poll. (n.d.). *Poverty in America*. Retrieved February 11, 2003, from http://www.npr.org/programs/specials/poll/poverty/

[5] U.S. Bureau of Labor Statistics. (2004, April). *Employment Characteristics of Families in 2003*. Retrieved January 10, 2005, from http://www.bls.gov/news.release/pdf/famee.pdf

[6] Using the 2005 Fair Market Rents, the cost of housing (including utilities) at the 40th percentile, for a two-bedroom unit in the most expensive place, Marin County, CA (part of the San Francisco metropolitan area) is $1,539. This is nearly five times as much as the least expensive housing, found in Starr County, Texas, where a two-bedroom unit costs $323 per month. U.S. Housing and Urban Development Department. (2005). *Fair Market Rents.* Retrieved October 6, 2004, from http://www.huduser.org/datasets/FMR/FMR2005F/index.html

[7] One of the first to advocate building changes over time into the Federal Poverty Level was Patricia Ruggles, author of *Drawing the Line*. Ruggles' work and the analyses of many others are summarized in Citro, C. & Michael, R. Eds. (1995). *Measuring poverty: A new approach.* Washington, DC: National Academy Press.

[8] Living Wage campaigns exist in many states and cities, with many of them developing an estimate of the minimum wage for several family types in their area/state. The Basic Needs Budget was developed by Trudi Renwick and Barbara Bergmann. Bergmann, B. & Renwick, T. (1993). A budget-based definition of poverty: With an application to single-parent families. *The Journal of Human Resources*, 28 (1), 1-24.

[9] New light on the cost of living (1998, September 25). *Boston Globe.*

[10] Although about 70% of employed women with children under 18 years of age worked full-time in 2003, working part-time is clearly the desirable option under many circumstances such as when the children are very young or in need of special care, or when affordable/appropriate child care is not available. For many low-income mothers it is equally clear that economic necessity, as well as the new requirements under TANF, preclude this option. U.S. Department of Labor Statistics. (April, 2004). *Employment characteristics of families in 2003.* Retrieved January, 10, 2005, from http://www.bls.gov/news.release/pdf/famee.pdf

[11] Gowdy, E.A. & Pearlmutter, S.R. (1994). Economic Self-Sufficiency is a Road I'm On: The Results of Focus Group Research with Low-Income Women. In L.V. Davis (Ed.), *Building on women's strengths: A social work agenda for the twenty-first century* (p. 91). New York: The Haworth Press.

[12] These 70 family types cover about 90% of households. The Self-Sufficiency Standard can also be calculated for a wider range of family types, including larger and multi-generational families.

[13] U.S. Housing and Urban Development. *2005 Fair Market Rents, Final Revised Data (*published in the Federal Register on February 28, 2005 and superseded the FMRs published on October 1, 2004). Retrieved March 23, 2005, from http://www.huduser.org/Datasets/FMR/FMR2005R/map/nj_FY2005_FMR.pdf

[14] U.S. Housing and Urban Development. *Fair Market Rents for the Section 8 Housing Assistance Payments Program.* Retrieved March 23, 2005, from http://www.huduser.org/datasets/fmr/fmrover.doc

[15] U.S. Office of Management and Budget (OMB). OMB Bulletin No. 05-02, February 22, 2005. Retrieved March 24, 2005, from http://www.whitehouse.gov/omb/bulletins/fy05/b05-02.html

[16] FMRs are based on a survey of renters who have rented their unit within the last two years, excluding new housing (two years old or less), substandard housing, and public housing. For New Jersey, ratios were created (based on data from the National Low Income Housing Coalition's Local

Area Low Income Housing Database) for six PMSAs: Atlantic-Cape May, NJ; Bergen-Passaic, NJ; Middlesex-Somerset-Hunterdon, NJ; Monmouth-Ocean, NJ; Newark, NJ; and Philadelphia, PA-NJ. The ratios for the 18 New Jersey counties within these six PMSAs were then applied to the FMRs. *NLIHC Renter Households Data*. Retrieved March 24, 2005, from http://www.nlihc.org/research/lalihd/renterreport.pdf

[17] Some New Jersey housing assistance programs require that children of different sexes have different bedrooms, increasing the number of bedrooms that a family with different sex children might need. Also, because of the lack of availability of efficiencies (studio apartments) in some areas, and their very uneven quality, the Self-Sufficiency Standard uses one-bedroom units for the single adult and childless couple.

[18] State of New Jersey Division of Family Development, New Jersey Department of Human Services. *New Jersey Child Care Market Rate Survey 2002* and New Jersey Association of Child Care Resource and Referral Agencies. *Caring for New Jersey's Children NJACCRRA Reports 2004.* Retrieved April 22, 2005, from http://www.state.nj.us/humanservices/dfd/

[19] Veum, J. R. & Gleason, P. M. (1991). Child care arrangements and costs. *Monthly Labor Review,* 114(10), 10-17. Note also that relative care (other than the parent), particularly for younger children and lower-income parents, accounts for a significant amount of child care for children under three (27% compared to 17% in family day care and 22% in child care centers). Day care by relatives is usually, but not always, in the relative's home, and is usually, though not always, paid. Thus relative care more closely resembles (and may actually be) day care homes rather than day care centers. For children three years and older, the predominant child care arrangement is the child care center, accounting for 45% of the care (compared to 14% in family child care, and 17% in relative care). Capizzano, J., Adams, G. & Sonenstein, F. (2000). Child care arrangements for children under five: Variation across states. *New federalism: National survey of America's families*. (Series B, No. B-7). Washington, DC: The Urban Institute.

[20] Although the Standard does not follow the Food Stamps Program (which uses the Thrifty Food Plan), both the Standard and the Food Stamps Program use the most recent food costs as an annual average because the USDA does not produce annual averages for food costs. U.S. Department of Agriculture, Center for Nutrition Policy and Promotion. *Official USDA Food Plans: Cost of food at home at four levels, U.S. Average, August 2004*. Retrieved September 29, 2004, from http://www.usda.gov/cnpp/FoodPlans/Updates/foodaug04.pdf

[21] U.S. Department of Labor, Bureau of Labor Statistics. (2004, February). *Consumer expenditures in 2002. Table 4. Size of consumer unit: Average annual expenditures and characteristics*. (Report 974). Retrieved September 28, 2004, from http://www.bls.gov/cex/csxann02.pdf

[22] In this report, single parents are referred to as "she" because 83% of one-parent families are headed by females. Casper, L. & M. Fields, J. (2001). *America's families and living arrangements: 2000*. (U.S. Census Bureau, Current Population Reports, Series P20-537). Washington. DC: U.S. Government Printing Office.

[23] *ACCRA Cost of Living Index*: Grocery Costs. (2004, January). The ACCRA website is http://www.accra.org/. Food costs for New Jersey are calculated for Newark PMSA, Bergen-Passaic PMSA and Philadelphia PMSA by averaging the ACCRA index for the respective areas for Q1-Q3, 2004. Food costs for the remainder of the state are calculated using the average of Edison, NJ's index from Q1-Q3, 2004. Note that although the ACCRA Cost of Living Index is generally intended for upper middle income families, the ACCRA grocery index is standardized to price budget grocery items regardless of the shopper's socioeconomic status.

