



THE SELF-SUFFICIENCY STANDARD FOR ARIZONA 2022

Prepared for The Women's Foundation for the State of Arizona



Women's Foundation for the State of Arizona

The Women's Foundation for the State of Arizona (previously the Women's Foundation of Southern Arizona) innovates to create social, political, and economic change that achieves equity for women and girls of all identities through its integrated framework of research, advocacy, grantmaking, and innovative solutions. For more information, visit womensgiving.org.

The Women's Foundation for the State of Arizona (WFSA) consulted with the Women's Foundation Family Advisory Council on this report. The WFSA Family Advisory Council (FAC) serves as advisors in WFSA's research, advocacy and community programs. Each of the Family Advisory Council members deeply informs WFSA work with their lived experiences. Their voices and experiences have been showcased in WFSA legislation, research, organizational assessment, and luncheon.

The Women's Foundation Family Advisory Council perspectives have been included throughout this report and are indicated with the quotation mark below.

“ Even if we catch up, we are still behind.

- Women's Foundation Family Advisory Council



The Self-Sufficiency Standard for Arizona 2022

By Annie Kucklick, Lisa Manzer, & Alyssa Mast • December 2022

Center For Women's Welfare

University Of Washington School Of Social Work

Prepared for The Women's Foundation for the State of Arizona

Preface

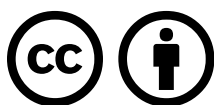
The Women's Foundation for the State of Arizona is publishing *The Self-Sufficiency Standard for Arizona 2022* to ensure the best data and analyses are available to enable Arizona's families and individuals progress toward real economic security. The result is a comprehensive, credible, and user-friendly tool. The Self-Sufficiency Standard is a measure that calculates how much income a family must earn to meet basic needs, with the amount varying by family composition and where they live.

The Standard presented here is a tool that can be used in a variety of ways—by clients of workforce and training programs seeking paths to self-sufficiency, by program managers evaluating program effectiveness, and by policymakers seeking to ensure that basic needs are affordable for Arizona families. Over the past 25 years the Standard has been calculated for 42 states as well as the District of Columbia and New York City. Its use has transformed the way policies and programs for low-income workers are structured and has contributed to a greater understanding of what it takes to have adequate income to meet one's basic needs in the United States.

The Self-Sufficiency Standard was originally developed by Dr. Diana Pearce while she was the Director of the Women and Poverty Project at Wider Opportunities for Women. Recognized for coining the phrase “the feminization of poverty,” 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. The Ford Foundation provided funding for the Standard's original development.

The Self-Sufficiency Standard for Arizona 2022 was produced by the Center for Women's Welfare at the University of Washington with the cooperation of staff at the Women's Foundation. Review was also provided by the Women's Foundation Family Advisory Council (FAC). This report, plus tables providing county-specific information for over 700 family types, is available at <http://selfsufficiencystandard.org/Arizona>.

For further information about the Self-Sufficiency Standard project, including the latest reports, data, and related publications, please visit www.selfsufficiencystandard.org or contact Self-Sufficiency Standard lead researcher and author, Annie Kucklick, at (206) 685-5264 or akuckl@uw.edu.



2022 Center for Women's Welfare and Women's Foundation for the State of Arizona

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Key Findings

At the heart of this report is the Self-Sufficiency Standard itself. This measure describes how much income families of various sizes and compositions need to make ends meet without public or private assistance in each county in Arizona. The Self-Sufficiency Standard is a measure of income adequacy that is based on the costs of basic needs for working families: housing, child care, food, health care, transportation, and miscellaneous items, as well as the cost of taxes and the impact of tax credits. In addition, this report provides for each family type, in each county, the amount of emergency savings required to meet needs during a period of unemployment or other emergency.

The official poverty measure, developed half a century ago, is now methodologically out of date and no longer accurately measures the ability to provide for oneself and one's family. At best it measures "deprivation." Throughout Arizona, the Self-Sufficiency Standard shows that incomes well above the official federal poverty thresholds are nevertheless far below what is necessary to meet families' basic needs. Note that the Standard is "bare bones," with just enough allotted to meet basic needs, but no extras. For example, the food budget is only for groceries. It does not allow for any takeout or restaurant food, not even a pizza or an ice cream.

Selected Findings from The Self-Sufficiency Standard for Arizona 2022

- **The Standard varies by family type; that is, by how many adults and children are in a family and the age of each child.** One adult living in Pinal County needs an hourly wage of \$14.73 (\$31,107 annually) to meet basic needs. For families with children, the amount needed to cover basic needs increases considerably. If the single adult has a preschooler and a school-age child, the amount necessary to be economically secure more than doubles, increasing to \$31.21 per hour (\$65,917 annually) to cover the cost of child care, a larger housing unit, and increased food and health care costs. See [Table 1 on page 8](#).
- **In Arizona, the amount needed to be economically self-sufficient varies by geographic location.** For instance, the amount needed to make ends meet for one adult and one preschooler varies from \$20.01 per hour in Santa Cruz County to \$27.89 per hour in Coconino County, or from 231% of the federal poverty guidelines to 322% of the federal poverty guidelines for a family of two. See [Figure A on page 7](#).

.....

The Self-Sufficiency Standard is a measure of income adequacy that is based on the costs of basic needs for working families: housing, child care, food, health care, transportation, and miscellaneous items, as well as the cost of taxes and the impact of tax credits.

.....

- **For families with young children, the combined costs of housing and child care typically make up the most substantial portion of the family's budget.** For example, for a family with two adults, one infant, and one preschooler in Pima County, child care is 29% of the family's budget while housing is 16%. See *Figure B on page 12*.
- **The 2022 Self-Sufficiency Standard for Phoenix is slightly less expensive than other similar sized cities.** The Self-Sufficiency Standard for one adult, one preschooler, and one school-age child in Maricopa County (Phoenix) (\$32.75 per hour) is most comparable to Philadelphia, PA. See *Figure C on page 16*.
- **The amount needed to meet the costs of basic needs increased significantly between 2002 and 2022 in all Arizona counties.** For a family with two adults, one preschooler, and one school-age child, the Standard increased by 83% on average across the state. See *Figure F on page 14 and Table 2 on page 16*.
- **The federal poverty guidelines for three-person families (\$23,030 annually) are set at a level well below what is minimally needed to meet a family's basic needs.** For example, the federal poverty guidelines are just 37% of the Standard for one adult, one preschooler, and one school-age child in Yavapai County (\$62,681 annually). See *Figure I on page 18*.
- **Even working full time, a parent earning the 2022 Arizona state minimum wage of \$12.80 per hour will fall short of meeting the Standard for a family with children.** If they have one preschooler and one school-age child and live in Yavapai County, this parent would be able to cover just 53% of the family's basic needs (with their take-home pay after accounting for taxes). See *Figure I on page 18*.

The Self-Sufficiency Standard for Select Arizona Counties and Family Types, 2022

County	1 Adult	1 Adult 1 Preschooler	1 Adult 1 Preschooler 1 School-age	2 Adults 1 Preschooler 1 School-age
Apache	\$25,255	\$46,522	\$58,590	\$68,648
Cochise	\$25,301	\$47,122	\$59,780	\$69,211
Coconino	\$34,432	\$58,913	\$71,117	\$81,065
Maricopa	\$32,723	\$56,904	\$69,174	\$79,225
Pima	\$27,042	\$50,676	\$63,124	\$73,153
Pinal	\$31,107	\$53,619	\$65,917	\$75,831
Yavapai	\$29,250	\$50,477	\$62,681	\$72,657
Yuma	\$25,754	\$46,744	\$57,427	\$66,739

An Excel file of all 700+ family types for each county can be downloaded at: www.selfsufficiencystandard.org/Arizona

- **Only two of the top ten most common occupations in the Tucson, AZ MSA have median wages above the Standard for a three-person family in Pima County.** Only registered nurses and operations managers have median wages above the Self-Sufficiency Standard for one adult, one preschooler, and one school-age child in Pima County, which is \$29.89 per hour. The median wages for the eight other most common occupations and the median for all occupations are below this family type's Standard. See *Figure J on page 23*.
- **Maintaining an emergency savings fund is a crucial step towards economic security.** A single parent with a preschooler living in Coconino County needs \$4,909 per month to be self-sufficient and an additional \$411 per month to save for emergencies. See *Table 6 on page 41*.

Getting to Self-Sufficiency in Arizona

Closing the gap between current wages and the Self-Sufficiency Standard requires both reducing costs and raising incomes.

Reducing Costs means ensuring families who are struggling to cover basic costs have access to work supports—such as child care assistance, food benefits, and the Earned Income Tax Credit—that offer stability and resources while they become self-sufficient. Most individuals cannot achieve self-sufficiency through stopgap measures or in a single step but instead require support through transitional work supports and programs. Removing structural barriers is also necessary to help families work towards self-sufficiency over time. This report finds that:

- **Work supports can be crucial for helping families meet their basic needs.** A single parent in Maricopa County with one preschooler and one school-age child transitioning from welfare to work with the help of child care assistance, food assistance (SNAP/WIC), Medicaid, and housing assistance would be able to meet the family's needs on earnings of \$2,505 per month. This is less than half of the full wage needed (\$5,764 per month) without work supports. See *Table 5 on page 29*.
- **Work supports can help families meet their needs while working towards self-sufficiency.** A single parent with one infant and one preschooler living in Coconino County and working as a medical assistant with an hourly median wage of \$18.79, earns only 59% of the income needed to meet the family's basic needs if they are not receiving any work supports. However, with the help of aid for housing, child care, food, and health care, this parent could meet the family's basic needs. See *Figure K on page 31*.

Raising Incomes means enhancing skills as well as improving access to jobs that pay self-sufficient wages and have career potential. A strong economy will mean good jobs that pay self-sufficient wages, a workforce with the skills necessary to fill those jobs, and enhancing links and removing barriers between those jobs and the workers that need them. Key to raising incomes are public policies such as living/minimum wage policies and paid sick and family/medical leave, which increase wages directly. Likewise, access to education, training, and jobs that provide real potential for skill and career advancement over the long term is also important.

Using the Self-Sufficiency Standard

The Self-Sufficiency Standard can be used as a tool to:

- Evaluate proposed policy changes
- Assist grant-makers with needs analyses to assess the impacts of their grants
- Target resources toward job training for fields that pay self-sufficiency wages
- Serve as a counseling tool in work training programs
- Evaluate outcomes for clients in employment programs

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

The 2022 Report in Brief

The 2022 report begins by putting the Self-Sufficiency Standard in context, describing how it is a unique and important measure of income adequacy, and comparing and contrasting it with official poverty measures. The report then describes what a self-sufficient wage is for Arizona families and how it differs depending on family type and geographic area. The report compares Arizona to other places in the United States, examines how costs have increased over time, and contrasts the Arizona Standard to other commonly used benchmarks of income. For families without adequate income, the report models how public supports, such as child care assistance, can be a valuable resource to help families cover their basic needs as they move toward self-sufficiency. It concludes with a brief discussion of the various pathways to economic self-sufficiency and a sampling of the various ways the Standard is used.

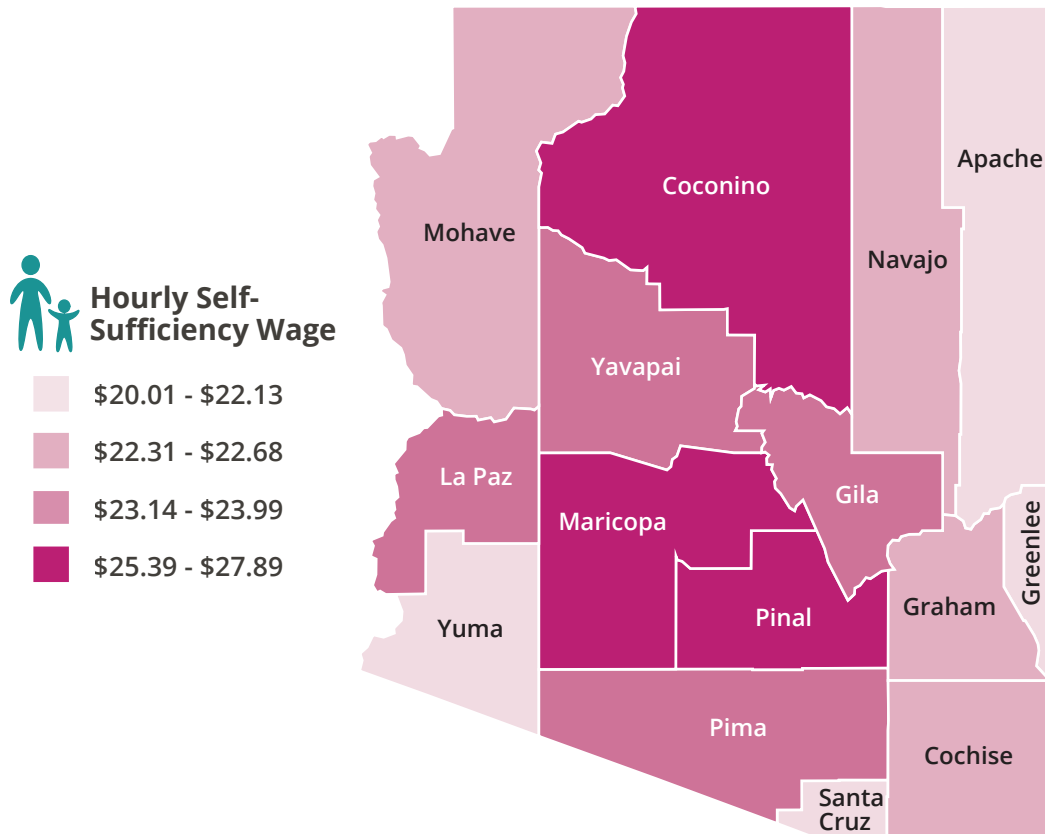
The appendices provide a more detailed explanation of the methodology and data sources used to calculate the Arizona Self-Sufficiency Standard; detailed tables of the Standard, including the specific costs of meeting each basic need and the Self-Sufficiency Wage for ten selected family types in all counties; and detailed calculations behind the modeling of work supports' impact on wage adequacy in the report itself. This report represents costs, policies, and eligibility limits in effect at one point in time, that of the summer of 2022. Eligibility levels and benefits for work supports and tax policies, which also change periodically, are those currently in effect at the time of writing.

Note that the Standard is calculated for over 700 family types in Arizona. The family types cover all one, two, and three adult families with up to six children, plus weighted averages of costs for families with seven to ten children. To download an Excel file with Self-Sufficiency Standard data for all family types in every Arizona county, visit www.selfsufficiencystandard.org/Arizona.

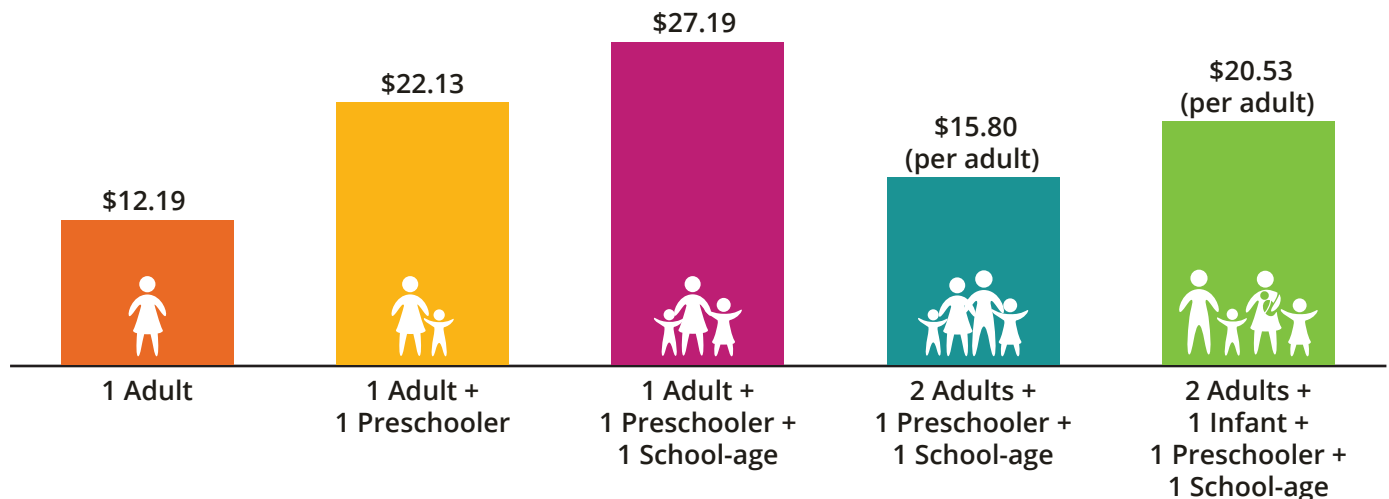
How Much is Enough in Arizona?

The Self-Sufficiency Standard calculates how much income families of various compositions need to make ends meet without public or private assistance, varied by county.