[24] Porter, C. & Deakin, E. (1995). *Socioeconomic and journey-to-work data: A compendium for the 35 largest U.S. metropolitan areas.* Berkeley, CA: Institute of Urban and Regional Development, University of California.

[25] 2002 American Community Survey. Means of Transportation to Work for Workers 16 Years and Over. Retrieved December 16, 2004, from http://www.census.gov/Press-Release/www/2004/pubtrans_state.xls

[26] The ten counties with public transportation usage over 7% and for which it is assumed workers use public transportation are Atlantic, Bergen, Camden, Essex, Hudson, Mercer, Middlesex, Monmouth, Passaic, and Union Counties. The eleven counties with public transportation usage rates under 7% and for which private transportation is assumed are Burlington, Cape May, Cumberland, Gloucester, Hunterdon, Morris, Ocean, Salem, Somerset, Sussex, and Warren Counties. *Census Transportation Planning Package (CTPP) 2000: Profiles for New Jersey*. Retrieved March 30, 2005, from http://transportation.org/ctpp/home/nj.htm. In the counties that use public transportation, prices for 2-zone bus and light rail passes were used to determine transportation costs. Retrieved December 16, 2004, from http://www.njtransit.com/

[27] National Association of Insurance Commissioners (NAIC). (2004, September). *2001/2002 Auto insurance database report. Average premiums and expenditures 1998-2002.* NAIC Research Library.

[28] New Jersey Department of Banking and Insurance. 2*003 Private Passenger Auto Insurance Comparison*. Retrieved January 5, 2005, from http://www.state.nj.us/cgi-bin/dobi/autopremiums/ziplist.pl. Note that in New Jersey, insurance

companies are allowed to use an individual's credit history to adjust rates. This has the potential to negatively effect low-income drivers because these individuals are more likely to have fallen into debt. The Dollar a Day auto insurance program, through the Department of Insurance, provides Medicaid clients with medical coverage but no collision or liability coverage. Retrieved April 27, 2005, from http://www.state.nj.us/dobi/dollaradayqna.htm and http://www.state.nj.us/dobi/bulletins/blt04_05.pdf

[29] American Automobile Association. *Your Driving Costs*. Retrieved September 15, 2004, from http://www.ouraaa.com/news/library/drivingcost/driving.html

[30] U.S. Department of Transportation. *National Household Travel Survey 2001*. Retrieved February 24, 2004, from http://nhts.ornl.gov/2001/index.shtml

[31] Kaiser Family Foundation. State Health Facts Online. *New Jersey: Nonelderly with Employer Coverage. Rate of Nonelderly with Employer Coverage by Employment Status, State Data 2002-2003, U.S. 2003.* Retrieved February 16, 2005, from http://www.statehealthfacts.kff.org/cgi-bin/healthfacts.cgi?action=profile&area=New%20Jersey

[32] Kaiser Family Foundation. State Health Facts Online. *Health cost and budgets. New Jersey: Average annual cost of employment-based health insurance - single coverage, 2002,* and *New Jersey: Average annual cost of employment-based health insurance - family coverage, 2002*. Retrieved February 16, 2005, from http://www.statehealthfacts.kff.org/cgi-bin/healthfacts.cgi?action=profile&area=New%20Jersey

[33] New Jersey Department of Banking and Insurance. *New Jersey Individual Health Coverage Program Board,* March 2005. Retrieved March 30, 2005, from http://www.state.nj.us/dobi/acrobat/ihcratepage.pdf. The cost was found by averaging HMO coverage for a single adult and any number of children and the top two carriers in New Jersey; Horizon Healthcare of NJ and Oxford Health.

[34] Citro & Michael, op. cit.

[35] State of New Jersey Division of Taxation. *New Jersey Sales Tax Guide*. Retrieved April 24, 2005, from http://www.state.nj.us/treasury/taxation/pdf/pubs/sales/su4.pdf

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[42] New Jersey Department of Health and Senior Services, WIC Program Information. Retrieved April 23, 2005, from http://www.state.nj.us/health/fhs/wic/proginfo.shtml#elig. Note that 180% is based on a calculation of WIC benefits using the 2005 FPL.

[43] Of federal returns filed in 2001, only 137,685 taxpayers reported having received advanced EITC payments out of more than 16 million families with children receiving the EITC. Numbers cited by John Wancheck of the Center on Budget and Policy Priorities, based on data reported in the IRS Income Tax Section, *Monthly Operational Review of Earned Income Credit*.

[44] Some workers may be unaware of the advanced payment option, and others have employers who do not participate. Also, research has shown that families make financial decisions based on receipt of the EITC (together with tax refunds) when they file their taxes early in the following year. Romich, J. L. & Weisner, T. (2000). *How families view and use the EITC: The case for lump-sum delivery.* Paper delivered at Northwestern University, Joint Center for Poverty Research Conference.

[45] U.S. Department of Health and Human Services, Administration for Children & Families, Office of Child Support Enforcement. *2002 Annual Statistical Report.* (Tables 4, 10, 11 and 52). Retrieved February 24, 2004, from http://www.acf.dhhs.gov/programs/cse/pubs/2003/reports/annual_statistical_report/tables.html

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[51] Zedlewski, Sheila R. & Brauner, Sarah. (1999). *Are the steep declines in food stamp participation linked to falling welfare caseloads?* New Federalism: National Survey of America's Families. (Policy Brief #B-3). Retrieved September 29, 2004, from http://www.urban.org/url.cfm?ID=310311

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[53] U.S. Department of Health and Human Services, Administration for Children and Families, Child Care Bureau. Retrieved February 9, 2005 from http://www.acf.dhhs.gov/programs/ccb/research/01acf800/chldser1.htm. Also see National Center for Children in Poverty, Columbia University, Mailman School of Public Health. Retrieved February 16, 2005, from http://nccp.org/state_detail_NJ_policy_13.html

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[55] Families USA. (2002, December). *Children losing health coverage.* (Special Report, Publication No. 02-106). Retrieved September 9, 2004, from http://www.familiesusa.org/site/DocServer/SCHIPreport.pdf?docID=161

[56] New Jersey FamilyCare, "What it Costs." Retrieved February 16, 2005, from http://www.njfamilycare.org/pages/whatItCosts.html

[57] One hundred and twenty nine thousand children equals 6% of New Jersey's children under 19 years of age. U.S. Census Bureau. *Low Income Uninsured Children by State: 2001, 2002, and 2003*. Retrieved May 28, 2005, from http://www.census.gov/hhes/hlthins/liuc03.html

[58] Grall, T. (2003). *Custodial mothers and fathers and their child support: 2001* (U.S. Census Bureau, Current Population Reports, Series P60-225). Washington, DC: U.S. Government Printing Office. Retrieved April 26, 2005, from http://www.census.gov/prod/2003pubs/p60-225.pdf

[59] This amount is the average of those who participate in child support enforcement. Note that the average child support figure excludes families on assistance, as any child support collected on their behalf goes directly to the state. Also note that because the monthly child support average excludes those currently receiving TANF, it disproportionately represents those who have received cash assistance. U.S. Department of Health and Human Services, Administration for Children and Families, Office of Child Support Enforcement. (2002). *Annual Statistical Report.* (Tables 4, 10, 11, and 52). Retrieved February 24, 2004, from http://www.acf.dhhs.gov/programs/cse/pubs/2003/reports/annual_statistical_report/tables.html

[60] I would like to especially thank Dan Florio for his help with this section, both helping to frame the issues, and uncover a difficult to locate literature.

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[63] These estimates are extrapolated from previously published monographs done by UK researchers. Despite extensive searching, no comparable work has been found for the United States. There has been extensive work on the *medical* costs associated with various disabilities, but no analysis could be found on the living costs associated with disability.

[64] Zaidi, A. and Burchardt, T. (2003, February). "Comparing Incomes When Needs Differ: Equivalisation for the extra costs of disability in the UK." (CASE paper 64). Center for Analysis of Social Exclusion, Long School of Economics.

[65] Smith, N., Middleton, S., Ashton-Brooks, K., Cox , L., and Dobson, B. with Reith, L. (2004). "Disabled People's Costs of Living: More Than You Would Think." Joseph Rowntree Foundation, University of Loughborough.

[66] Zaidi, A. and Burchardt, T. op. cit.

[67] Eligibility for and levels of disability-related government benefits are often surprisingly disconnected from a person's need for assistance. A person with a severe physical disability, for example, may be ineligible for assistance to pay for expensive devices that would improve his or her ability to function independently at home. If the disability began prior to age 18, however, an individual may be eligible for assistance through the Division of Developmental Disability. Similarly, people with all types and levels of disability generally receive the same level of benefit as Supplemental Security Income recipients. The lone exception is the larger amount received by blind or visually impaired people.

[68] The index used was the OPCS severity scale of disability, described by the authors as the "gold standard" in the UK for measuring disability severity in non-medical settings. For further discussion, see Zaida and Burchardt, op. cit., p. 11, and Appendix 1, as well as Martin, Meltzer, and Elliott (1988). See also http://www.cdc.gov/nchs/about/otheract/icd9/icfhome.htm for a discussion of the International Classification of Functioning, Disability and Health (ICF), the classification system agreed to by the World Health Organization in 2001.

[69] Note that, for the couple household in which both partners have disabilities, the disability-related costs are also doubled, as this is how the marginal costs were calculated in the Zaidi and Burchardt monograph.

[70] New Jersey Workability, the State's program created under auspices of the Federal Ticket to Work Act, allows working disabled people earning less than $48,900 to pay for Medicaid coverage with a $25 (or $50 for couples) monthly premium. While this greatly mitigates the problem of losing essential Medicaid coverage, it is not entirely alleviated. We estimate, for example, that a severely disabled person in Mercer County may require more than $3,600 monthly to be self-sufficient. This is just an estimate, however, and it is likely that some individuals may have particular needs that would lead to even greater disability-related expenses than what would be typical for a severely disabled person. If a person needed $4,200 to be self-sufficient, then her self-sufficient income would exceed Workability's limits. If she required $2,500 in monthly attendant services, than her individually "adjusted" self-sufficiency standard would be $6,700.

[71] Zaidi, A. and Burchardt, T., op. cit.

[72] See Middleton, S., Ashworth, K. and Braithwaite, I. (1997). *Small Fortunes. Spending on Children, Childhood Poverty and Parental Sacrifice.* York: YPS for the Joseph Rowntree Foundation.

[73] New Jersey Department of Labor and Workforce Development. *Projections 2012: New Jersey Employment and Population in the 21st Century*, February 2005. Retrieved May 23, 2005, from http://www.wnjpin.net/OneStopCareerCenter/LaborMarketInformation/lmi03/index.html

[74] U.S. Census Bureau, "Educational Attainment in the United States: 2003." Table 9 in Current Population Report, P20-550. Retrieved April 4, 2005. from http://www.census.gov/population/www/socdemo/education/cps2003.html. New Jersey data compiled from the Decennial Census 2000.

[75] Montalto, C. P. (2001, February). *Wealth of American households: Evidence from the survey of consumer finances*. Report to the Consumer Federation of America. Retrieved February 9, 2005 from http://www.consumerfed.org/backpage/savings.cfm

[76] U. S, Department of Health and Human Services, Office of Family Assistance. Temporary Assistance for Needy Families (TANF): Sixth Annual Report to Congress. Specific Provisions of State Programs. Retrieved April 27, 2005 from http://www.acf.hhs.gov/programs/ofa/annualreport6/chapter12/chap12.pdf. Note that Work First New Jersey allows one vehicle worth up to $9,500.

[77] Those states are Alaska, California, Connecticut, Delaware, Hawaii, Illinois, Florida, Maine, Massachusetts, New York, Oregon, Rhode Island, Vermont, and Washington. In addition, the District of Columbia has a minimum wage higher than the federal minimum. U.S. Department of Labor. Employment Standards Administration, Wage and Hour Division. Retrieved January 26, 2005, from http://www.dol.gov/esa/minwage/america.htm

[78] In 2003, union workers averaged $21.45 per hour, compared to $16.96 for nonunion workers. U.S. Department of Labor, Bureau of Labor Statistics (2004, August). *National compensation survey: Occupational wages in the United States, July 2003.* (Summary 04-03). Retrieved September 29, 2004, from http://www.bls.gov/ncs/ocs/sp/ncbl0635.pdf

[79] On average, in 2003, a union employees' share of employer-sponsored health insurance was 12% of the medical care premium for single coverage and 19% for family coverage, compared with a nonunion employee share of 19% and 31% for single and family premiums, respectively. U.S. Department of Labor, Bureau of Labor Statistics. (2004, April). *National compensation survey: Employee benefits in private industry in the United States, March 2003.* (Summary 04-02). Retrieved September 29, 2004, from http://www.bls.gov/ncs/ebs/sp/ebsm0001.pdf

[80] State Action.Org. State Issues. (n.d.) *Equal Pay.* Retrieved November 17, 2004, from http://www.stateaction.org/issues/issue.cfm?issue=EqualPay.xml