The Self-Sufficiency Standard Varies by County



The Self-Sufficiency Standard Varies by Family Type



Hourly Self-Sufficiency Wage in Yuma County

To download the full report and data for all 700+ family types visit www.selfsufficiencystandard.org/Arizona

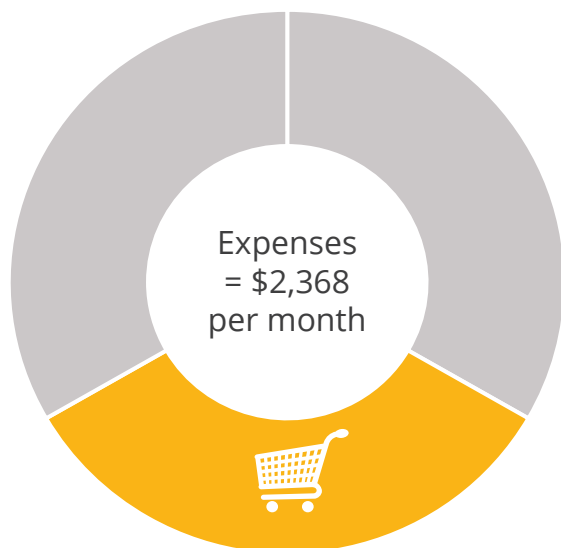
How Does the Standard Compare?

The Self-Sufficiency Standard calculates the real costs of meeting all basic needs. In contrast, the official poverty measure is based only on the cost of food.

The Standard Calculates the Real Costs of Meeting Each of the Major Budget Items

Official Poverty Measure

Food is 1/3 of the budget and all other costs are 2/3 of the budget.



36%

The official poverty measure only covers 36% of the cost of all basic needs as defined by the Self-Sufficiency Standard



Pima County
2 adults + 1 infant + 1 preschooler



Self-Sufficiency Standard

Housing and child care account for almost half of the family budget in the Standard.



A Minimum Wage Job Does Not Cover the Cost of Basic Needs in Arizona

Self-Sufficiency Standard

\$62,681

Full-Time Minimum Wage

Includes tax and tax credits, \$12.80/hr

\$33,342

Federal Poverty Guideline

Family of 3

\$23,030

Number of hours a minimum wage worker must work per week to meet their family's basic needs

75

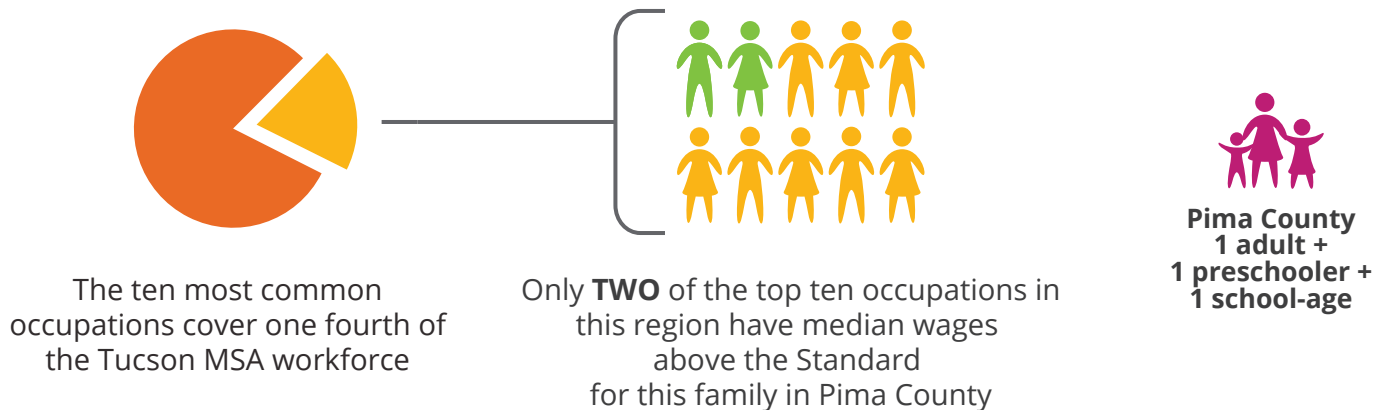


Yavapai County
1 adult + 1 preschooler + 1 school-age

Getting to Self-Sufficiency

Closing the wage gap between current wages and the Self-Sufficiency Standard requires both reducing costs and raising incomes.

How Do Arizona's Jobs Stack Up?



How Do Work Supports Help Families Meet Basic Needs?



Maricopa County
1 adult + 1 preschooler + 1 school-age

This figure shows how work supports can reduce a family's expenses, so they can get by on a lower wage until they are able to earn Self-Sufficiency Wages.

- Taxes (net of tax credits) decrease from \$621 to \$248 per month.
- CHIP and Medicaid reduces health care costs from \$616 to \$0 per month.
- Food assistance reduces groceries from \$658 to \$490 per month.
- Child care assistance reduces child care costs from \$1,619 to just a \$98 copay per month.
- A housing voucher reduces housing costs from \$1,321 per month to \$740.

Monthly Expenses = \$5,764
Wage Needed = \$32.75 per hour

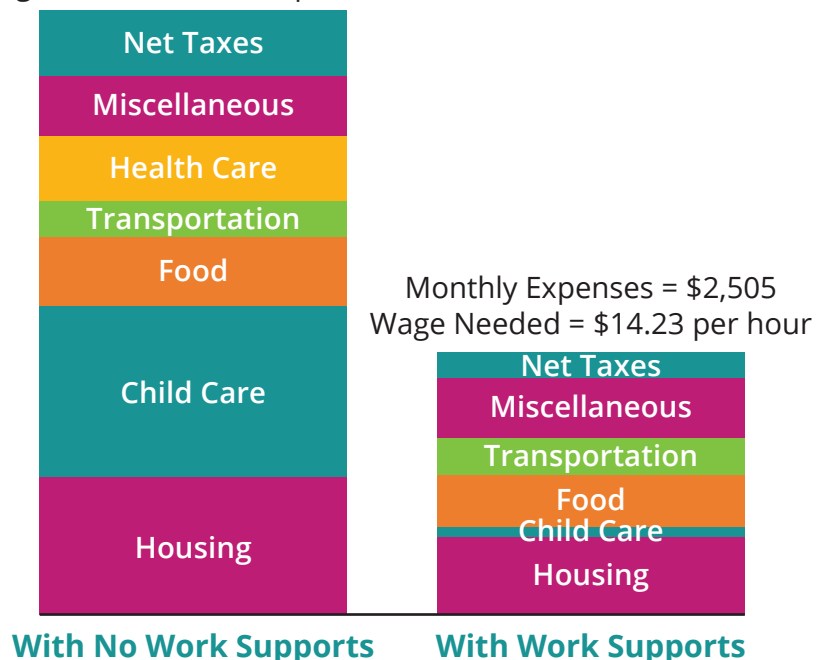


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PART 1

About the Self-Sufficiency Standard

Introduction

Struggling families will continue to cope with the significant economic effects of the COVID-19 pandemic. Through the pandemic, millions of workers found themselves unemployed or underemployed with health risks and income losses threatening them and their families. The last few years have underscored how many American families were at the margin and already stretching income to cover basic necessities while costs continued to grow faster than wages. Though often not deemed “poor” by the official poverty measure, these families lack enough income to meet the rising costs of essentials such as food, housing, transportation, and health care. The Self-Sufficiency Standard meets the need for a measure of income adequacy that more accurately tracks and measures the true cost of living that families face today.

The Self-Sufficiency Standard highlights the growing gap between sluggish wages and basic, costly expenses. Households with inadequate incomes are part of the mainstream workforce, yet despite working long hours, they are not recognized as having inadequate income by the federal poverty level, making them ineligible for work supports that are integral to offsetting the growing costs of basic needs.¹

The Self-Sufficiency Standard for Arizona 2022 defines the amount of income necessary to meet the basic needs of Arizona families, differentiated by family type and where they live. The Standard calculates the costs of six basic needs plus taxes and tax credits. It assumes the full cost of each need, without help from public subsidies such as Medicaid or from private assistance such as informal babysitting by a neighbor.

This report presents the Standard and what it means for Arizona families. Below is a summary of the sections included in this report:

- **Part 1** introduces the Self-Sufficiency Standard, explaining its unique features and how it is calculated.
- **Part 2** presents the details of the Standard for Arizona: how much a self-sufficient income is for families, how the Standard varies by family type and county, how the Arizona Standard compares to other places across the United States, how it

has changed overtime, and how the Standard compares to other income benchmarks.

- **Part 3** discusses how work supports can help families move toward self-sufficiency, as well as strategies for closing the gap between prevailing wages and the Self-Sufficiency Standard.
- **Part 4** provides examples of how the Standard is used and discusses what it takes to move toward long-term economic security once the resources to meet basic needs have been secured.

This report also has several appendices:

- *Appendix A: Methodology, Assumptions, and Sources* provides a detailed description of the data, sources, and assumptions used to calculate the Standard.
- *Appendix B: The Self-Sufficiency Standard for Select Family Types in Arizona* provides detailed tables of the Self-Sufficiency Standard for ten select family types in each county in Arizona.
- *Appendix C: Impact of Work Supports on Wage Adequacy* shows the detailed data behind **Figure K**.

A Real-World Approach to Measuring Need

The official poverty measure (OPM) was developed nearly six decades ago and has become increasingly problematic and outdated as a measure of income adequacy.² 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.”³ Despite the many limitations of the OPM, it still defines the federal poverty guidelines, which are used to set the eligibility guidelines for numerous poverty and work support programs, as well as the federal poverty thresholds used to estimate the number of Americans in poverty.

The most significant shortcoming of the OPM is that for most families, in most places, the threshold is simply too low. While the Standard changes by family type to account for the increase in costs specific to the type of family member—whether this person is an adult or child, and for children, by

How is the Self-Sufficiency Standard Calculated?

The Self-Sufficiency Standard is the amount needed to meet each basic need at a minimally adequate level, without public or private assistance. The Standard is calculated for over 700 family types for all Arizona counties. The data components and assumptions included in the calculations are briefly described below. For more details and the specific data sources for Arizona, see the Appendix A: Methodology, Assumptions, & Sources.



Housing. Housing costs are based on the U.S. Department of Housing and Urban Development Fair Market Rents (FMRs). FMRs include utilities, except telephone and cable, and reflect the cost of housing that meets basic standards of decency. FMRs are set at the 40th percentile, meaning that 40% of the decent rental housing in a given area is less expensive than the FMR and 60% is more expensive. FMRs within a multi-county metropolitan area are adjusted using Small Area FMRs.



Child Care. Child care includes the expense of full-time care for infants and preschoolers and part-time—before and after school—care for school-age children. The cost of child care is calculated from market-rate costs, defined as the 75th percentile, taken from a state-commissioned survey by facility type, age, and geographic location. It does not include extracurricular activities or babysitting when not at work.



Food. Food assumes the cost of nutritious food prepared at home based on the U.S. Department of Agriculture Low-Cost Food Plan. The Low-Cost Food Plan was designed to meet minimum nutritional standards using realistic assumptions about food preparation time and consumption patterns. The food costs do not allow for any take-out or restaurant meals. Food costs are varied by county using Feeding America's Map the Meal Gap data based on Nielsen scans of grocery receipts.



Transportation. Public transportation is assumed if 7% or more of workers in a county use public transportation to get to and from work. Private transportation costs assume the expense of owning and operating a car. Per-mile costs are calculated from the American Automobile Association. Commuting distance is computed from the National Household Travel Survey. Auto insurance premiums are the average statewide premium cost from the National Association of Insurance Commissioners indexed by county using premiums from top market share automobile insurance companies. Fixed costs of car ownership are calculated using Consumer Expenditure Survey amounts for families with incomes between the 20th and 40th percentile. Travel is limited to commuting to work and daycare plus one shopping trip per week.



Health Care. Health care costs assume the expenses of employer-sponsored health insurance. Health care premiums are the statewide average paid by workers, for single adults and for families, from the Medical Expenditure Panel Survey (MEPS). A county index is calculated from rates for the second-lowest cost Silver plan via the insurance marketplace. Out-of-pocket costs are from the MEPS Insurance Component.



Miscellaneous. Miscellaneous expenses include the costs of cell phone and internet service. The additional expenses in this category are calculated by taking 10% of all other costs. This expense category consists of all other essentials including clothing, shoes, paper products, diapers, nonprescription medicines, cleaning products, household items, personal hygiene items, and telephone service.



Taxes And Tax Credits. Taxes include federal and state income tax, payroll taxes, and state and local sales taxes where applicable. Tax credits calculated in the Standard include: the federal Earned Income Tax Credit, Child and Dependent Care Tax Credit, and the Child Tax Credit, along with relevant local tax credits.



Emergency Savings. Emergency savings is the amount needed to cover living expenses when there is job loss, net of the amount expected to be received in unemployment benefits. The amount calculated takes into account the average tenure on a job and the average length of unemployment of Arizona workers. In two-adult households, the second adult is assumed to be employed so that the savings only need to cover half of the family's basic living expenses over the job loss period.

age—the OPM increases by a constant amount for each additional family member and therefore does not adequately account for the real costs of meeting basic needs.

However, simply raising the level of the OPM, or using a multiple of it, cannot solve the structural problems inherent in the official poverty measure. The OPM is based only on the cost of food, is the same no matter where one lives, and the demographic model of a two-parent family with a “stay-at-home” mom no longer reflects the majority of families today. Families deserve a real-world approach to measuring need.

The Self-Sufficiency Standard is a unique measure of income adequacy that uses a modern, comprehensive, and detailed approach to determine what it takes for today’s families to make ends meet. The key elements of the Standard that distinguish it from other measures of income adequacy or poverty are:

A Focus on Modern Families with Working Adults. Because paid employment is the norm for supporting families today in the United States,⁴ the Standard assumes all adults work to support their families, and thus includes the costs of work-related expenses such as child care (when needed), taxes, and transportation.

Geographic Variation in Costs. The Standard uses geographically specific costs that are calculated at the county level as data availability allows.

Variation by Family Composition. Because the costs of some basic needs vary substantially by the age of children, the Standard varies by both the number and age of children. While food and health care costs are slightly lower for younger children, child care costs are generally much higher—particularly for children not yet in school—and therefore become a substantial budget item for workers with young children.

Individual and Independent Pricing of Each Cost. Rather than assume that any one item is a fixed percentage of family budgets, the Standard calculates the real costs of meeting each of the major budget items families encounter independently. The costs—which include housing, child care, food, health care, transportation, miscellaneous items, and taxes—are set at a minimally adequate level, which is determined whenever possible by using what government

sources have defined as minimally adequate for those receiving assistance, (e.g., child care subsidy benefit levels).

Taxes and Tax Credits are Included as Budget Items. Instead of calculating needs “pretax,” taxes and tax credits are included in the budget itself. Taxes include state and local sales tax, payroll (including Social Security and Medicare) taxes, federal and state income taxes, plus applicable state and federal tax credits.

Permits Modeling of the Impact of Subsidies.

Because the Standard specifies the real cost of each major necessity, it is possible to model the impact of specific subsidies (such as the Supplemental Nutrition Assistance Program, child care assistance, or Medicaid) on reducing specific or overall costs. Likewise, the adequacy of a given wage for a given family, with and without various subsidies, can be evaluated using the family’s Standard as the benchmark.

Altogether, the above elements of the Standard make it a more detailed, modern, accurate, and comprehensive measure of economic well-being than the official poverty measure. Moreover, the availability of Self-Sufficiency Standard data, going back two decades and across 42 states, enables comparisons of geographic differences as well as documentation of historical trends, including the long term trend of increasing economic inequality. During the Great Recession, in state after state, we noted that the cost of basic needs as measured in the Standard remained the same or even increased, while families experienced plummeting or lost incomes. We expect (and are starting to see) similar trends following the COVID-19 pandemic. Despite lost wages, rent must be paid, food bought, and child care arranged.

Other Approaches to Poverty Measurement

For a more in-depth look at how the Standard compares to the official poverty measure (OPM or FPG) and the Supplemental Poverty Measure (SPM) please visit

<https://selfsufficiencystandard.org/the-standard/official-poverty-measure/>

PART 2

Self-Sufficiency Standard Results For Arizona

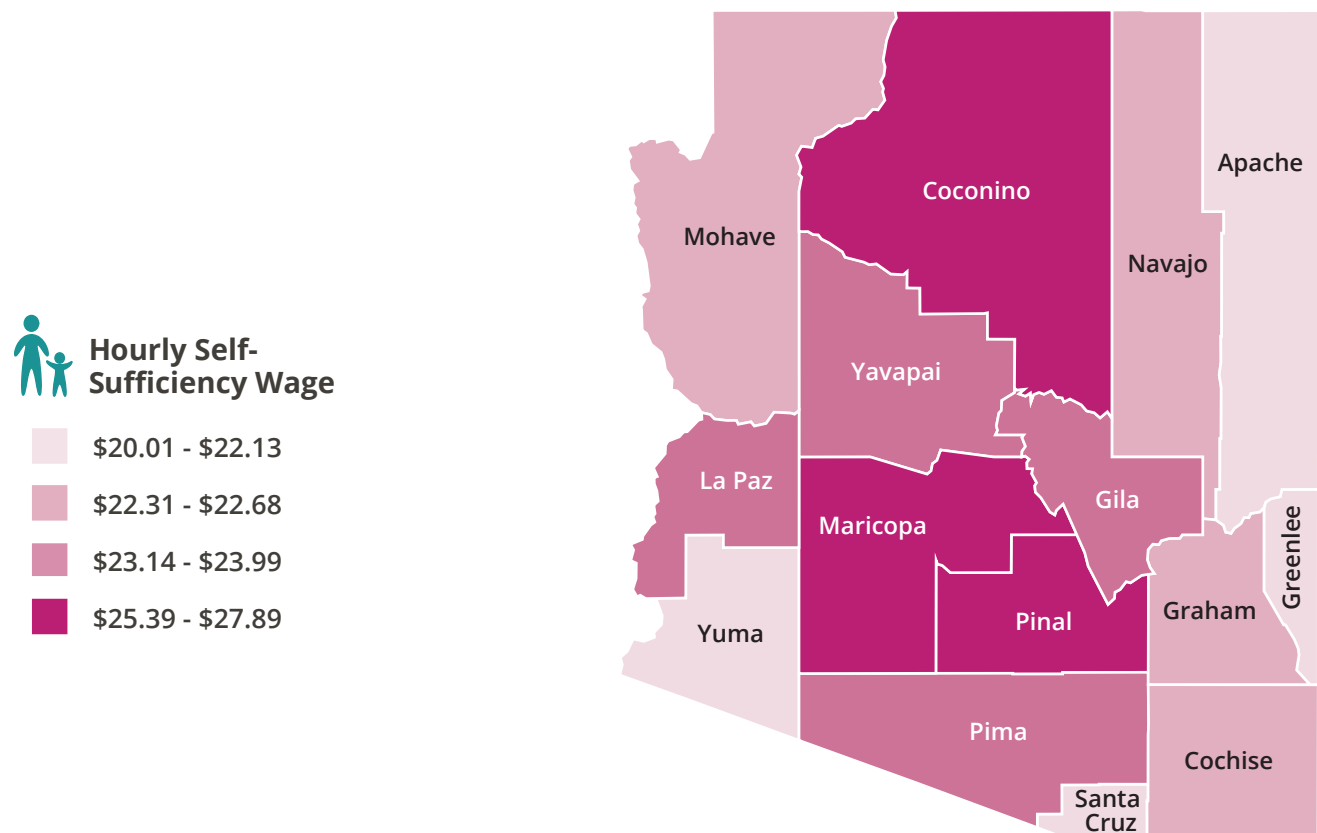
What it Takes to Make Ends Meet in Arizona

How much income a family needs to be economically self-sufficient depends both on their family composition—the number of adults, the number of children, and the children’s ages—and where they live.

The map in **Figure A** displays how the cost of meeting basic needs across Arizona varies for families with one adult and one preschooler. The 2022 Self-Sufficiency Standard for a single adult with one preschooler ranges from \$20.01 to \$27.89 per hour. This family would need to make two to three times the federal poverty guidelines to have adequate income across Arizona.

- The counties in Arizona with the lowest self-sufficiency wages are located along the outer rim of the state, near the border of Mexico and New Mexico. These counties require between \$20.01 and \$22.13 per hour working a full-time, year-round job for a family with one adult and one preschooler to make ends meet.
- The second-lowest cost group neighbors the major metropolitan counties and are predominantly rural counties. These counties require between \$22.31 and \$22.68 per hour for a family with one adult and one preschooler.
- The second-highest cost group requires hourly wages between \$23.14 and \$23.99, working full time to meet basic needs. This group includes Pima County and Yavapai County, which are the second and third largest metropolitan areas in the state.
- The most expensive counties in the state are those in the Phoenix area (Maricopa and Pinal counties) and Coconino County, home to Flagstaff and many popular tourist destinations, including part of the Grand Canyon. These counties require hourly wages between \$25.39 and \$27.89 for this parent to make ends meet.

Figure A. Map of Counties by Level of Hourly Self-Sufficiency
One Adult and One Preschooler, AZ 2022



Along with varying by geographic location, the Self-Sufficiency Standard also depends on family composition. **Table 1** illustrates this variation by showing the Standard for four different family configurations in Pinal County.

- A single adult needs to earn \$14.73 per hour working full time to meet their basic needs, which is almost two dollars more per hour than the state minimum wage in Arizona (\$12.80 per hour).
- Adding a child greatly increases this requirement: if this single parent cared for a preschooler, they would need to earn \$25.39 per hour to be self-sufficient.
- Adding a second child further increases the needed wages: one parent with two children—a preschooler and school-age child—needs \$31.21 per hour to meet their family’s basic needs in Pinal County. This is equivalent to working almost two and a half full-time minimum wage jobs.⁵

Table 1. The Self-Sufficiency Standard for Select Family Types*
Pinal County, AZ 2022

	1 Adult	1 Adult 1 Preschooler	1 Adult 1 Preschooler 1 School-age	2 Adults 1 Preschooler 1 School-age	3 Adults 1 Preschooler 1 School-age
Monthly Costs					
Housing	\$998	\$1,205	\$1,205	\$1,205	\$1,684
Child Care	\$0	\$821	\$1,499	\$1,499	\$1,499
Food	\$290	\$427	\$635	\$847	\$1,034
Transportation	\$346	\$353	\$353	\$679	\$679
Health Care	\$225	\$648	\$683	\$763	\$843
Miscellaneous	\$305	\$464	\$557	\$662	\$780
Broadband & Cell Phone	\$119	\$119	\$119	\$163	\$206
Other Necessities	\$186	\$346	\$438	\$499	\$574
Taxes (Net)	\$428	\$765	\$993	\$1,097	\$1,351
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$333)	(\$333)	(\$375)
Self-Sufficiency Wage					
Hourly** (per adult)	\$14.73	\$25.39	\$31.21	\$17.95	\$21.01
Monthly	\$2,592	\$4,468	\$5,493	\$6,319	\$7,395
Annual	\$31,107	\$53,619	\$65,917	\$75,831	\$88,745
Emergency Savings Fund	\$118	\$362	\$556	\$209	\$271

* The Standard is calculated by adding expenses and taxes and subtracting tax credits.

** 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.

- When there are two adults, the additional adult adds some costs, but also splits the economic burden. Two parents with one preschooler and one school-age child would each need to earn \$17.95 per hour, which is over five dollars higher than the state minimum wage, to meet their family's basic needs.
- Though the Standard assumes the wages needed for working adults, any adults in excess of two are assumed to be non-workers. As recounted by the Women's Foundation Family Advisory Council, many families care for elderly relatives or have commitments to their extended families. In Pinal County, as shown above, for a family with two adults, one preschooler, and one school-age child, these parents would need to earn a combined \$75,831 annually. If they were caring for an adult relative who lived with them,

they would need to earn an additional \$12,914 annually to cover the added housing and food costs. This wage also does not include the added cost of health insurance if the adult cannot be covered with an employer-sponsored plan. Likewise, it assumes that the adult does not provide any child care, utilize transportation, or contribute to the family's earnings in any way, which may not reflect the realities for many multi-generational families.

“ We still have a heart and want to help elderly family members who are also in need. They have a set income since most are retired and only receiving a fixed amount.

- Women's Foundation Family Advisory Council

How do Family Budgets Change as Families Grow?

As families change, so does the amount they spend on basic expenses (such as food and shelter). With the addition of children, child care also becomes a sizeable part of a family's budget. **Figure B** demonstrates these changes for a family in Pima County. Each bar shows the percentage of the total budget needed for different expenses. The height of the bar indicates the total size of the budget.

When there are just two adults, they need to earn a total of \$3,575 per month to make ends meet, plus a small monthly amount of savings for emergencies. Without any children, this family's expenses are:

- Housing makes up 21% of the Self-Sufficiency Standard budget.
- Food costs are 15% of this family's budget.
- Transportation is 19% of the budget.

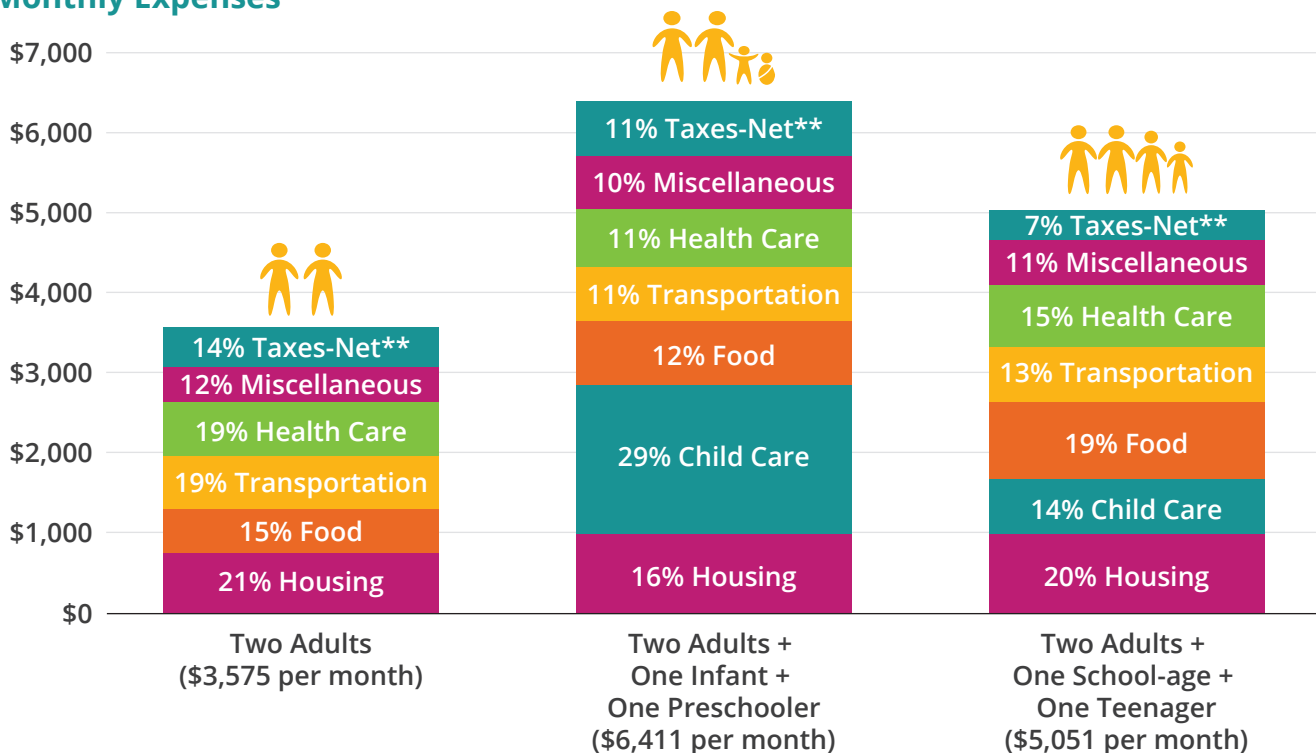
- Health care accounts for 19% of the total household budget.
- Taxes comprise 14% of household expenses given this family is ineligible for any tax credits.

If this family expanded to include two young children (one infant and one preschooler), the total budget would increase to \$6,411 per month. With the addition of child care, the proportions spent on each basic need also change:

- Child care alone accounts for almost a third of the family's budget. When one adds housing, these two items account for 45% of expenses. Across the country, it is typical for Self-Sufficiency Standard budgets for families with two children (when at least one is under school-age) to have roughly half the budget going to housing and child care expenses alone.

Figure B. Percentage of Standard Needed to Meet Basic Needs for Three Family Types*
Pima County, AZ 2022

Monthly Expenses



* While the column heights are different to represent the different totals, the percentages for each cost add to 100% for each column.

** The two-adult family is not eligible for any tax credits and therefore the taxes-net is the same as gross taxes owed. The actual percentage of income needed for taxes without the inclusion of tax credits is 16% for two adults with one infant and one preschooler and 15% for two adults with one school-age child and one teenager. However, as the Standard includes tax credits, the amount owed in taxes is reduced.

- Food costs are 12% of total income. This is slightly lower than the national average expenditure on food of 14%, and much lower than the 33% assumed by the methodology of the official poverty measure.⁶
- Health care accounts for 11% of the family budget, including both the employees' share of the health care premium (\$518 per month) and out-of-pocket costs (\$197 per month).⁷ If neither adult had employer sponsored health insurance, and they purchased a silver health care plan through the Arizona health care marketplace, which is run federally, the premium amount would be over \$900, but this family would only pay about \$360 per month after the premium tax credit that was expanded during the COVID-19 pandemic.⁸ Congress recently passed the Inflation Reduction Act to continue the premium tax credit changes observed in the American Rescue Plan Act for an additional three years.⁹
- Net taxes for the family now reflect a tax burden that is about 11%, assuming tax credits are received monthly, due to the offsetting effects of the federal child tax credit and child care tax credit. If tax credits are assumed to be received annually, this family would face a monthly tax burden of about 16% of their total income.
- Housing costs are now 20% of the family budget.
- Child care for the school age child is about 14% of the new budget, about half of the percentage needed when both children were young.
- The larger proportion of the budget for food at 19% is due in part to increased food costs for the teenager.
- Transportation is 13% of the total family budget.
- Health care becomes 15% of the family budget.
- Net taxes are now 7% of the family's budget. If received annually as a lump sum, the monthly tax burden would actually be around 15% for this family of four.

Notably, this budget only includes the bare minimum needed to make ends meet and does not allow for any additional expenses, even an occasional movie or ice cream cone.

“The quality of affordable child care is not good, so many parents are forced to shell out more of their budgets on child care or send their children to sub par centers.

- Women's Foundation Family Advisory Council

The third bar in **Figure B** shows the shift in the budget as the children get older, now a school-age child and a teenager, and have less child care needs. The total cost of basic needs drops to \$5,051 per month. Without the large amount for child care, the proportions for the other budget items all increase:

Mental Health Care

In consultation with the Women's Foundation Family Advisory Council, many council members expressed mental health care as a crucial part of their family's well-being. However, across the United States only one in four employees covered with employer sponsored health plans receive mental health support.¹⁰ Additionally, about three in ten large insurance providers state that their mental health benefits are inadequate.¹¹ Though many providers expanded coverage of these services during COVID-19, they still lag far behind the services for primary care benefits. On top of limited insurance benefits, more than 65% of psychologists nationwide are not accepting new patients and psychiatrists are five times more likely not to accept insurance than primary care providers, placing additional financial and emotional burden on struggling families.¹²

How Does the Standard for Cities in Arizona Compare to Other Cities in the United States?

The cost of living varies not only within Arizona, but across the United States as well.