Data Sources

Data Type	Source	Assumptions
Child Care	State of New Jersey Division of Family Development, New Jersey Department of Human Services. New Jersey Child Care Market Rate Survey 2002 New Jersey Association of Child Care Resource and Referral Agencies. Caring for New Jersey's Children NJACCRRA Reports 2004. Available at http://www.state.nj.us/humanservices/dfd/	**Infant and Toddler:** Under 3 years old. Family child care. **Preschooler**: 3 - 5 years old. Day Care Center. **Schoolage:** 6 -12 years old. Part time.
Food	U.S. Department of Agriculture, *Low-Cost Food Plan* , June 2004. ACCRA. Cost Living Index (2004).	USDA plan used for all counties. Assumed single adult families headed by female.
Health Insurance	**Premiums**: The Kaiser Family Foundation. Average Annual Costs of Employment-Based Health Insurance--Single & Family Coverage, 2002 New Jersey. Available at http://www.statehealthfacts.kff.org/ **Out of Pocket Costs:** Agency for Healthcare Research and Quality. *Household Component Analytical Tool (MEPSnet/HC)* . August 2003. Rockville, MD. Available at http://www.meps.ahrq.gov/mepsnet/HC/MEPSnetHC.asp	In addition to health insurance premiums, health costs include regional out-of-pocket costs calculated for adults, infants, preschoolers, schoolage children, and teenagers. All data is updated with the Medical CPI.
Housing	Department of Housing and Urban Development; *Fair Market Rents for the Section 8 Housing Assistance Payments Program - Fiscal Year 2005* . Available at http://www.huduser.org National Low Income Housing Coalition, *Median Gross Rent by County, 2000* . Available at http://www.nlihc.org/research/lalihd/renterreport.pdf	Fair Market Rents by county. When an FMR is for an MSA or PMSA, ratios for FMRs are created using the NLIHC median gross rent of each county.
Taxes and Tax Credits	**Federal Income Tax and Tax Credits:** U.S. Department of Treasury - IRS 1040. Instructions 2004. Available at http://www.irs.gov/individuals/index.html **State Income Tax:** State of New Jersey Division of Taxation. Available at http://www.taxfoundation.org/individualincometaxrates.html **State Sales Tax:** State of New Jersey, Division of Taxation. Available at http://www.state.nj.us/treasury/taxation/ **State EITC:** New Jersey EITC. Available at http://www.nccp.org	State Income Tax on a graduated scale between 1.4%-6.4% and income bracket $20,000-$75,000. Food is not taxed. State Sales Tax is 6% for the entire state. The exception is made for "Urban Enterprise Zones" in certain economically depressed cities. New Jersey State EITC is 20% of the Federal EITC. Income limit is $20,000 a year.
Transportation Statewide	**Private Transportation:** **Insurance Premiums:** State Average Premiums and Expenditure 2001/2002. National Association of Insurance Commissioners. September 2004. **Fixed Costs:** U.S. Department of Labor, Bureau of Labor Statistics. Consumer Expenditures in 2002. Available at http://www.bls.gov/cex AAA Driving Costs. Average for 2003 Vehicle. Available at http://www.ouraaa.com/new/library/drivingcost/driving.html **Mileage:** National Household Travel Survey, 2001. Available at http://nhts.ornl.gov/2001/index.shtml **Regional Ratio:** New Jersey Department of Banking and Insurance, 2002 Private Passenger Auto Insurance Premium Comparison and the 2002 Auto Insurance Complaint Ratios. Available at http://www.state.nj.us/cgi-bin/dobi **Public Transportation:** New Jersey Transit. Available at http://www.njtransit.com	Between 7-34% of workers use public transportation. Public cost assigned to Atlantic, Bergen, Camden, Essex, Hudson, Mercer, Middlesex, Monmouth, Passaic and Union Counties. The cost of a two-zone bus pass was used. County ratios are calculated using rates from the top five market share auto insurance companies in New Jersey. These ratios are applied to the state premium to obtain variation in premium by county. .
Miscellaneous	Miscellaneous expenses are 10% of all other costs.	Includes all other essentials: clothing, shoes, paper products, diapers, nonprescription medicines, cleaning products, household items, personal hygiene items and telephone.

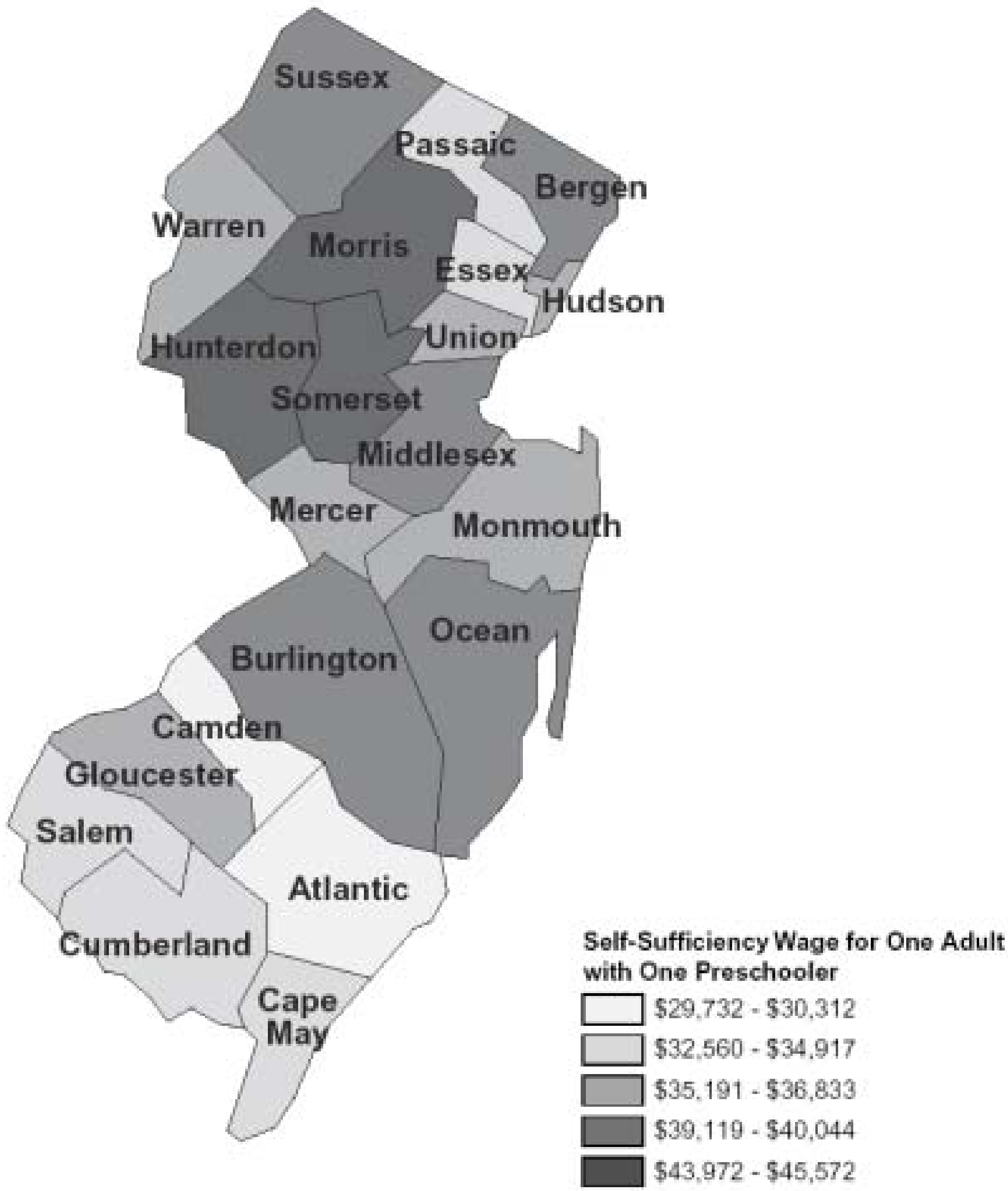
About the Author

Diana M. Pearce, Ph.D. teaches at the School of Social Work, University of Washington in Seattle, Washington, and is Director of the Center for Women's Welfare. Recognized for coining the phrase "the feminization of poverty," Dr. Pearce founded and directed the Women and Poverty Project at Wider Opportunities for Women. She has written and spoken widely on women's poverty and economic inequality, including testimony before Congress and the President's Working Group on Welfare Reform. While at WOW, Dr. Pearce conceived and developed the methodology for the Self-Sufficiency Standard and first published results in 1996 for Iowa and California. Her areas of expertise include low-wage and part-time employment, unemployment insurance, homelessness, and welfare reform as they impact on women. Dr. Pearce has helped found and lead several coalitions, including the Women, Work and Welfare Coalition and the Women and Job Training Coalition. She received her Ph.D. degree in Sociology and Social Work from the University of Michigan.