Phoenix. In **Figure C**, the Self-Sufficiency Standard for a family with one parent, one preschooler, and one school-age child in Phoenix, AZ is compared to the Standard for the same family type in ten other U.S. cities: Baltimore City, MD; Charlotte, NC; Denver, CO; Detroit, MI; Milwaukee, WI; Northwest Brooklyn (New York), NY; Philadelphia, PA; San Antonio, TX; San Diego, CA; and Seattle, WA.¹³

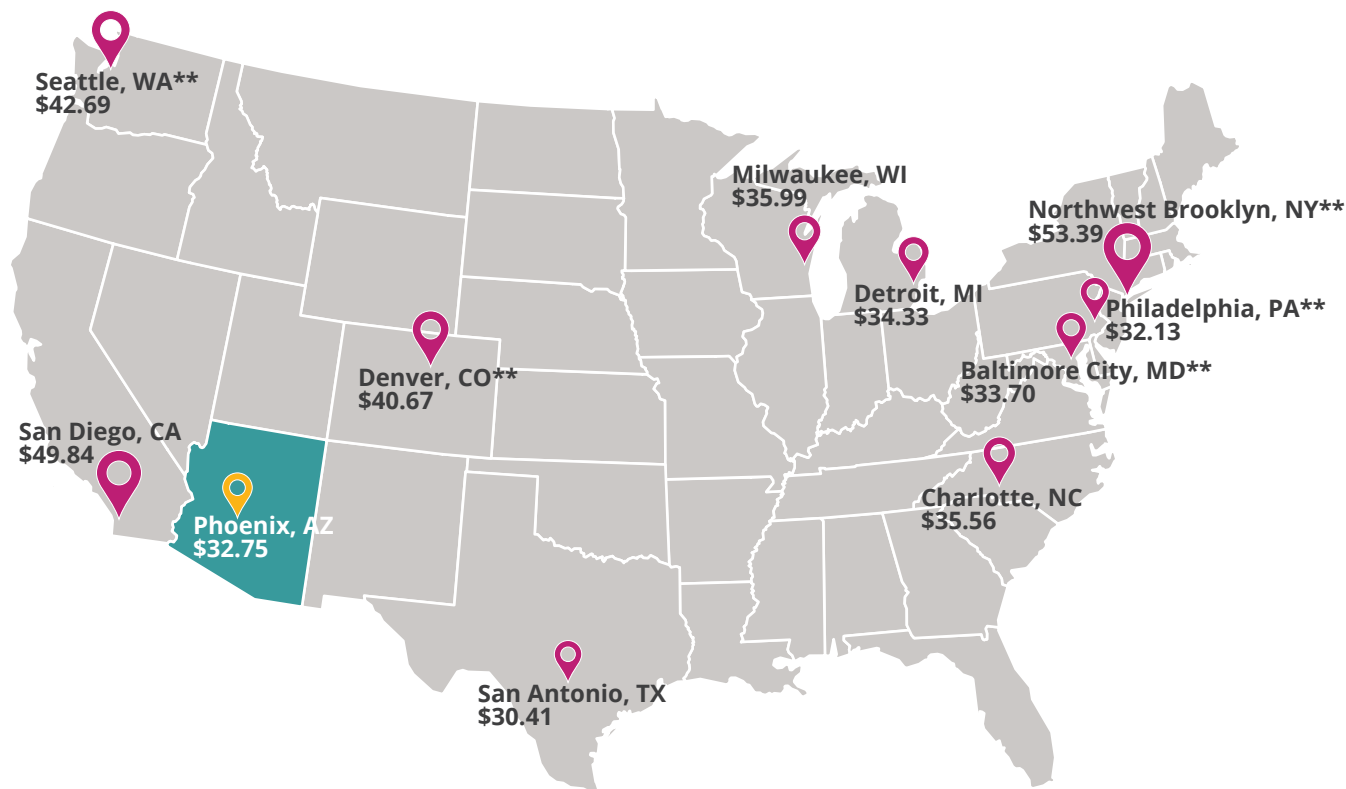
- The full-time, year-round wages required to meet the Self-Sufficiency Standard in these cities range from a low of \$30.41 (San Antonio, TX) to a high of \$53.39 per hour (Northwest Brooklyn, NY), or \$64,228 to \$112,750 annually.

- Phoenix, at \$32.75 per hour, is most comparable to Philadelphia, PA (\$32.13 per hour). It is less expensive than many similarly sized cities but is comparable to several cities adjacent to the east coast and in the Midwest.

While all the budget items in the Standard vary geographically, housing and child care costs, in particular, vary considerably.

- A two-bedroom rental, for example, costs \$2,099 per month in Seattle, WA compared to \$1,072 per month in Detroit, MI and \$1,321 per month in Phoenix. Housing prices are much to blame for the increasing cost of living throughout the country and in Arizona. From 2021 to 2022, the price of a one bedroom apartment increased

Figure C. The Self-Sufficiency Wage Phoenix, AZ Compared to Other U.S. Cities, 2022*
One Adult, One Preschooler, and One School-age Child



*The Self-Sufficiency Standard for each city represents the county in which the city is located. Wages are updated from release month using the Consumer Price Index.

** Wage calculated assuming family uses public transportation.

14% in Greenlee County, 12% in La Paz County, and 10% in Coconino County. These increases also occurred during eviction moratoriums and the economic downturn of the COVID-19. Preliminary data shows that cost increases may be even more pronounced in 2023.

- Similarly, for this family in San Diego, CA, child care costs \$2,505 per month. In Baltimore, MD, this family would be paying \$1,413 per month for child care and in Phoenix, they would pay \$1,619 per month.
- The Standard also includes public transportation costs if the use of public transit within the county is greater than 7%, which is not observed in any Arizona counties. Limited access to public transportation, however, can greatly reduce job accessibility and options, increase costs, and make it harder for people to make ends meet. For a family of one adult, one preschooler, and one school age child, for example, the wage needed to make ends meet is similar in Phoenix, Baltimore City, MD, and Philadelphia, PA. Despite this, transportation costs in Phoenix are more than four and a half times greater than Baltimore and about three and a half times

“If you are commuting from more rural parts of Arizona, there might be one bus that transports you to more urban areas to work. But, if the bus is full, you don't get on, and you don't get to work.

- Women's Foundation Family Advisory Council

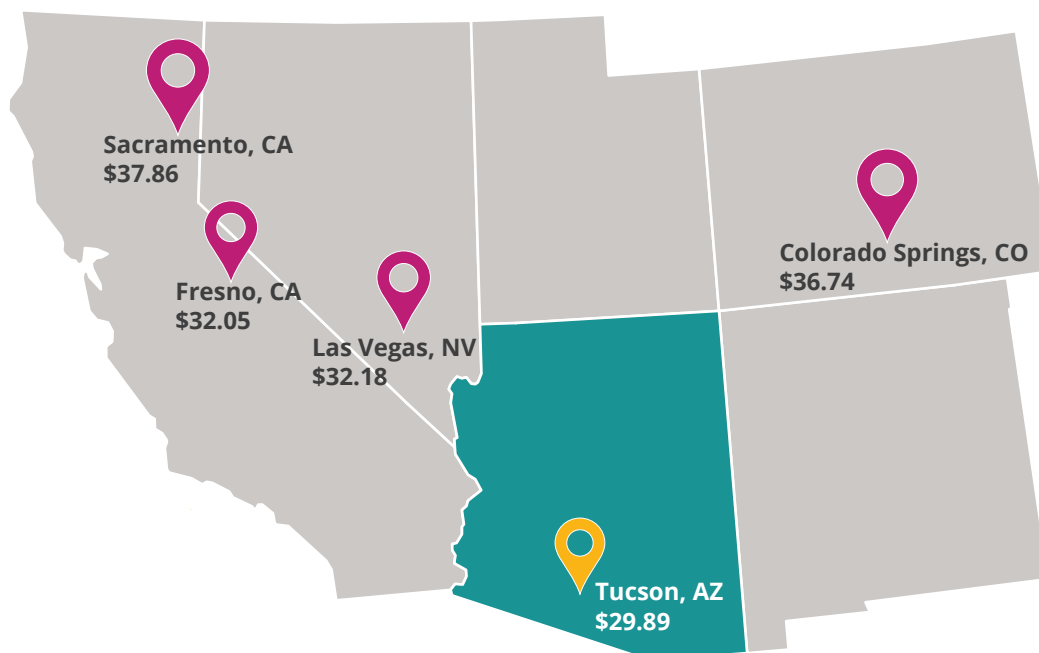
*Note that the Standard assumes the cost of a car in a Arizona family's basic needs budget.

higher than Philadelphia. Phoenix costs assume private transportation while the other cities include the cost of public transit (an unlimited monthly transit pass).

Across the cities in **Figure C**, the minimum wage ranges from \$17.27 per hour (for large employers in Seattle, WA) to \$7.25 per hour (Charlotte, NC; San Antonio, TX; and Milwaukee, WI). In every city, this single parent would need to work more than two full-time jobs at the area minimum wage to make ends meet, and in some cases would need to work more hours at minimum wage than are even in a week (Milwaukee, WI and Charlotte, NC). In

Figure D. The Self-Sufficiency Wage Tucson, AZ Compared to U.S. Cities in the Southwest, 2022*

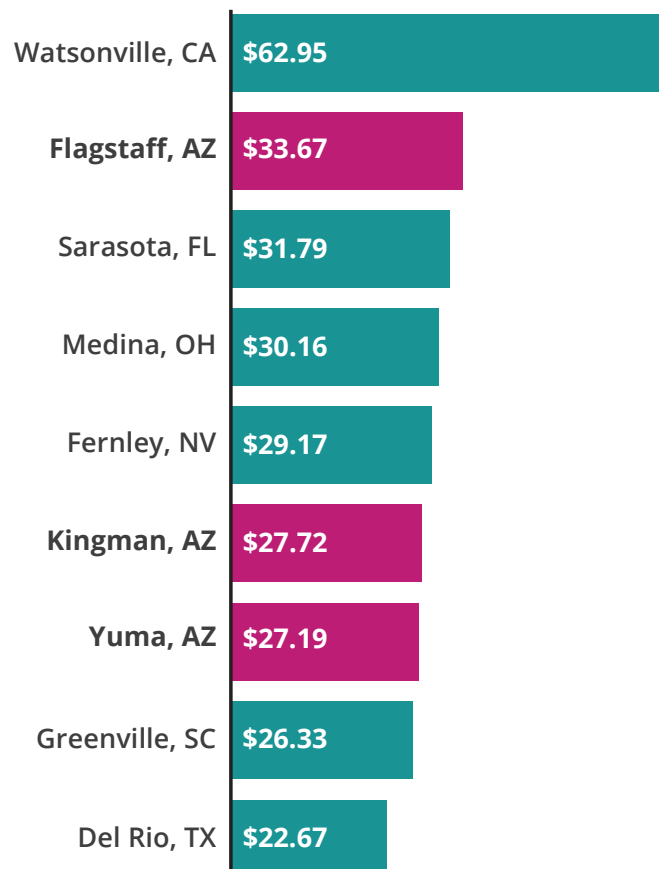
One Adult, One Preschooler, and One School-age Child



*The Self-Sufficiency Standard for each city represents the county in which the city is located. Wages are updated from release month using the Consumer Price Index.

Figure E. The Self-Sufficiency Wage of Small Arizona Cities Compared to Other U.S. Cities, 2022*

One Adult, One Preschooler, and One School-age Child



*The Self-Sufficiency Standard for each city represents the county in which the city is located.

Phoenix, this single parent would need to work 102 hours a week at minimum wage (\$12.80 per hour) to cover the basic cost of living. This would require working about 14.5 hour shifts, seven days a week not accounting for the added costs of child care and transportation that would be needed to get to work.

Tucson. In **Figure D**, the Self-Sufficiency Standard for this family with one parent, one preschooler, and one school-age child in Tucson, AZ is compared to the Standard for the same family type in four other U.S. cities in the Southwest.

- The full-time, year-round wages required to meet the Self-Sufficiency Standard in these cities range from a low of \$29.89 (Tucson, AZ) to a high of \$37.85 per hour (Sacramento, CA), or \$63,124 to \$79,952 annually.

- Tucson, like Phoenix, it is slightly less expensive than similarly sized cities in this region.
- This parent would still need to work 92 hours per week at the local minimum wage (\$13.00 per hour in Tucson) to make ends meet. This is most similar to Sacramento, CA, where this parent would have to work 98 hours a week at minimum wage (\$15.50 per hour), despite higher costs overall.

Flagstaff, Kingman, & Yuma. **Figure E** compares Flagstaff, Kingman, and Yuma, AZ to other small cities through the country: Del Rio, TX; Fernley, NV; Greenville, SC; Medina, OH; Sarasota, FL; and Watsonville, CA. The population of these cities range from about 22,000 to almost 100,000 but are all significantly smaller than Phoenix and Tucson.

In Yuma, a parent with one preschooler and one school-age child requires a wage of \$27.19 per hour to meet the families' basic needs. In Kingman, this parent would need \$27.72 per hour and in Flagstaff they would need \$33.67 per hour.

- The hourly Self-Sufficiency wage for these cities ranges from a low of \$22.67 in Del Rio, TX to a high of \$62.95 in Watsonville, CA.
- Flagstaff is the second most expensive city in this comparison. While Kingman and Yuma are somewhat less expensive, they are still more costly than other small cities, namely Del Rio, TX and Greenville, SC.
- As discussed above, these significant cost differences arise predominantly from variation in housing and child care costs. A two-bedroom home in Watsonville, CA, for example, is \$3,293. This is almost four times higher than housing in the least expensive city, Del Rio TX, and more than two times the cost of housing in the second most expensive city, Flagstaff, AZ. In Watsonville, CA, child care is about 170% of the cost of child care in Flagstaff, Kingman, and Yuma, which are all around \$1,400 per month.

In Flagstaff and Kingman, this parent would need to work 87 hours per week at minimum wage to meet the needs of this family (\$15.50 and \$12.80 per hour respectively). In Yuma, this parent would need to work 85 hours per week at \$12.80 per hour.

How has the Cost of Living Changed Over Time in Arizona?

This is the fourth time the Self-Sufficiency Standard has been calculated for Arizona. This section examines how the 2022 Self-Sufficiency Standard and cost components compare to the results in 2002, 2012, and 2018.

The map in **Figure F** highlights the overall changes in the Standard since its first calculation in 2002 and depicts the changes in the cost of living as measured by the Self-Sufficiency Standard for one family type—two adults, one preschooler, and one school-age child—by county.

Over the last twenty years, the Self-Sufficiency Standard for this four-person family has increased by 83%, on average, across all Arizona counties. This represents an average annual increase of about 4.2%. There is some variation by county, however, with county specific increases since 2002 ranging from 66% to 93%.

- The largest percentage change in the Standard occurred in Gila County, which experienced a 93% increase in the cost of living. Costs grew from \$36,799 annually in 2002 to \$70,917 annually in 2022. Above average increases to housing and child care costs contributed to this higher rate of change. In Gila County, housing costs increased by 105% since 2002 and child care costs increased by 120%. Statewide, housing costs increased by 75% and child care costs increased by 111% since 2002.

“We stay the same and everything else goes up. Even if we catch up, we are still behind.”
- Women's Foundation Family Advisory Council

Figure F. Percentage Change in the Self-Sufficiency Standard for Arizona: 2002–2022
Two Adults, One Preschooler, and One School-age Child: AZ 2022

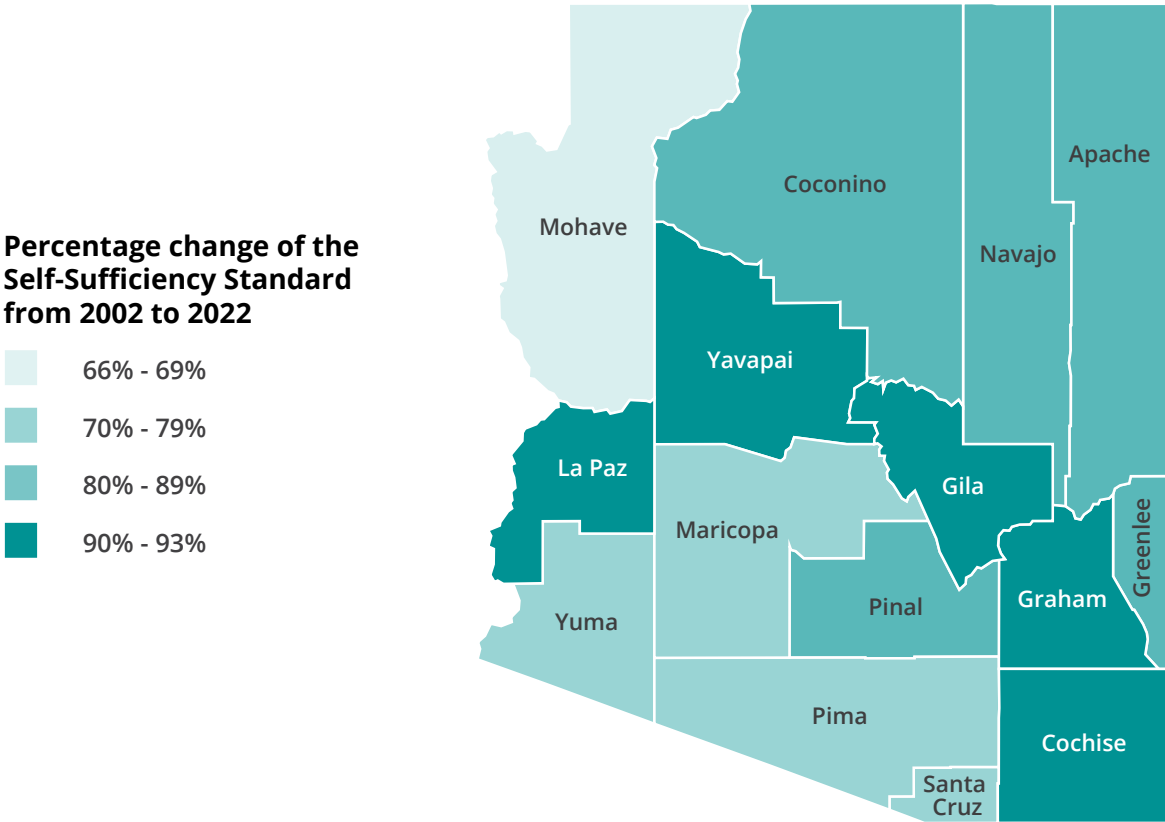
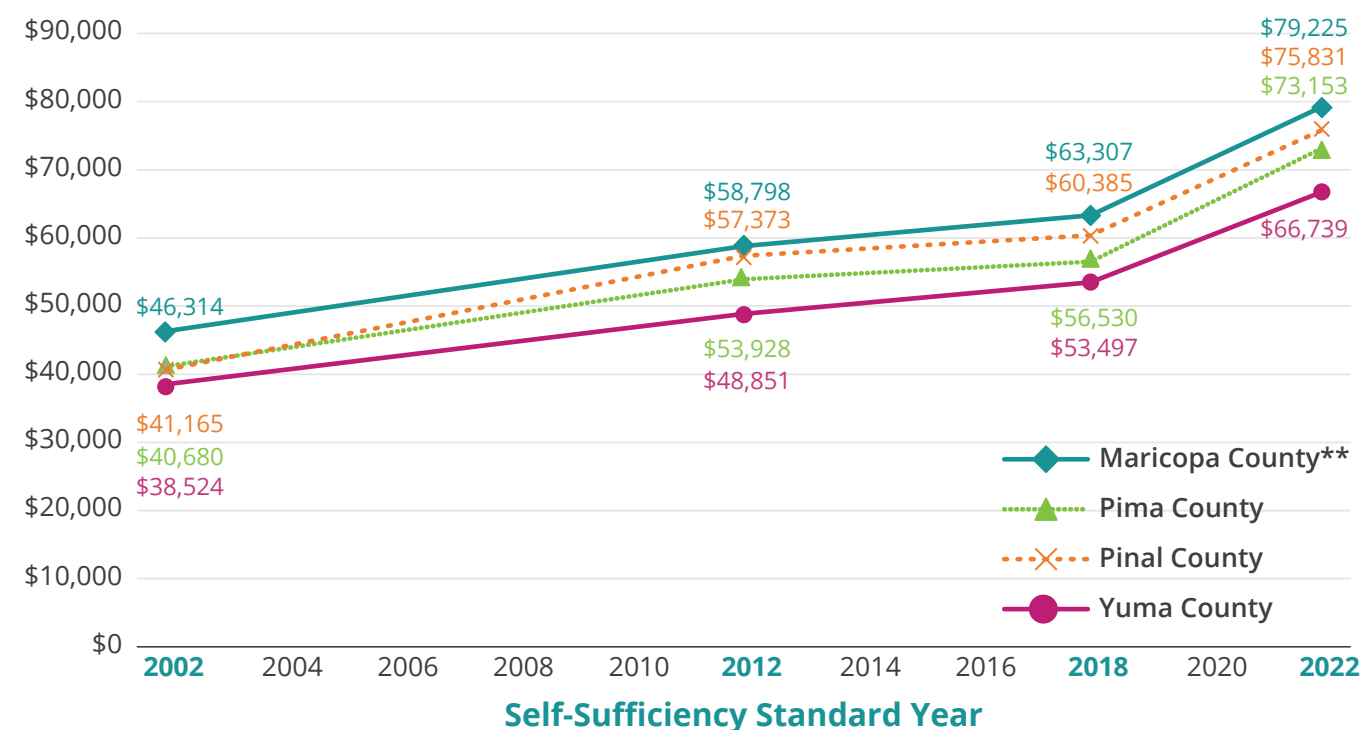


Figure G. The Self-Sufficiency Standard for Arizona by Year for Select Counties

Two Adults, One Preschooler, and One School-age Child: 2002, 2012, 2018, 2022

Annual Income



**The 2002 Self-Sufficiency Standard for Arizona divided Maricopa County into four regions (Phoenix, Mesa; Scottsdale; Chandler, Tempe; and Maricopa County-Excluding Chandler, Mesa, Phoenix, Scottsdale, Tempe). The Standard used in this analysis represents the average from these divisions.

- In contrast, the costs of basic needs in Mohave County increased at the lowest rate of 66% over the last twenty years. Even though some cost categories increased more than the statewide average, namely food, transportation, and health care, housing increased 24%, which is well below the statewide average.

Tracing the changes in the Standard for this four-person family in four select counties, **Figure G** provides insight into the drastic cost differences facing families today as compared to the past twenty years. Of these four counties, Maricopa County has remained the highest cost county, but the gap between the second highest cost county has shrunk as costs in Pinal County increased by 86%. In 2002, Pima County had the second highest costs but was overtaken by Pinal County in 2012. Yuma County was the least expensive in this analysis but still experienced a rate of change of 73%.

Using a three-person family (one adult, one preschooler, and one school-age child), **Table 2** shows the actual cost and percentage of change for

each basic need since 2002 in Pima County, as well as statewide.

- Housing in Pima County increased below average at a rate of 55%. In 2002, a two-bedroom apartment cost \$647 per month. Today, the same two-bedroom unit costs \$1,001 per month.
- Health care costs, comparatively, increased more than the statewide rate. In Pima County, this family is paying \$393 more per month in 2022 than they were in 2002, a 154% increase.
- Child care costs increased by 106%, which is lower than the statewide average of 111%. While the increase rate for the cost of child care in Pima County is below the state average, this family is still paying \$800 more per month in child care.
- Food costs in Pima County also increased slightly more than the statewide average from \$396 to \$652 per month for this family of three.

Table 2. Percent Change in the Self-Sufficiency Standard Over Time, 2002–2022
Pima County, AZ: One Adult, One Preschooler, and One School-age Child

Costs	2002	2022	Percent Change 2002-2022	
			Pima	AZ
Housing	\$647	\$1,001	55%	75%
Child Care	\$757	\$1,557	106%	111%
Food	\$396	\$652	65%	55%
Transportation	\$244	\$355	46%	46%
Health Care	\$256	\$649	154%	121%
Miscellaneous	\$230	\$540	135%	143%
Taxes	\$497	\$940	89%	85%
Tax Credits*	(\$180)	(\$433)	141%	141%
Self-Sufficiency Wage				
Monthly	\$2,847	\$5,260	85%	83%
Annual	\$34,159	\$63,124		
Median Earnings**				
Tucson, AZ MSA: Retail Salesperson	\$17,250	\$29,931	74%	
Statewide: Retail Salesperson	\$18,090	\$30,678		70%

*Total Tax Credits is sum of the monthly tax credits available to the individual, including: EITC, CCTC, and CTC.

**Bureau of Labor Statistics, Occupation Employment and Wage Statistics Survey, "May 2021/2002 OEWS Estimates," www.bls.gov/oes (accessed July 20, 2022). Median earnings from 2021 updated using the Employment Cost Index (ECI). U.S. Department of Labor, Bureau of Labor Statistics, Employment Cost Index, Wages and Salaries for All Civilian Workers in All Industries and Occupations, <http://www.bls.gov/ncs/ect/sp/econst.pdf>, and <http://data.bls.gov/cgi-bin/srgate>, Series CIS10200000000001 (accessed July 20, 2022).

- Transportation costs in Pima County increased equivalently to the statewide average, 46%.

Cost of Living Increases versus Earnings Increases. While the Self-Sufficiency Standard for this three-person family in Pima County increased by 85% over the past twenty years, workers' median earnings have not kept pace. For retail salespersons, for example, (the top occupation statewide and in the Tucson, AZ Metropolitan Statistical Area (MSA)

in 2002) median earnings increased by just 74% (from \$17,250 to \$29,931) in the Tucson, AZ MSA and 70% statewide (from \$18,090 to \$30,678). Cost increases outstripping wage increases indicate a worrisome trend that will continue to put pressure on family budgets.

Documenting Changes in Living Costs with the Standard Versus the Consumer Price Index.

Nationally, the official measure of inflation is the U.S. Department of Labor's Consumer Price Index (CPI). The CPI is a measure of the average changes in the prices paid by urban consumers for all goods and services. Since the Standard measures the costs of only basic needs, the question is how the increases in costs documented here compare to official inflation rates for all goods and services. We examine this question in **Figure H** by comparing the actual increase in the Self-Sufficiency Standard to what the numbers would be if we had just updated the 2002 Standard with the CPI. Since the CPI does not incorporate taxes or tax credits, these items have been removed from the Standard shown in **Figure H**. This comparison was done for this four-person family (two adults, one preschooler, and one school-age child) in Gila and Pinal counties.

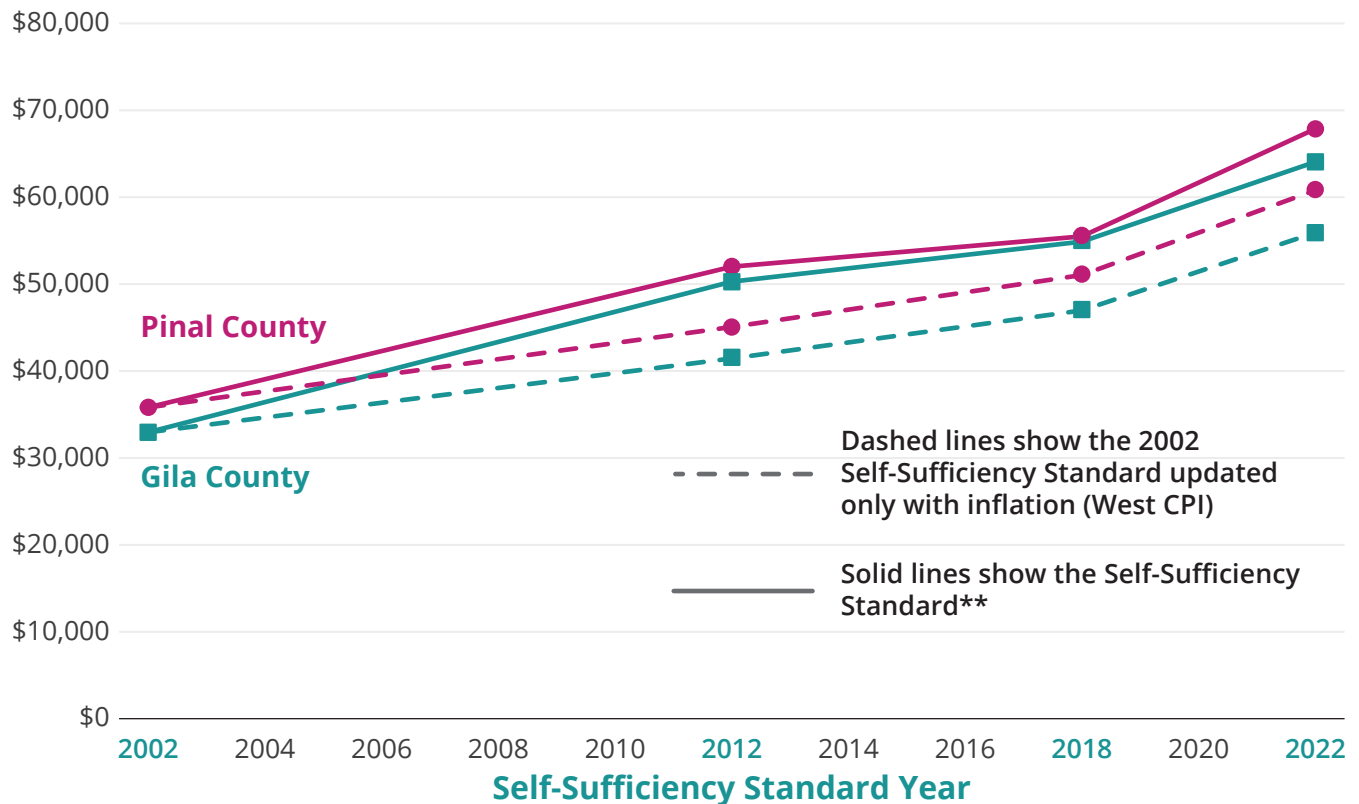
- The West Region Consumer Price Index (CPI) increased 70% between 2002 and 2022.
- If the 2002 Self-Sufficiency Standard for Gila County (\$32,955 per year without taxes/tax credits) was increased by this amount, the CPI-adjusted cost of basic needs in 2022 would be \$55,936 per year.¹⁴ The *actual* 2022 Standard (without taxes or tax credits) for Gila County is \$64,075 annually, a 94% increase since 2002.
- When the CPI inflation rate is applied to the 2002 Standard for Pinal County (\$35,823 per year without taxes in 2002), the CPI adjusted estimate for 2022 would be \$60,804. The 2022 annual Self-Sufficiency Standard for this family type is \$67,868 without taxes, an 89% increase.

Figure H demonstrates that the rate of inflation, measured by the CPI, underestimates the rising costs of basic needs. In these two counties, costs rose about 20% more than what would be expected from inflation alone. Using the CPI for this family type in Gila County results in a 2022 estimate of costs that is more than \$8,000 less than the actual costs in the 2022 Standard. That is, estimating the

Figure H. CPI* Measured Inflation: A Comparison of the Self-Sufficiency Standard and the Consumer Price Index, 2002–2022

Gila and Pinal counties, AZ: Two Adults, One Preschooler, and One School-age Child

Annual Income



* U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index, "West Region All Items, 1982-84=100-CUURA101SAO," <http://data.bls.gov/cgi-bin/surveymost?cu> (accessed July 20, 2022).

** Since the CPI does not incorporate taxes or tax credits, these items have been taken out of the Self-Sufficiency Standard for this comparison figure.

increase in costs using the CPI underestimates the real increases in the cost of basic needs faced by Arizona families, leaving them thousands of dollars short.

Recently, the country has experienced exceptionally high rates of inflation, sharpening the financial strain families have already been dealing with as costs rise and median earnings for low-wage jobs stay relatively constant. Previous Standard research indicates that the cost of basic needs rises faster than the general

inflation measures reveal. This means that low-income families deal with even more burdensome increases than indicated by the "all items" CPI data (which shows an 8.3% increase for the CPI West Region in September 2022). For example, the CPI for energy costs alone is 20.1% in the same region for September 2022. Low-income families in Arizona have been dealing with the cost of living rising faster than wages even before this period of high inflation. These rapid cost increases now further aggravate the real but hidden economic crunch that these families are experiencing.

How Does the Self-Sufficiency Standard Compare to Other Benchmarks of Income?

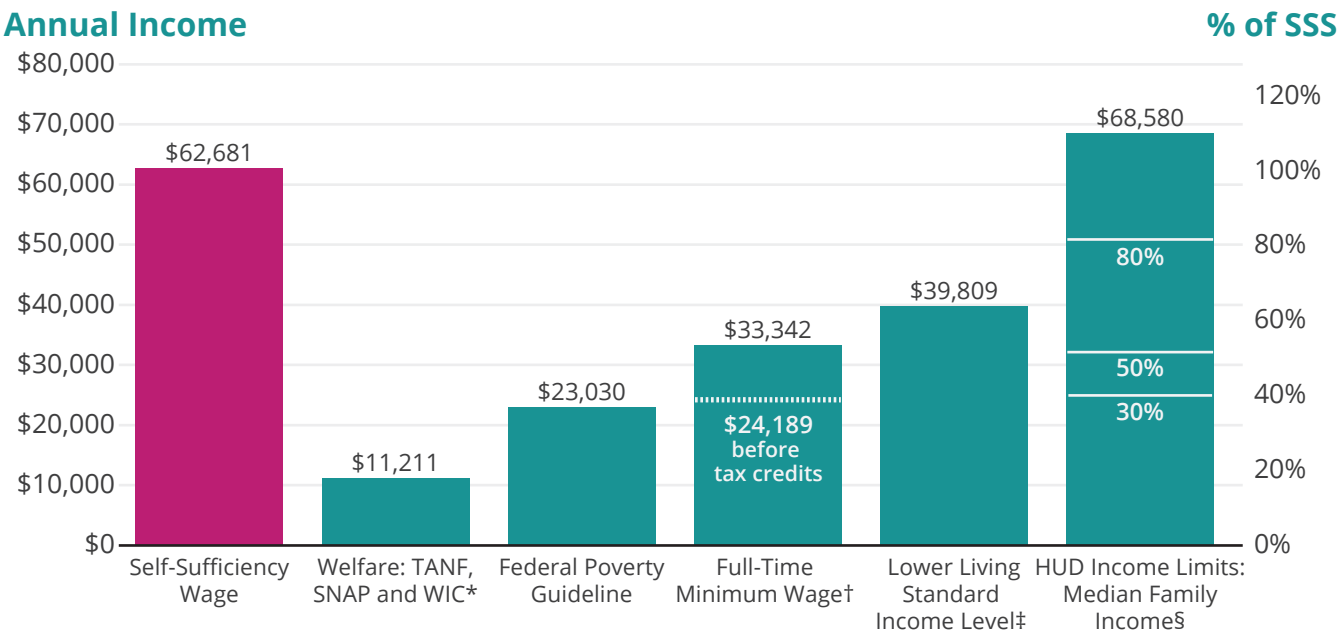
As a measure of income adequacy, how does the Standard compare to other commonly used measures? **Figure I** compares the Yavapai County Self-Sufficiency Standard for one adult, one preschooler, and one school-age child to the following income benchmarks for three-person families:

- Temporary Assistance for Needy Families (TANF), the Supplemental Nutrition Assistance Program (SNAP, formerly the Food Stamps Program), and WIC (Women, Infants and Children)
- The U.S. Department of Health and Human Service’s federal poverty guidelines (FPG). The FPG are a simplified version of the official

poverty measure used for setting income eligibility limits for a variety of benefit programs such as TANF, SNAP, and WIC

- The minimum wage in Arizona (\$12.80 per hour). While the statewide minimum wage is \$12.80 per hour, workers in the cities of Tucson and Flagstaff receive minimum wages of \$13.00 and \$15.50 per hour, respectively.
- The U.S. Department of Labor’s Lower Living Standard Income Level (LLSIL)
- The U.S. Department of Housing and Urban Development’s Median Family Income

Figure I. The Self-Sufficiency Standard Compared to Other Benchmarks
Yavapai County, AZ 2022: One Adult, One Preschooler, and One School-age Child



* The maximum TANF benefit amount is \$3,336 annually, the SNAP benefit amount is \$7,532 annually, and the WIC benefit amount is \$343 annually for a family of three in Arizona.