About the Project

Wider Opportunities for Women (WOW) established the national Family Economic Self-Sufficiency (FESS) Project in 1996. In partnership with the Ms. Foundation for Women, the Corporation for Enterprise Development, and the National Economic Development and Law Center, WOW designed the Project to put tools and resources in the hands of state-level policymakers, business leaders, advocates and service providers to help move low-income, working families forward on the path to economic self-sufficiency. The Self-Sufficiency Standard was developed by Dr. Diana Pearce, who at that time was the Director of the Women and Poverty Project at WOW. Through a partnership between WOW and the Center for Women's Welfare at the University of Washington, the Self-Sufficiency Standard has now been calculated in 35 states, New York City and the District of Columbia. Over 2,500 community- and state-based organizations and agencies, representing a broad range of sectors, are connected through the FESS Project network. In nine years, the Project has revolutionized the way policies and programs for low-income workers are structured and what it means to be in need in the United States. For more information about the Project, visit the website: http://www.sixstrategies.org.

Map of New Jersey Counties by Level of Annual Self-Sufficiency Wage



List of New Jersey Counties by Metro Area

Atlantic-Cape May, NJ PMSA

Atlantic County

Cape May County

Bergen-Passaic, NJ PMSA

Bergen County

Passaic County

Jersey City, NJ PMSA

Hudson County

Middlesex-Somerset-Hunterdon, NJ PMSA

Hunterdon County

Middlesex County

Somerset County

Monmouth-Ocean, NJ PMSA

Monmouth County

Ocean County

Newark, NJ PMSA

Essex County

Morris County

Sussex County

Union County

Warren County

Philadelphia, PA-NJ PMSA

Burlington County

Camden County

Gloucester County

Salem County

Trenton, NJ PMSA

Mercer County

Vineland-Millville-Bridgeton, NJ PMSA

Cumberland County

Appendix A: The Self-Sufficiency Standard for Selected Family Types in New Jersey

Table 1
The Self-Sufficiency Standard for Atlantic County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	708	853	853	853	853	1111	853	853
Child Care	0	583	548	1131	384	1515	1131	932
Food	217	320	330	410	541	608	648	711
Transportation	54	54	54	54	54	54	108	108
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	108	206	204	271	213	357	305	292
Taxes	209	405	394	545	309	779	553	505
Earned Income Tax Credit (-)	0	0	-8	0	-121	0	0	0
Child Care Tax Credit (-)	0	-68	-68	-110	-70	-100	-100	-105
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage -Hourly	**$7.96**	**$14.35**	**$14.08**	**$18.47**	**$13.05**	**$24.74**	**$10.34** per adult	**$9.79** per adult
-Monthly	**$1,400**	**$2,525**	**$2,478**	**$3,250**	**$2,296**	**$4,354**	**$3,639** combined	**$3,446** combined
-Annual	**$16,803**	**$30,301**	**$29,732**	**$39,002**	**$27,552**	**$52,250**	**$43,672** combined	**$41,350** combined

Table 2
The Self-Sufficiency Standard for Bergen County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	1050	1201	1201	1201	1201	1515	1201	1201
Child Care	0	744	753	1496	431	1928	1496	1184
Food	224	330	341	423	559	628	670	735
Transportation	59	59	59	59	59	59	118	118
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	144	259	261	344	255	441	379	355
Taxes	336	600	607	814	504	1212	831	737
Earned Income Tax Credit (-)	0	0	0	0	0	0	0	0
Child Care Tax Credit (-)	0	-55	-55	-100	-58	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage -Hourly	**$10.89**	**$18.81**	**$18.96**	**$24.63**	**$17.53**	**$32.46**	**$13.46** per adult	**$12.44** per adult
-Monthly	**$1,917**	**$3,310**	**$3,337**	**$4,335**	**$3,085**	**$5,713**	**$4,737** combined	**$4,380** combined
-Annual	**$23,003**	**$39,723**	**$40,044**	**$52,019**	**$37,025**	**$68,558**	**$56,842** combined	**$52,557** combined

Table 3
The Self-Sufficiency Standard for Burlington County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	849	1019	1019	1019	1019	1221	1019	1019
Child Care	0	537	731	1268	512	1780	1268	1243
Food	219	322	333	413	546	614	654	718
Transportation	259	264	264	264	264	264	509	509
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	143	240	260	323	264	416	376	380
Taxes	333	529	605	736	537	1060	817	835
Earned Income Tax Credit (-)	0	0	0	0	0	0	0	0
Child Care Tax Credit (-)	0	-60	-55	-100	-58	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage								
-Hourly	**$10.83**	**$17.18**	**$18.91**	**$22.85**	**$18.29**	**$30.03**	**$13.31** per adult	**$13.50** per adult
-Monthly	**$1,906**	**$3,024**	**$3,328**	**$4,021**	**$3,219**	**$5,285**	**$4,685** combined	**$4,754** combined
-Annual	**$22,876**	**$36,294**	**$39,936**	**$48,249**	**$38,625**	**$63,424**	**$56,221** combined	**$57,044** combined

Table 4
The Self-Sufficiency Standard for Camden County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	711	854	854	854	854	1023	854	854
Child Care	0	537	570	1107	399	1506	1107	969
Food	219	322	333	413	546	614	654	718
Transportation	54	54	54	54	54	54	108	108
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	109	202	206	269	215	348	303	297
Taxes	210	386	406	537	320	746	547	521
Earned Income Tax Credit (-)	0	-13	0	0	-112	0	0	0
Child Care Tax Credit (-)	0	-68	-68	-115	-70	-100	-100	-105
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage								
-Hourly	**$7.99**	**$13.91**	**$14.35**	**$18.27**	**$13.29**	**$23.98**	**$10.27** per adult	**$9.98** per adult
-Monthly	**$1,407**	**$2,448**	**$2,526**	**$3,216**	**$2,340**	**$4,221**	**$3,615** combined	**$3,511** combined
-Annual	**$16,884**	**$29,378**	**$30,312**	**$38,591**	**$28,075**	**$50,652**	**$43,379** combined	**$42,136** combined

Table 5
The Self-Sufficiency Standard for Cape May County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	680	819	819	819	819	1067	819	819
Child Care	0	435	526	961	369	1330	961	895
Food	217	320	330	410	541	608	648	711
Transportation	256	261	261	261	261	261	503	503
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	126	209	219	271	229	355	324	324
Taxes	271	415	452	547	390	771	623	624
Earned Income Tax Credit (-)	0	0	0	0	-52	0	0	0
Child Care Tax Credit (-)	0	-68	-65	-110	-65	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage -Hourly	**$9.39**	**$14.56**	**$15.42**	**$18.50**	**$14.92**	**$24.56**	**$11.13** per adult	**$11.15** per adult
-Monthly	**$1,653**	**$2,563**	**$2,713**	**$3,255**	**$2,626**	**$4,322**	**$3,919** combined	**$3,926** combined
-Annual	**$19,835**	**$30,754**	**$32,560**	**$39,066**	**$31,508**	**$51,866**	**$47,028** combined	**$47,114** combined