† The 2022 minimum wage for Yavapai County is \$12.80 per hour. This amounts to \$27,034 per year; however, assuming this family pays federal and state taxes and receives tax credits, the net yearly income would be a larger amount, \$33,342 as shown. The dashed line shows the annual income received after accounting for taxes (\$24,189) but without the addition of tax credits, which are received as a yearly lump sum after filing taxes the following year.

‡ The U.S. Department of Labor, Employment and Training Administration used the Lower Living Standard Income Level (LLSIL) to define low income individuals for eligibility purposes. The LLSIL is the 2022 adjusted metropolitan West region for a three-person family.

§ The U.S. Department of Housing and Urban Development (HUD) uses median family income as a standard to assess families’ needs for housing assistance. The HUD median family income limits are for FY 2022.

As indicated in the first bar in **Figure I**, the Self-Sufficiency Wage for this family type in Yavapai County is \$62,681 per year.

TANF, SNAP and WIC. The second bar on the left in **Figure I** calculates the cash value of the basic public assistance package, assuming no other income, and includes the cash value of SNAP (formerly food stamps), WIC, and TANF. This public assistance package totals \$11,211 per year for three-person families in Arizona. With this package, this single parent would be able to cover just 18% of the expenses for their family in Yavapai County. That said, it is very unlikely for a family to access all of these benefits, given varying eligibility thresholds and obstacles for application.

Federal Poverty Guidelines. According to the 2022 federal poverty guidelines, no matter location or specific family composition, a three-person family would be considered “poor” with an income of no more than \$23,030 annually. The FPG for three-person families are only 37% of the Self-Sufficiency Standard for this Yavapai County family.

This comparison demonstrates just one family type. For families in Yavapai County with lower Self-Sufficiency Standard budgets, such as a household with one adult and two teenagers, the FPG are 56% of the Self-Sufficiency Standard. For a household with a higher budget, such as a household consisting of one adult with two infants, the FPG are 35% of the Self-Sufficiency Standard.

There is also considerable variation by place. **Table 3** compares the percentage of the FPG needed to meet basic needs for one adult, one preschooler, and one school-age child across Arizona. The Self-Sufficiency Standard for this family type ranges from 238% of the FPG in Santa Cruz County to 309% of the FPG in Coconino County.

Minimum Wage. As of January 1, 2022, Arizona’s statewide minimum wage is \$12.80 per hour. Tucson and Flagstaff have higher minimum wages for employees who work within the city limits as well. In Tucson, minimum wage earners make \$13.00 per hour and in Flagstaff they make \$15.50 per hour. A full-time, minimum wage worker

in Yavapai County would make \$27,034 annually without taxes or tax credits. With the additions of the federal Earned Income Tax Credit and the child tax credit, both of which they would qualify for with a minimum wage salary, this parent would have a net annual income of \$33,342.

A full-time minimum wage job in Yavapai County provides 53% of the amount needed to be self-sufficient for this family type. If a more realistic assumption is made that the worker pays taxes monthly through withholding, but receives tax credits annually (as is true of all workers), their yearly take-home income would be \$24,189, shown by the dashed line on the fourth bar in **Figure I**. Without including the impact of tax credits in either the minimum wage or Self-Sufficiency Standard income (but still accounting for payment of taxes), a minimum wage job amounts to just 39% of the Self-Sufficiency Standard for this family type in Yavapai County.

Put another way, **including the value of tax credits, this parent would need to work 75 hours per week at minimum wage to meet the family’s basic costs of living.** If tax credits are excluded from current income (as they are received the next year at tax filing), this parent would need to work 104 hours per week at the minimum wage to afford the family’s basic costs.

“Jobs don’t want to pay overtime. How are people supposed actually work multiple jobs – it will be hard to schedule to meet those almost 100 hours of work per week.

- Women’s Foundation Family Advisory Council

Lower Living Standard Income Level. The LLSIL was originally calculated for metropolitan areas across the country to reflect the variation in the cost of living facing urban workers. However, it was last revised in 1981 by the Bureau of Labor Statistics and has only been updated for inflation since then. Under the Workforce Innovation and Opportunity Act, a family is considered low-income, and thus has first priority for workforce training services,

if family income does not exceed the higher of the FPG or 70% of the LLSIL.¹⁵ For 2022 the LLSIL for a three-person family in the metropolitan West is \$39,809 and 70% of the LLSIL is \$27,866, which is about \$4,800 more than the FPG for this family size.¹⁶

Area Median Family Income Limits. The U.S. Department of Housing and Urban Development (HUD) uses percentages of area median family income (by family size) to determine families' eligibility for housing assistance on the assumption that area median income is a rough measure of the local cost of living. The median is the midpoint, which means that half of families in the area have incomes above this amount, and half below. HUD defines three levels of need: (1) "Low Income," which is between 50% and 80% of median income; (2) "Very Low Income," which is between 30% and 50% of median income, and (3) "Extremely Low Income," which is income less than 30% of median income.

The HUD median income for a three-person family in Yavapai County is \$68,580 annually.¹⁷ As such, HUD income limits are as follows:

- **Low Income.** Income between \$32,085 and \$51,345.
- **Very Low Income.** Income between \$24,975 and \$32,085.
- **Extremely Low Income.** Income less than \$24,975.¹⁸

The Self-Sufficiency Standard of \$62,681 for this family type in Yavapai County is above the HUD "Low Income" range, but still below the median income, demonstrating that the Standard is a conservative measure of the minimum required to be self-sufficient. (Due to limited resources, most federal housing assistance goes to families with incomes that are considered "Very Low Income" or "Extremely Low Income.")

Table 3. The Self-Sufficiency Standard as a Percentage of Other Benchmarks of Income
Two Family Types, All Arizona Counties: 2022

	Self-Sufficiency Standard for 1 Adult + 1 Preschooler + 1 School-age				Self-Sufficiency Standard for 2 Adults + 1 Preschooler + 1 School-age			
	Annual Self- Sufficiency Standard	As Percentage of:			Annual Self- Sufficiency Standard	As Percentage of:		
		Federal Poverty Guidelines	Minimum Wage	Median Family Income		Federal Poverty Guidelines	Minimum Wage	Median Family Income
County								
Apache	\$58,590	254%	217%	142%	\$68,648	247%	254%	150%
Cochise	\$59,780	260%	221%	103%	\$69,211	249%	256%	107%
Coconino	\$71,117	309%	263%	93%	\$81,065	292%	300%	95%
Gila	\$61,231	266%	227%	119%	\$70,917	256%	262%	124%
Graham	\$60,516	263%	224%	102%	\$69,898	252%	259%	106%
Greenlee	\$59,269	257%	219%	92%	\$68,861	248%	255%	96%
La Paz	\$60,259	262%	223%	136%	\$69,948	252%	259%	142%
Maricopa	\$69,174	300%	256%	87%	\$79,225	285%	293%	89%
Mohave	\$58,552	254%	217%	103%	\$68,163	246%	252%	108%
Navajo	\$59,094	257%	219%	129%	\$68,699	248%	254%	135%
Pima	\$63,124	274%	234%	86%	\$73,153	264%	271%	90%
Pinal	\$65,917	286%	244%	82%	\$75,831	273%	281%	85%
Santa Cruz	\$54,726	238%	202%	117%	\$63,940	230%	237%	123%
Yavapai	\$62,681	272%	232%	91%	\$72,657	262%	269%	95%
Yuma	\$57,427	249%	212%	112%	\$66,739	241%	247%	117%
Minimum	\$54,726	238%	202%	82%	\$63,940	230%	237%	85%
Maximum	\$71,117	309%	263%	142%	\$81,065	292%	300%	150%

Definitions: The federal poverty guidelines for family of three = \$23,030 and for a family of four = \$27,750.

Area median family income varies by and calculated from HUD's FY2022 Income Limits.

Annual minimum wage is the gross amount of full-time, year-round work at an hourly wage of \$12.80 per hour for the Standard. Given that the increased local minimum wages apply only to select cities, and not the entire county, they were not applied in this analysis.

PART 3

Strategies to Meet the Standard

How do Pima County's Most Common Occupations Compare to the Self-Sufficiency Standard?

Having detailed the cost of meeting basic needs in Arizona, the next question is how families can secure the resources necessary to meet their needs *Since almost all working-age families receive their income from employment, a crucial question is whether the jobs available provide sufficient wages.*

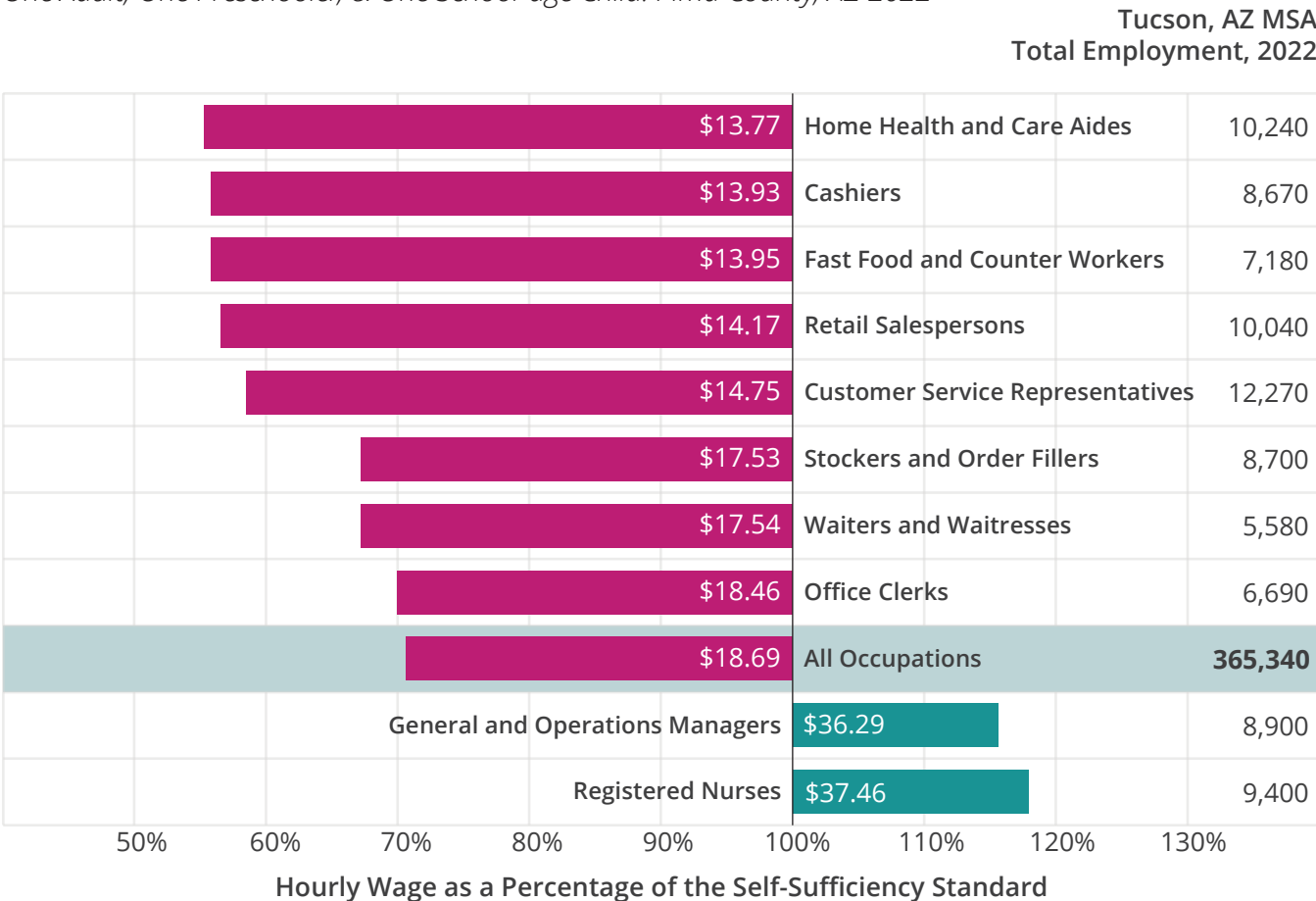
To answer this question, the median wages of the ten occupations with the highest number of employees in the Tucson, AZ MSA are compared to the Self-Sufficiency Standard for a family with one adult, one preschooler, and one school-age child in

Pima County. With one of the higher costs of living in the state, this family of three requires an hourly wage of \$29.89 to make ends meet in Pima County.¹⁹

One-fourth of the Tucson, AZ MSA's workers are employed in the ten most common occupations, shown in **Figure J**. Only two of the ten most common occupations in the region—general and operations managers and registered nurses—have median wages that are above the Self-Sufficiency Standard for this family type in Pima County. On the other hand, five of this region's top ten

Figure J. Hourly Wages of Tucson, AZ MSA's Ten Largest Occupations Compared to the Self-Sufficiency Standard (\$29.89) *

One Adult, One Preschooler, & One School-age Child: Pima County, AZ 2022



Source: U.S. Department of Labor, "May 2021 State Occupational Employment and Wage Estimates," Databases and Tables, Occupational Employment Statistics, <http://www.bls.gov/oes/data.htm> (accessed August 4, 2022). Wages adjusted for inflation using the Employer Cost Index from the Bureau of Labor Statistics.

*Percentages and hourly wages are calculated assuming this family receives the tax credits their family qualifies for monthly, rather than annually, as is assumed in the calculation of the Self-Sufficiency Wages.

Definition note: A median wage is the middle point of the distribution of wages from low to high. That is, half of workers in an occupation earn less than the median wage and half earn more. Because average wages are skewed by a small number of high earners, the median is **a more realistic measure** of a typical worker's earnings, and so it is used here.

occupations have median earnings that are less than 60% of the Standard for this family type: fast food and counter workers, retail salespersons, cashiers, customer service representatives, and health and personal care aides.

The most common occupation in the Tucson MSA is customer service representatives, which accounts for 3.4% of all workers in the region and has median annual earnings of \$31,145 which is about \$14.75 per hour. After accounting for the impacts of tax credits (including the EITC, CCTC, and CTC), this job provides workers with earnings that cover just 58% of their family's basic expenses in Pima County. Without tax credits, this job would cover just 49% of the earnings needed to be self-sufficient. In most of the common occupations, this single parent would have to work nearly two full-time jobs to yield enough income to meet their family's basic needs. Low-wage jobs, however, frequently restrict overtime, lack full-time hours altogether, and exclude benefits such as health insurance. The median wage of this occupation is above the Arizona state minimum wage, and the Tucson local minimum wage, yet it is not enough for a parent with one child, no matter the age, to support themselves in Pima County.

Moreso, the median wages for five of the top ten occupations are such that two adults each working full time would still not be able to earn the minimum needed to support a preschooler and a school-age child in Pima County. The

Self-Sufficiency Standard for this family type requires each adult to earn at least \$17.32 per hour working full time to meet the basic needs of the family. Customer service representatives, home health and personal care aides, retail salespeople, cashiers, and fast food and counter workers all have median earnings less than \$15.00 per hour, far below what would be needed for this Pima County family to reach self-sufficiency.

Because the 2021 top occupations data comes from a panel survey, it does not yet fully reflect the impact of COVID-19. However, these numbers reflect a shift towards an increased number of low-wage jobs similar to what occurred in the recovery from the Great Recession. Preliminary data shows that wages of low-paying jobs experienced some of the highest wage gains relative to last year and other industries. However, high rates of inflation are offsetting these minimal wage increases. Simultaneously, job gains are occurring at the highest rate in low-wage sectors, following the same trajectory as after the Great Recession. Income gains continue to be made by those at the very top, driving the increased income inequality that underlies the high levels of socioeconomic inequality across the country, including Arizona.²⁰

This analysis of the wages of the state's most common occupations demonstrates that the economic insecurity faced by so many Arizona workers does not reflect a lack of work effort or lack of skills. Rather, it is simply that current wages are too low in many common occupations to support a family at even minimally adequate levels, sometimes even with two workers. This situation is exacerbated by the unbalanced recovery from the Great Recession and now by the lingering economic impact of the pandemic.

Given this state of affairs, there are two basic approaches to closing the income gap: *reduce costs or raise incomes*. The first approach relies on strategies to reduce costs, often temporarily,

through work supports (subsidies), such as food and child care assistance. Strategies for the second approach, raising incomes, are often broader, such as increasing education levels, incumbent worker programs and nontraditional job training.