Table 6
The Self-Sufficiency Standard for Cumberland County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	646	814	814	814	814	989	814	814
Child Care	0	583	526	1109	369	1478	1109	895
Food	224	330	341	423	559	628	670	735
Transportation	256	261	261	261	261	261	503	503
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	123	224	220	287	230	364	340	326
Taxes	261	472	455	605	397	804	682	631
Earned Income Tax Credit (-)	0	0	0	0	-46	0	0	0
Child Care Tax Credit (-)	0	-63	-65	-105	-65	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage -Hourly	**$9.17**	**$15.88**	**$15.47**	**$19.84**	**$15.07**	**$25.31**	**$11.82** per adult	**$11.23** per adult
-Monthly	**$1,614**	**$2,795**	**$2,723**	**$3,492**	**$2,653**	**$4,455**	**$4,160** combined	**$3,954** combined
-Annual	**$19,368**	**$33,538**	**$32,674**	**$41,902**	**$31,838**	**$53,459**	**$49,926** combined	**$47,452** combined

Table 7
The Self-Sufficiency Standard for Essex County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	825	944	944	944	944	1150	944	944
Child Care	0	548	687	1235	334	1569	1235	1021
Food	220	325	335	416	550	618	658	722
Transportation	52	52	52	52	52	52	104	104
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	120	212	227	291	218	367	325	311
Taxes	251	428	483	620	333	816	627	575
Earned Income Tax Credit (-)	0	0	0	0	-101	0	0	0
Child Care Tax Credit (-)	0	-65	-63	-105	-70	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage								
-Hourly	**$8.93**	**$14.87**	**$16.12**	**$20.17**	**$13.60**	**$25.58**	**$11.18** per adult	**$10.59** per adult
-Monthly	**$1,572**	**$2,617**	**$2,838**	**$3,551**	**$2,394**	**$4,502**	**$3,936** combined	**$3,728** combined
-Annual	**$18,868**	**$31,404**	**$34,053**	**$42,606**	**$28,723**	**$54,021**	**$47,229** combined	**$44,730** combined

Table 8
The Self-Sufficiency Standard for Gloucester County 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	722	867	867	867	867	1039	867	867
Child Care	0	570	709	1279	497	1776	1279	1206
Food	219	322	333	413	546	614	654	718
Transportation	259	264	264	264	264	264	509	509
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	130	228	243	309	247	397	362	362
Taxes	287	485	540	685	476	947	760	759
Earned Income Tax Credit (-)	0	0	0	0	0	0	0	0
Child Care Tax Credit (-)	0	-63	-60	-100	-60	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage								
-Hourly	**$9.78**	**$16.17**	**$17.43**	**$21.67**	**$16.88**	**$28.23**	**$12.71** per adult	**$12.70** per adult
-Monthly	**$1,721**	**$2,847**	**$3,067**	**$3,814**	**$2,971**	**$4,968**	**$4,472** combined	**$4,470** combined
-Annual	**$20,657**	**$34,159**	**$36,807**	**$45,772**	**$35,651**	**$59,613**	**$53,667** combined	**$53,642** combined

Table 9
The Self-Sufficiency Standard for Hudson County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	943	1100	1100	1100	1100	1333	1100	1100
Child Care	0	548	618	1166	354	1520	1166	972
Food	224	330	341	423	559	628	670	735
Transportation	56	56	56	56	56	56	112	112
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	133	229	237	301	237	382	336	324
Taxes	296	489	519	657	431	876	665	621
Earned Income Tax Credit (-)	0	0	0	0	-17	0	0	0
Child Care Tax Credit (-)	0	-63	-60	-100	-63	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage -Hourly	**$9.98**	**$16.26**	**$16.94**	**$21.02**	**$15.86**	**$26.85**	**$11.62** *per adult*	**$11.12** *per adult*
-Monthly	**$1,756**	**$2,862**	**$2,981**	**$3,699**	**$2,792**	**$4,725**	**$4,090** *combined*	**$3,913** *combined*
-Annual	**$21,068**	**$34,344**	**$35,774**	**$44,392**	**$33,499**	**$56,705**	**$49,079** *combined*	**$46,957** *combined*

Table 10
The Self-Sufficiency Standard for Hunterdon County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	1040	1223	1223	1223	1223	1534	1223	1223
Child Care	0	970	800	1770	500	2270	1770	1300
Food	224	330	341	423	559	628	670	735
Transportation	244	249	249	249	249	249	479	479
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	161	303	287	393	283	496	445	405
Taxes	399	761	703	1070	608	1551	1078	929
Earned Income Tax Credit (-)	0	0	0	0	0	0	0	0
Child Care Tax Credit (-)	0	-50	-50	-100	-53	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage -Hourly	**$12.34**	**$22.49**	**$21.16**	**$29.12**	**$19.90**	**$37.84**	**$16.21** *per adult*	**$14.55** *per adult*
-Monthly	**$2,172**	**$3,958**	**$3,724**	**$5,125**	**$3,503**	**$6,660**	**$5,707** *combined*	**$5,121** *combined*
-Annual	**$26,065**	**$47,499**	**$44,690**	**$61,506**	**$42,032**	**$79,917**	**$68,483** *combined*	**$61,446** *combined*

Table 11
The Self-Sufficiency Standard for Mercer County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	813	977	977	977	977	1168	977	977
Child Care	0	594	748	1342	467	1809	1342	1215
Food	224	330	341	423	559	628	670	735
Transportation	54	54	54	54	54	54	108	108
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	120	221	237	306	236	394	341	335
Taxes	249	459	521	675	425	922	683	663
Earned Income Tax Credit (-)	0	0	0	0	-22	0	0	0
Child Care Tax Credit (-)	0	-65	-60	-100	-63	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage -Hourly	$8.88	$15.58	$16.98	$21.44	$15.72	$27.88	$11.82 per adult	$11.60 per adult
-Monthly	$1,563	$2,743	$2,989	$3,774	$2,767	$4,906	$4,162 combined	$4,084 combined
-Annual	$18,761	$32,912	$35,871	$45,290	$33,210	$58,872	$49,942 combined	$49,004 combined

Table 12
The Self-Sufficiency Standard for Middlesex County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	1013	1192	1192	1192	1192	1495	1192	1192
Child Care	0	687	709	1396	344	1741	1396	1053
Food	224	330	341	423	559	628	670	735
Transportation	59	59	59	59	59	59	118	118
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	140	252	256	333	245	420	368	341
Taxes	322	576	588	775	468	1087	784	686
Earned Income Tax Credit (-)	0	0	0	0	0	0	0	0
Child Care Tax Credit (-)	0	-58	-55	-100	-60	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage -Hourly	$10.59	$18.24	$18.52	$23.72	$16.71	$30.46	$12.98 per adult	$11.86 per adult
-Monthly	$1,863	$3,211	$3,260	$4,175	$2,941	$5,360	$4,570 combined	$4,175 combined
-Annual	$22,356	$38,529	$39,119	$50,101	$35,295	$64,325	$54,841 combined	$50,103 combined