Reducing costs and raising incomes can occur sequentially or in tandem, at the individual level or at the community, state or national level. For example, some adults may seek education and

training that leads to a new job, yet continue to supplement their incomes with work supports until their wages reach the self-sufficiency level.

Furthermore, as the analysis above has shown, the costs of basic needs tend to rise faster than wages, providing a challenge to all stakeholders to address the problem of wage inadequacy to meet basic needs.

COVID-19

The economic challenge of the many workers already struggling with wages well below the minimum required to meet their needs was compounded by the COVID-19 pandemic-related recession. Self-Sufficiency Standard research on the impact of the Great Recession on income inadequacy found that workers in low-wage occupations, as well as people of color and single mother households, were hit the hardest, with more of their households experiencing income inadequacy than before the recession, even when other indicators (such as the unemployment rate) had returned to pre-recession levels. This suggests that the COVID-19 pandemic related economic shutdown and associated economic downturn, are likely having a disproportionate impact on people of color and other marginalized populations. Simultaneously, the rising inflation and increases in the cost of living seen over the past two years have also likely hit these same households hardest.

Meeting the Standard: Reducing Costs

As described above, many families struggle to meet their basic needs on earnings alone. Work supports (subsidies or assistance) can help working families achieve economic stability so they do not need to choose from among their basic needs, such as scrimping on nutrition, living in overcrowded or substandard housing, or leaving children in unsafe or non-stimulating environments. With such stability, parents can not only obtain jobs, but are able to retain employment, a necessary condition for improving wages.

This section models how work supports can reduce a family's expenses until they are able to earn Self-Sufficiency Wages, thus closing the gap between actual wages and what it really takes to make ends meet.

Arizona work supports include programs such as:

- Child Care Subsidy Program
- Medicaid and KidsCare [Children's Health Insurance Program (CHIP)]
- Food Benefits [Supplemental Nutrition Assistance Program (SNAP)] and the Women, Infants, and Children (WIC) Program
- Section 8 vouchers and public housing

While not a work support per se, child support is also modeled as it assists families in meeting basic needs.

Table 4 provides a summary of the work supports, child support, and tax credits modeled in this section.

How do Work Supports and Child Supports Reduce Costs?

In modeling the impact of work supports on family resources and well-being, our starting point is the Self-Sufficiency Standard, which is calculated without any assistance, public or private. We then add work supports one by one (see **Table 5**) to demonstrate the impacts on a Maricopa County

family with one adult, one preschooler, and one school-age child. Column #1 of **Table 5** shows the full costs of each basic need in the Self-Sufficiency Standard, without any work supports or child support to reduce these costs. Subsequent columns (#2-#6) of **Table 5** model various combinations of work supports, as listed in the column headings, with monthly costs reduced by these work supports indicated with shading and bolded numbers in the table.

No Work Supports (Column #1). Note that in **Table 5** tax credits that are available as a refund when annual taxes are filed are not included in the monthly wage calculation, as they are in the Self-Sufficiency Standard, and are instead shown at the bottom of the table. This family has monthly child care expenses of \$1,619 and monthly housing costs of \$1,321. Without any refundable tax credits, child support, or work supports, this parent in Maricopa County would need to earn \$5,764 per month, or \$32.75 per hour if working full-time, to meet the costs of basic needs for their family.

Child Support (Column #2). Child support payments from absent, non-custodial parents can be a valuable addition to family budgets. The average amount received by families participating in the child support enforcement program in Arizona is \$281 per month (see column #2).²¹ Adding child support reduces the wage required by this parent to meet basic needs to \$5,407 per month, or \$30.72 per hour.

Child Care (Column #3). Given child care is a major expense for families with young children, child care assistance often provides the greatest financial relief of any single work support and also adds stability for parents, children, and employers. Currently, the state eligibility for the subsidy is 165% of the federal poverty guidelines.²² Adding

“The system takes dignity away and is discouraging. It's based on old poverty guidelines making it even harder to obtain benefits.

- Women's Foundation Family Advisory Council

Table 4. Summary of Arizona’s Work Supports, Child Support, and Tax Credits

Program	Benefit	Income Eligibility
Work Supports		
Child Care Assistance	Child care copayments are calculated on a sliding scale based on income. There are different rates for part- and full-time care.	To receive benefits, family income must be below 165% of the FPG. Families retain benefits until they are above 85% of the State Median Income.
Housing Assistance (Section 8 Housing Vouchers & Public Housing)	Housing costs are typically set at 30% of adjusted gross income.	In general, households may be eligible with incomes that are below 50% of area median income. Due to limited funding, most new program participants must have income below 30% of area median income. It is estimated that less than one in four eligible households receives federal housing assistance.
Medicaid	Subsidized health insurance with copays.	Individuals with incomes under 133% are eligible for a quality health plan with no monthly premium.
Children's Health Insurance Program (CHIP) (KidsCare)	Health care benefits for uninsured children ages 18 and under with copays.	Children in families with income below 211% of the FPG can access quality insurance with significantly reduced monthly premiums.
Supplemental Nutrition Assistance Program (SNAP)	The average monthly SNAP benefit for a household in Arizona is \$163. The maximum SNAP benefit for a family of three is \$658.	Families must earn a gross income less than 130% of the FPG to be eligible and must meet net income (gross income minus allowable deductions) limit of 100% of the FPG.
Special Supplemental Nutrition Program For Women, Infants, And Children (WIC)	Arizona’s average monthly benefit is \$28.59 for purchasing supplemental nutritious foods. This also includes breastfeeding support and nutrition education.	Pregnant and postpartum women and children up to age 5: at or below 185% FPG.
Tax Credits		
Federal Earned Income Tax Credit (EITC)	Maximum benefit for families with: • 1 child = \$3,733 per year • 2 children = \$6,164 per year • 3+ children = \$6,935 per year.	Maximum eligibility for families with: • 1 child = \$43,492 one parent, \$49,622 married • 2 children = \$49,399 one parent, \$55,529 married • 3+ children = \$53,057 one parent, \$59,187 married.
Federal Child And Dependent Care Tax Credit (CCTC)	Nonrefundable credit for child care costs with maximum of \$3,000 for one child and up to \$6,000 for two or more children.	No income limit.
Federal Child Tax Credit (CTC)	Up to \$2,000 annual tax credit per child, with \$1,500 refundable.	Married filing jointly: up to \$110,000. Single Parent: up to \$75,000.
Other		
Child Support	Average payment from non-custodial parents is \$281 per month in Arizona.	No income limit.

Note: Eligibility levels and benefits for work supports and tax credits change routinely—typically yearly. The information reported in above represents eligibility and benefit guidelines for 2022. The 2022 federal poverty guidelines (FPG) for a family of three are \$23,030 (annual income). See <https://aspe.hhs.gov/poverty-guidelines>.

child care assistance for this family decreases child care costs to \$163, almost a \$1,500 difference each month, and lowers the monthly wage needed to \$4,038 (\$22.94 per hour).

Child Care, Food, & Transitional Medicaid (Column #4). For adults transitioning from cash assistance to employment, the typical package of benefits includes health care, child care assistance, and food assistance.

- **Health Care.** Under the assumption that transitional Medicaid covers all of the family's health care expenses, health care costs are reduced from \$616 per month to zero in column #4.
- **Food.** WIC food assistance reduces food costs from \$658 to \$629 per month.²³
- **Child Care.** Child care assistance reduces the family's monthly copayment to \$163.

Altogether, these three work supports reduce the wage required to meet basic needs to \$3,380 per month, around \$2,400 less than the full Self-Sufficiency Standard. With the help of these crucial work supports, this Maricopa County family would be able to meet the family's basic needs at a wage of \$19.21 per hour.

Child Care, SNAP, WIC, & CHIP (Column #5). After 12 months, the adult would no longer be eligible for Medicaid. The children would continue to be eligible for significantly subsidized coverage under KidsCare. Column #5 shows the effects of the adult transitioning to an individual, employer-sponsored health care plan while the children are covered under CHIP. The family retains eligibility for child care assistance but loses eligibility to food assistance. The monthly health care costs for the family go up to \$277, accounting for both the health care costs for the parent and the premium required by CHIP for the children. The cost of food increases to \$658 a month while child care copayments remain \$163 per month. With these work supports, this parent would need \$3,665 per month.

Housing, Child Care, Food, & Medicaid (Column #6). Housing assistance can have a substantial impact on helping families meet their basic needs, as can be seen by comparing column #5 to column #6, but it is rarely accessible for families.

By reducing the cost of housing to 30% of income, through a housing voucher or other assistance, housing costs drop from \$1,321 to \$740 per month.²⁴ The addition of housing assistance reduces the income needed to meet other basic needs, thereby making the family eligible for WIC and SNAP benefits. In this package, food expenses decrease to \$490 per month, child care expenses decrease to \$98, and the family regains eligibility for Medicaid reducing healthcare costs to zero. With this full benefit package, a parent with one preschooler and one school-age child living in Maricopa County can meet basic needs with an income of \$2,505 per month.

*Note, however that very few families receive **all** of these benefits.* Although analyzed in this section, this modeling should not imply that all households with inadequate income receive these work supports or child support. Yet, when families do receive them, work supports, tax credits, and child support play a critical role in helping families meet their basic needs when their income does not allow them to be self-sufficient.

Unfortunately, these supports are not available or accessible to all who need them. The reasons are many, and include eligibility criteria, lack of sufficient funding to help all who are eligible, waiting lists, administrative barriers, lack of knowledge of available benefits, lack of legal enforcement of rights, and the perceived stigma of receiving assistance.²⁵

Refundable Tax Credits. The Arizona 2022 Standard shows both refundable and nonrefundable tax credits as if they are received monthly. They are, however, treated differently in the modeling table and figure. The refundable federal Earned Income Tax Credit (EITC) and the "additional" refundable portion of the Child Tax Credit (CTC) are shown as received annually. In contrast, the nonrefundable federal Child Care Tax Credit (CCTC) can only be used to reduce taxes and does not contribute to a tax refund; therefore, it is only shown as a monthly credit against federal taxes in the modeling presented here.

The tax credits are calculated this way in the modeling table and figure in order to be as realistic as possible. Families receive the EITC as a single payment the following year when they file their

Table 5. Impact of the Addition of Supports on Monthly Costs and Self-Sufficiency Wage
One Adult, One Preschooler, and One School-Age Child: Maricopa County, AZ 2022

Each column demonstrates how specific work supports can lower the cost of specific basic needs, and therefore lessen the income necessary to meet all of a family's basic needs. Costs that have been reduced by these supports are indicated with bold font in the table.

	#1	#2	#3	#4	#5	#6
	No Work Supports	Child Support	Child Care	CC, [SNAP], WIC*, Medicaid	CC, [SNAP], [WIC*], CHIP	Housing, CC, SNAP, WIC*, & Medicaid
Monthly Expenses						
Housing	\$1,321	\$1,321	\$1,321	\$1,321	\$1,321	\$740
Child Care	\$1,619	\$1,619	\$163	\$163	\$163	\$98
Food	\$658	\$658	\$658	\$629	\$658	\$490
Transportation	\$354	\$354	\$354	\$354	\$354	\$354
Health Care	\$616	\$616	\$616	\$0	\$277	\$0
Miscellaneous	\$576	\$576	\$576	\$576	\$576	\$576
Taxes	\$1,055	\$975	\$617	\$525	\$539	\$337
Total Expenses (net of work supports)	\$6,198	\$6,118	\$4,304	\$3,568	\$3,887	\$2,594
Monthly Resources						
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$33)	(\$36)	(\$33)	(\$26)
Child Tax Credit (-)	(\$333)	(\$330)	(\$234)	(\$151)	(\$189)	(\$62)
Child Support (-)	--	(\$282)	--	--	--	--
Total Additional Monthly Resources	(\$433)	(\$712)	(\$266)	(\$187)	(\$221)	(\$89)
Self-Sufficiency Wage (Includes Monthly Resources)						
Hourly	\$32.75	\$30.72	\$22.94	\$19.21	\$20.83	\$14.23
Monthly	\$5,764	\$5,407	\$4,038	\$3,380	\$3,665	\$2,505
Annual	\$69,174	\$64,880	\$48,457	\$40,564	\$43,984	\$30,062
Annual Refundable Tax Credits**						
Earned Income Tax Credit (EITC) (-)	\$0	\$0	\$198	\$1,861	\$1,140	\$4,072
Child Tax Credit (-)	\$0	\$35	\$1,196	\$2,184	\$1,733	\$3,000

* WIC is the Special Supplemental Nutrition Program for Women, Infants and Children (WIC). Assumes average monthly value of WIC benefit \$28.59 (FY 2021) in Arizona. SNAP is the Supplemental Nutrition Assistance Program, formerly known as the Food Stamp Program.

** The Standard shows both refundable and nonrefundable tax credits as if they are received monthly. However, to be as realistic as possible, tax credits that are available only as a refund on annual taxes are shown at the bottom of this table. EITC is only refundable, so it is shown only as an annual tax credit. The nonrefundable portion of the Child Tax Credit (which is a credit granted against federal taxes) is included as available to offset monthly costs, and the refundable portion is shown in the bottom of the table. The Child Care Tax Credit is nonrefundable, and therefore is only part of the monthly budget and does not appear in the bottom shaded rows of the table.

tax returns.²⁶ As such, many families use this refund as “forced savings” to pay for larger items that are important family needs, such as paying the security deposit for housing, buying a car, or settling debts.²⁷ Therefore, the total amounts of the refundable credits the family would receive annually (when they file their taxes) are shown in the shaded rows at the bottom of the table instead of being shown monthly as in the Self-Sufficiency Standard column. The amount of the credit is based on the assumption that the adult works at this same wage, for the whole year.

Like the EITC, the federal CTC is shown as received monthly in the Self-Sufficiency Standard. However, for the modeled work support columns, the CTC is split into two amounts: only the portion that can be used to offset any remaining taxes (after the CCTC) is shown monthly. Like the EITC, any “additional” refundable portion of the CTC is shown as a lump sum received annually in the shaded rows at the bottom of the modeling table.

The amounts of tax credits vary significantly, depending upon income. When costs are reduced by child support in column #2, they qualify for \$35 in refundable tax credits. In column #6, however, where the full work support package is modeled, the parent is eligible for over \$7,072 in annual refundable tax credits.

How Do Work Supports Increase Wage Adequacy?

Table 5 shows how child support and work supports reduce the wage needed to meet basic needs. In contrast, **Figure K** starts with specific wages and asks: “How adequate are these wages in meeting a family’s needs, with and without various combinations of work supports?”

Wage adequacy is defined as the degree to which a given wage is adequate to meet basic needs, taking into account the financial impact of various work supports, or lack thereof. If wage adequacy is at or above 100%, the wage is enough, or more than enough, to meet all of the family’s basic needs. If it is below 100%, it is only adequate to cover that percentage of the family’s basic needs. For example, if wage adequacy is at 60%, then the wage (along with any work supports) only covers 60% of the cost of meeting that family’s basic needs.

Coconino County Wage Adequacy

Modeling the same family as before with one parent, one preschooler and one school-age child residing in Coconino County, **Figure K** shows the

The Importance of Work Supports

Work supports help lower families’ monthly budgets and improve their quality of life. However, families that do not have access to work supports are forced to choose between basic needs and as a result face both near and long-term consequences. For example, children in families without access to reliable child care often have lower levels of academic achievement than children with access to subsidized and reliable care.²⁸ Insufficient nutrition can also negatively impact children’s academic achievement and health levels, highlighting the importance of access to SNAP and other forms of food assistance.²⁹ Also, access to subsidized health insurance allows families to seek the care they need instead of delaying necessary medical care, resulting in more severe health and financial impacts in the future.³⁰ Housing subsidies also play an important role in improving children’s health and employment outcomes for adults.³¹ Lastly, if workers do not have access to public transportation, they face higher instances of absenteeism and lower job retention rates, which could further increase their financial inadequacy.³²

impact of work supports on wage adequacy as the parent's earnings increase, starting with the Arizona state hourly minimum wage, \$12.80. The black dashed line provides the baseline, showing the adequacy of various wages without any work supports. Each other line represents a different work support package and shows how much wage adequacy increases above the dashed baseline as a result of the addition of one or more work supports. **Figure K** also demonstrates wage adequacy for the median hourly wages of four jobs of interest: medical assistants, childcare workers, assemblers and fabricators, and industrial engineering technicians.