Table 13
The Self-Sufficiency Standard for Monmouth County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	843	1029	1029	1029	1029	1340	1029	1029
Child Care	0	629	687	1316	429	1745	1316	1116
Food	224	330	341	423	559	628	670	735
Transportation	59	59	59	59	59	59	118	118
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	123	230	237	309	238	405	344	331
Taxes	261	493	519	686	435	996	696	650
Earned Income Tax Credit (-)	0	0	0	0	-14	0	0	0
Child Care Tax Credit (-)	0	-63	-60	-100	-63	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage -Hourly	**$9.17**	**$16.36**	**$16.95**	**$21.70**	**$15.94**	**$29.00**	**$11.97** per adult	**$11.45** per adult
-Monthly	**$1,614**	**$2,880**	**$2,983**	**$3,819**	**$2,805**	**$5,104**	**$4,214** combined	**$4,029** combined
-Annual	**$19,367**	**$34,555**	**$35,794**	**$45,824**	**$33,660**	**$61,244**	**$50,564** combined	**$48,348** combined

Table 14
The Self-Sufficiency Standard for Morris County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	1079	1235	1235	1235	1235	1504	1235	1235
Child Care	0	914	753	1666	431	2097	1666	1184
Food	220	325	335	416	550	618	658	722
Transportation	244	249	249	249	249	249	479	479
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	165	298	283	383	277	475	435	394
Taxes	412	743	688	1010	583	1416	1039	885
Earned Income Tax Credit (-)	0	0	0	0	0	0	0	0
Child Care Tax Credit (-)	0	-50	-50	-100	-55	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage -Hourly	**$12.64**	**$22.08**	**$20.82**	**$28.17**	**$19.34**	**$35.74**	**$15.78** per adult	**$14.06** per adult
-Monthly	**$2,224**	**$3,886**	**$3,664**	**$4,957**	**$3,404**	**$6,291**	**$5,555** combined	**$4,949** combined
-Annual	**$26,690**	**$46,632**	**$43,972**	**$59,485**	**$40,848**	**$75,487**	**$66,657** combined	**$59,390** combined

Table 15
The Self-Sufficiency Standard for Ocean County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	909	1110	1110	1110	1110	1446	1110	1110
Child Care	0	653	635	1288	396	1684	1288	1032
Food	224	330	341	423	559	628	670	735
Transportation	256	261	261	261	261	261	503	503
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	149	261	260	335	263	430	388	370
Taxes	356	607	605	779	532	1145	863	794
Earned Income Tax Credit (-)	0	0	0	0	0	0	0	0
Child Care Tax Credit (-)	0	-55	-55	-100	-58	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage -Hourly	**$11.36**	**$18.97**	**$18.91**	**$23.82**	**$18.17**	**$31.39**	**$13.81** per adult	**$13.05** per adult
-Monthly	**$1,999**	**$3,339**	**$3,328**	**$4,192**	**$3,197**	**$5,525**	**$4,862** combined	**$4,592** combined
-Annual	**$23,983**	**$40,073**	**$39,936**	**$50,307**	**$38,368**	**$66,302**	**$58,348** combined	**$55,109** combined

Table 16
The Self-Sufficiency Standard for Passaic County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	900	1029	1029	1029	1029	1298	1029	1029
Child Care	0	502	639	1142	366	1508	1142	1006
Food	224	330	341	423	559	628	670	735
Transportation	59	59	59	59	59	59	118	118
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	129	218	232	292	231	377	327	320
Taxes	281	447	501	622	402	859	633	610
Earned Income Tax Credit (-)	0	0	0	0	-42	0	0	0
Child Care Tax Credit (-)	0	-65	-63	-105	-65	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage -Hourly	**$9.64**	**$15.30**	**$16.53**	**$20.21**	**$15.19**	**$26.48**	**$11.25** per adult	**$10.99** per adult
-Monthly	**$1,697**	**$2,692**	**$2,910**	**$3,558**	**$2,674**	**$4,661**	**$3,959** combined	**$3,868** combined
-Annual	**$20,363**	**$32,304**	**$34,917**	**$42,693**	**$32,085**	**$55,930**	**$47,513** combined	**$46,412** combined

Table 17
The Self-Sufficiency Standard for Salem County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	674	809	809	809	809	970	809	809
Child Care	0	596	552	1148	387	1535	1148	939
Food	219	322	333	413	546	614	654	718
Transportation	259	264	264	264	264	264	509	509
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	126	225	221	290	231	366	343	329
Taxes	270	474	461	615	399	813	691	642
Earned Income Tax Credit (-)	0	0	0	0	-44	0	0	0
Child Care Tax Credit (-)	0	-63	-63	-105	-65	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage								
-Hourly	**$9.38**	**$15.91**	**$15.63**	**$20.07**	**$15.12**	**$25.53**	**$11.92** per adult	**$11.35** per adult
-Monthly	**$1,651**	**$2,800**	**$2,750**	**$3,532**	**$2,660**	**$4,493**	**$4,197** combined	**$3,996** combined
-Annual	**$19,816**	**$33,603**	**$33,003**	**$42,387**	**$31,925**	**$53,922**	**$50,361** combined	**$47,952** combined

Table 18
The Self-Sufficiency Standard for Somerset County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	1077	1266	1266	1266	1266	1589	1266	1266
Child Care	0	914	796	1710	497	2207	1710	1293
Food	224	330	341	423	559	628	670	735
Transportation	255	260	260	260	260	260	501	501
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	166	303	292	392	288	496	445	411
Taxes	416	760	721	1066	627	1552	1080	951
Earned Income Tax Credit (-)	0	0	0	0	0	0	0	0
Child Care Tax Credit (-)	0	-50	-50	-100	-53	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage								
-Hourly	**$12.74**	**$22.47**	**$21.58**	**$29.06**	**$20.33**	**$37.86**	**$16.23** per adult	**$14.79** per adult
-Monthly	**$2,242**	**$3,955**	**$3,798**	**$5,115**	**$3,579**	**$6,663**	**$5,714** combined	**$5,207** combined
-Annual	**$26,909**	**$47,465**	**$45,572**	**$61,377**	**$42,943**	**$79,961**	**$68,564** combined	**$62,481** combined

Table 19
The Self-Sufficiency Standard for Sussex County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	966	1105	1105	1105	1105	1346	1105	1105
Child Care	0	722	639	1362	366	1728	1362	1006
Food	220	325	335	416	550	618	658	722
Transportation	244	249	249	249	249	249	479	479
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	153	266	258	340	257	422	391	363
Taxes	371	625	598	797	512	1097	876	764
Earned Income Tax Credit (-)	0	0	0	0	0	0	0	0
Child Care Tax Credit (-)	0	-55	-55	-100	-58	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage								
-Hourly	**$11.69**	**$19.37**	**$18.76**	**$24.24**	**$17.70**	**$30.63**	**$13.96** per adult	**$12.75** per adult
-Monthly	**$2,058**	**$3,409**	**$3,302**	**$4,266**	**$3,116**	**$5,391**	**$4,913** combined	**$4,490** combined
-Annual	**$24,695**	**$40,908**	**$39,623**	**$51,191**	**$37,386**	**$64,695**	**$58,955** combined	**$53,876** combined

Table 20
The Self-Sufficiency Standard for Union County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	919	1052	1052	1052	1052	1281	1052	1052
Child Care	0	914	635	1549	308	1857	1549	943
Food	220	325	335	416	550	618	658	722
Transportation	59	59	59	59	59	59	118	118
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	130	260	234	334	227	410	369	315
Taxes	287	606	507	777	380	1021	785	591
Earned Income Tax Credit (-)	0	0	0	0	-61	0	0	0
Child Care Tax Credit (-)	0	-55	-60	-100	-65	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage								
-Hourly	**$9.77**	**$18.94**	**$16.66**	**$23.77**	**$14.68**	**$29.41**	**$12.99** per adult	**$10.77** per adult
-Monthly	**$1,720**	**$3,333**	**$2,933**	**$4,183**	**$2,584**	**$5,176**	**$4,572** combined	**$3,792** combined
-Annual	**$20,635**	**$39,992**	**$35,191**	**$50,198**	**$31,009**	**$62,113**	**$54,864** combined	**$45,506** combined

Table 21
The Self-Sufficiency Standard for Warren County, 2005

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	842	964	964	964	964	1174	964	964
Child Care	0	731	626	1357	359	1716	1357	985
Food	220	325	335	416	550	618	658	722
Transportation	244	249	249	249	249	249	479	479
Health Care	104	255	254	263	300	281	308	317
Miscellaneous	141	252	243	325	242	404	377	347
Taxes	326	576	540	744	456	986	821	705
Earned Income Tax Credit (-)	0	0	0	0	0	0	0	0
Child Care Tax Credit (-)	0	-58	-60	-100	-63	-100	-100	-100
Child Tax Credit (-)	0	-83	-83	-167	-167	-250	-167	-167
Self-Sufficiency Wage -Hourly	**$10.67**	**$18.25**	**$17.44**	**$23.03**	**$16.43**	**$28.85**	**$13.35** per adult	**$12.08** per adult
-Monthly	**$1,877**	**$3,212**	**$3,069**	**$4,053**	**$2,891**	**$5,078**	**$4,698** combined	**$4,253** combined
-Annual	**$22,527**	**$38,540**	**$36,833**	**$48,633**	**$34,695**	**$60,934**	**$56,374** combined	**$51,034** combined

Appendix B

The Self-Sufficiency Standard as a Percent of the Federal Poverty Level, 2005

Three Family Types. All New Jersey Counties

County	One Adult, One Schoolage			One Adult, One Preschooler, One Schoolage			Two Adults, One Preschooler, One Schoolage		
	Self-Sufficiency Standard		Self-Sufficiency Standard as Percentage of Federal Poverty Level (FPL)	Self-Sufficiency Standard		Self-Sufficiency Standard as Percentage of Federal Poverty Level (FPL)	Self-Sufficiency Standard		Self-Sufficiency Standard as Percentage of Federal Poverty Level (FPL)
Atlantic County	**Hourly** Monthly	**$13.01** $2,290	214%	**Hourly** Monthly	**$17.30** $3,045	227%	**Hourly*** Monthly**	**$9.79** $3,446	214%
Bergen County	**Hourly** Monthly	**$16.81** $2,959	277%	**Hourly** Monthly	**$22.61** $3,979	297%	**Hourly*** Monthly**	**$12.44** $4,379	272%
Burlington County	**Hourly** Monthly	**$17.61** $3,099	290%	**Hourly** Monthly	**$23.21** $4,085	305%	**Hourly*** Monthly**	**$13.50** $4,752	295%
Camden County	**Hourly** Monthly	**$13.22** $2,327	218%	**Hourly** Monthly	**$17.70** $3,115	232%	**Hourly*** Monthly**	**$9.98** $3,513	218%
Cape May County	**Hourly** Monthly	**$14.63** $2,575	241%	**Hourly** Monthly	**$18.51** $3,258	243%	**Hourly*** Monthly**	**$11.15** $3,925	243%
Cumberland County	**Hourly** Monthly	**$14.72** $2,591	242%	**Hourly** Monthly	**$18.61** $3,275	244%	**Hourly*** Monthly**	**$11.23** $3,953	245%
Essex County	**Hourly** Monthly	**$13.49** $2,374	222%	**Hourly** Monthly	**$18.93** $3,332	248%	**Hourly*** Monthly**	**$10.59** $3,728	231%
Gloucester County	**Hourly** Monthly	**$16.19** $2,849	267%	**Hourly** Monthly	**$21.64** $3,809	284%	**Hourly*** Monthly**	**$12.70** $4,470	277%
Hudson County	**Hourly** Monthly	**$15.26** $2,686	251%	**Hourly** Monthly	**$19.95** $3,511	262%	**Hourly*** Monthly**	**$11.12** $3,914	243%
Hunterdon County	**Hourly** Monthly	**$19.18** $3,376	316%	**Hourly** Monthly	**$25.35** $4,462	333%	**Hourly*** Monthly**	**$14.55** $5,122	318%
Mercer County	**Hourly** Monthly	**$15.16** $2,668	250%	**Hourly** Monthly	**$20.97** $3,691	275%	**Hourly*** Monthly**	**$11.60** $4,083	253%
Middlesex County	**Hourly** Monthly	**$15.99** $2,814	263%	**Hourly** Monthly	**$21.45** $3,775	282%	**Hourly*** Monthly**	**$11.86** $4,175	259%
Monmouth County	**Hourly** Monthly	**$15.32** $2,696	252%	**Hourly** Monthly	**$20.62** $3,629	271%	**Hourly*** Monthly**	**$11.45** $4,030	250%
Morris County	**Hourly** Monthly	**$18.66** $3,284	307%	**Hourly** Monthly	**$24.42** $4,298	321%	**Hourly*** Monthly**	**$14.06** $4,949	307%
Ocean County	**Hourly** Monthly	**$17.44** $3,069	287%	**Hourly** Monthly	**$22.27** $3,920	292%	**Hourly*** Monthly**	**$13.05** $4,594	285%
Passaic County	**Hourly** Monthly	**$14.80** $2,605	244%	**Hourly** Monthly	**$19.67** $3,462	258%	**Hourly*** Monthly**	**$10.99** $3,868	240%
Salem County	**Hourly** Monthly	**$14.78** $2,601	243%	**Hourly** Monthly	**$18.87** $3,321	248%	**Hourly*** Monthly**	**$11.35** $3,995	248%
Somerset County	**Hourly** Monthly	**$19.63** $3,455	323%	**Hourly** Monthly	**$25.77** $4,536	338%	**Hourly*** Monthly**	**$14.79** $5,206	323%
Sussex County	**Hourly** Monthly	**$17.00** $2,992	280%	**Hourly** Monthly	**$21.86** $3,847	287%	**Hourly*** Monthly**	**$12.75** $4,488	278%
Union County	**Hourly** Monthly	**$14.44** $2,541	238%	**Hourly** Monthly	**$19.24** $3,386	253%	**Hourly*** Monthly**	**$10.77** $3,791	235%
Warren County	**Hourly** Monthly	**$15.74** $2,770	259%	**Hourly** Monthly	**$20.51** $3,610	269%	**Hourly*** Monthly**	**$12.08** $4,252	264%

* per adult **combined

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