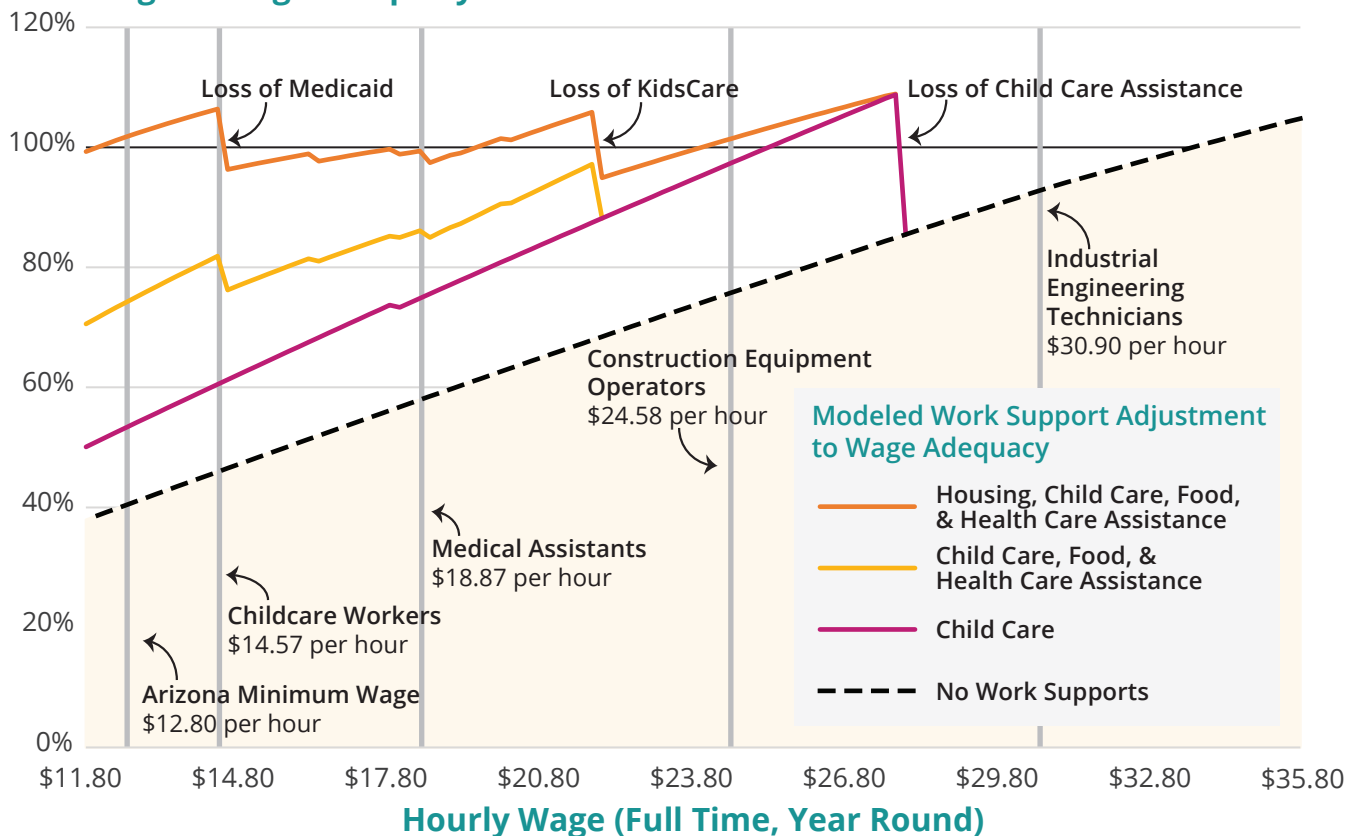
Arizona Minimum Wage. **Figure K** has a horizontal axis that displays hourly income increasing from \$11.80 to \$35.80. This parent with two children would achieve full wage adequacy at \$33.67 per hour with no work supports. If the parent earns the

hourly minimum wage of \$12.80, the family would only be meeting 41% of their basic needs (see the black dashed line in **Figure K**).³³

If the parent is able to enroll in the child care assistance program (visualized with the bottom solid pink line in **Figure K**), their wage adequacy increases to 54% since their cost of child care decreases from \$1,428 to a monthly copayment of \$98. The addition of health care (CHIP and Medicaid) and food assistance (SNAP and WIC) decreases the cost of health care and food to \$0 and \$281, respectively. These work supports bring wage adequacy up to 75%—still not enough to meet the family's basic needs. While the availability of housing assistance is limited, if available, it reduces housing costs to 30% of income, and when combined with the other work supports, would enable the parent to meet all of the family's basic needs (top solid orange line in **Figure J**).

Figure K. Impact of Work Supports on Wage Adequacy Percentage
One Adult, One Preschooler, & One School-age Child: Coconino County, AZ 2022

Percentage of Wage Adequacy



Housing=Section 8 Vouchers and Public Housing; Child Care=Child Care Assistance; Food=Supplemental Nutrition Assistance Program (SNAP) and the Women, Infants, and Children (WIC) Program; Health Care=Medicaid and KidsCare.

Child Care Workers. Child care is crucial to a parent's ability to work and become self-sufficient and is a career composed predominately of women employees. But are these child care workers making enough to support themselves and their families? If this parent earns the median hourly wage for a child care worker in Flagstaff, AZ, \$14.57, they would make enough to cover less than half of their family's expenses without work supports. Receiving child care assistance increases wage adequacy by 15%, to 61%. Food and health care assistance increases wage adequacy by another 15%, to 76%. Even with the addition of housing assistance, this family reaches just 96% of the wages needed to meet basic needs. Child care workers earn a slightly higher hourly wage than the Arizona state hourly minimum wage of \$12.80, causing this worker to have less eligibility for health care and food assistance, and therefore preventing the family from reaching full wage adequacy with all of the work supports.

Medical Assistants. Medical assistants is one of the top occupations held by single mothers with young children.³⁴ The median hourly wage for medical assistants is \$18.79, which, without work supports, covers just 59% of this family of three's basic needs. When adding child care assistance, wage adequacy increases to 77%. Food and health care assistance helps this family cover more of their expenses, increasing wage adequacy to 87%. Only the addition of housing assistance, when paired with child care, food, and health care assistance, allows this family to meet 100% wage adequacy.

Operating Engineers and Construction Equipment Operators. Construction has historically been a male-dominated field but typically provides on-the-job training and does not require advanced degrees. For construction

equipment operators specifically, this career is predicted to have steady job growth and promise of adequate wages. If this parent were to earn the median hourly wage for construction equipment operators, \$24.58, they would be able to cover 76% of their family's expenses. With the addition of child care assistance, they would be able to cover 99% of their expenses. Given their earnings, they would not qualify for food or health care assistance, but the addition of housing assistance would reduce their expenses slightly and allow them to fully cover the costs of their basic needs.

Industrial Engineering Technicians. Industrial engineering technicians also have high rates of projected growth and above average median wages. They have a median wage that is more than double the minimum wage, at \$30.90 per hour. Without work supports, this parent would be able to cover 93% of the cost of their basic needs. Given their initial earnings, however, they are ineligible for any work supports, keeping their wage adequacy at 93%. This parent would need a \$3.00 hourly raise, to \$33.80, to get by without work supports.

Pinal County Wage Adequacy

In this section, we analyze the wage adequacy levels for the same family type as above, one adult, one preschooler, and one school-age child, in Pinal County. Instead of looking at different occupations, we consider wage adequacy at different percentages of the federal poverty guidelines (FPG). The FPG are commonly used to set eligibility levels for work support and can provide additional insight into whether Arizona families can afford their basic needs or access the proper resources to help them work toward self-sufficiency.

“ The loss of benefits following a pay increase can prevent families from covering their basic needs even when their wages improve. Often, there is no solution unless they move to an even higher paying job or their budget needs change.

'I got a slight pay raise and my SNAP benefits were cut to less than a fourth of what they had been.'

- Women's Foundation Family Advisory Council

If this family earned about 150% of the FPG, or \$2,879 per month, they would be able to cover just 55% of the costs of their basic needs without work supports (left most column of **Figure L**). If this family is able to access child care assistance, their wage adequacy increases to 75%. Even with housing, food, and health care assistance, which reduce costs by almost half, this single parent will be able to cover just 98% of the costs of their basic needs (right most column of **Figure L**).

If this parent were making 200% of the FPG, or \$21.81 per hour, they would be able to cover 72% of the costs of their basic expenses. At this income, they would be ineligible for child care, housing, food, or health care assistance, so there would be little they could do to increase their wage adequacy unless they switched occupations, got a raise, or their budget needs changed, such as the reduced child care expenses as children age. If this family originally qualified for child care assistance (if their starting earnings were about \$2,900 per

month, or under 165% of the FPG, for example), their monthly child care copayment would decrease by more than \$1,400, increasing their wage adequacy to 98%. This parent would only be able to meet 100% wage adequacy with both child care and health care assistance.

Key work supports can help families move to economic self-sufficiency and offer help when wages do not keep up with the cost of basic needs. As mentioned above, however, many families cannot access these critical benefits because of insufficient funding, eligibility levels, administrative barriers, or stigma surrounding public assistance.

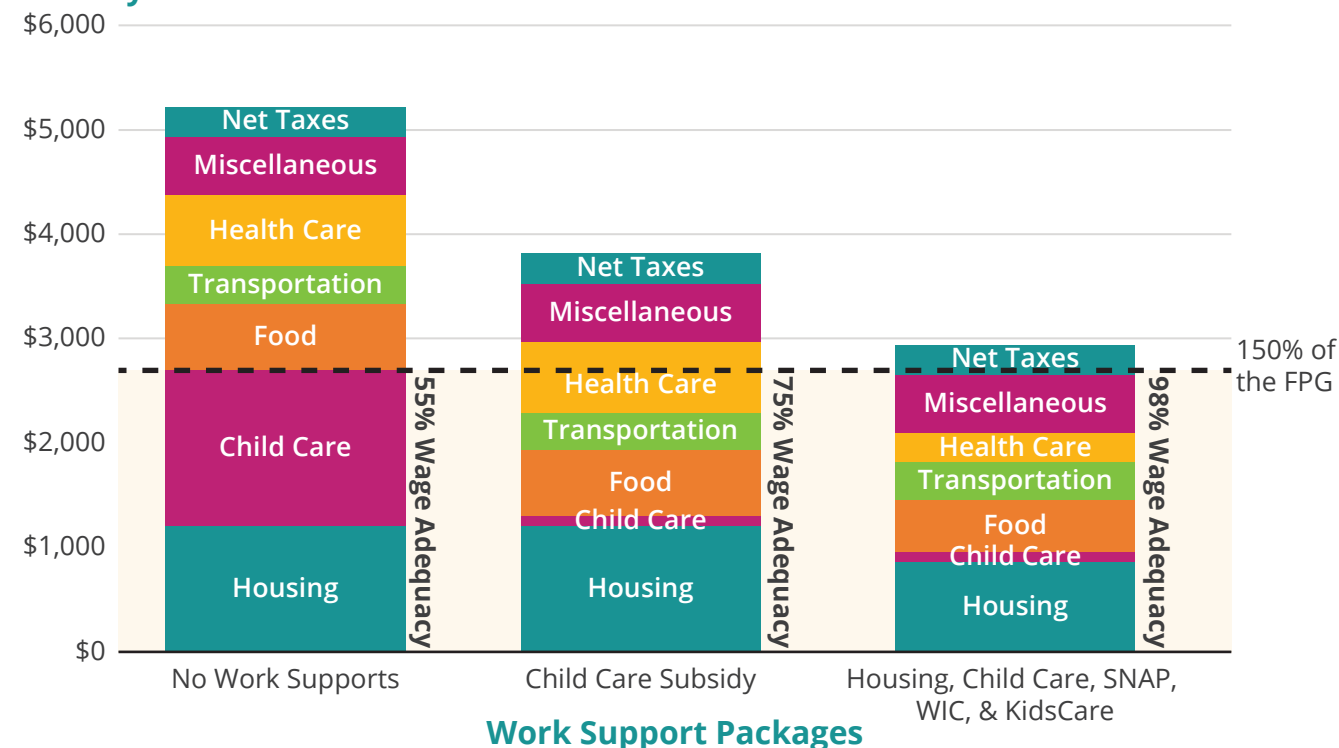
Appendix C: Modeling the Impact of Work Supports on Wage Adequacy

provides a detailed table of the exact amounts of each work support modeled.

Figure L. Percentage Wage Adequacy at Earnings Equivalent to 150% of the Federal Poverty Guidelines

One Adult, One Preschooler, & One School-age Child: Pinal County, AZ 2022

Monthly Costs



Meeting the Standard: Raising Incomes

For families whose earnings are below 100% wage adequacy, work supports for high-cost necessities such as child care, health care, and housing are frequently the only means to meet basic needs. However, true long-term self-sufficiency means the ability of families to meet basic needs without any public or private assistance. Ensuring self-sufficiency for all people in Arizona will require public policies that increase the skills of low-wage workers, recognize the importance of asset building, acknowledge and take action against systemic racism, and ensure work pays enough to cover basic needs.

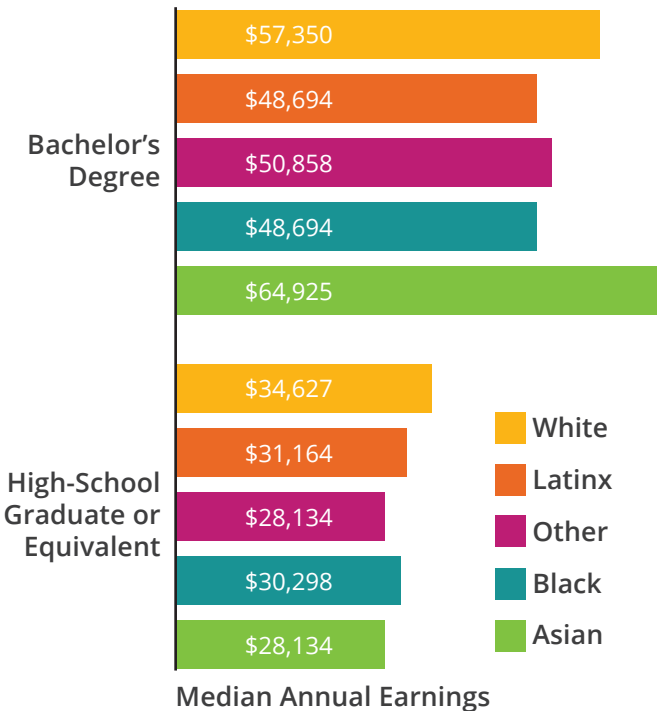
Structural racism and oppression cause increased barriers for people of color seeking self-sufficiency, such as unjust hiring practices, unequal wages, unfair benefits, and lack of promotion opportunity. Examining the drivers of these wage gaps will result in more Arizona families able to meet their basic needs. For example, men and White people are more likely to be promoted, hold positions of leadership, and be offered higher salaries than people of color and women. Solving gender and racial wage gaps will require solutions that decrease gender and racial bias in the workplace, such as restructuring salary negotiations and creating a pipeline of opportunity for people of color and women to take on leadership roles.

Increase Skills

Post-Secondary Education/Training. Increasing the skills of low-wage workers provides paths to self-sufficiency and strengthens local economies. As businesses increasingly need workers with higher skill levels, a high school diploma or GED does not have the value that it once had in the job market.³⁵ Creating more opportunities for people to achieve higher levels of education or attain apprenticeships will increase their earning potential and put more people on the path towards self-sufficiency.

While increased education on all levels is associated with increased self-sufficiency in general, the returns on education are less for women and people of color. For example, in Arizona, people of color who have attained a high school diploma (or the equivalent) have median earnings almost \$5,200 less, on average, than White people with the same level of education (See [Figure](#)

Figure M. Impact of Education on Median Annual Earnings by Race and Ethnicity, AZ 2022



Note: Latinx refers to Hispanic/Latinx ethnicity, regardless of race. Therefore, all other race/ethnic groups used in this brief are non-Hispanic/Latinx. Note that Latinx is a gender-neutral or non-binary alternative to Latino or Latina for persons of Latin American origin.

Source: U.S. Census Bureau, 2016-2020 American Community Survey, 5-Year Estimates, (accessed August 2, 2022).

M). The gap widens for Arizona residents who have a bachelor's degree, with White adults earning \$8,600 more than the median earnings for Black and Latinx workers.

This disparity also occurs for women. Women at each educational level earn about the same, and typically less, than the median for men at one lower level of education (see [Figure N on page 35](#)). Women with graduate degrees, for example, earn over \$9,000 less than men with a bachelor's degree in Arizona. The median earnings for women range from \$7,991 to \$31,128 less than the median earnings for men with the same educational attainment, making it harder for single mothers to reach self-sufficiency regardless of their level of education. Moreso, education can be an added expense and is often a large, long-term financial commitment.

Basic Adult Education. For many workers with inadequate education, Limited English Proficiency, or insufficient job skills or experience, basic adult education programs are an important first step. Due to welfare time limits and restrictions on education and training, short-term, high quality programs that teach basic skills and job skills together in a work-related context are important.

Incumbent Worker Training. For low-wage workers who are already in an industry that offers adequate wages to medium or high-skilled workers, incumbent worker training creates a career ladder to self-sufficiency. Training incumbent workers allows employers to retain their employees while giving employees an opportunity to become self-sufficient. Retraining and training current employees is a “win-win” strategy (for both employers and employees) in many industries, particularly those which rely on skills and technology unique to a given company or industry subset.

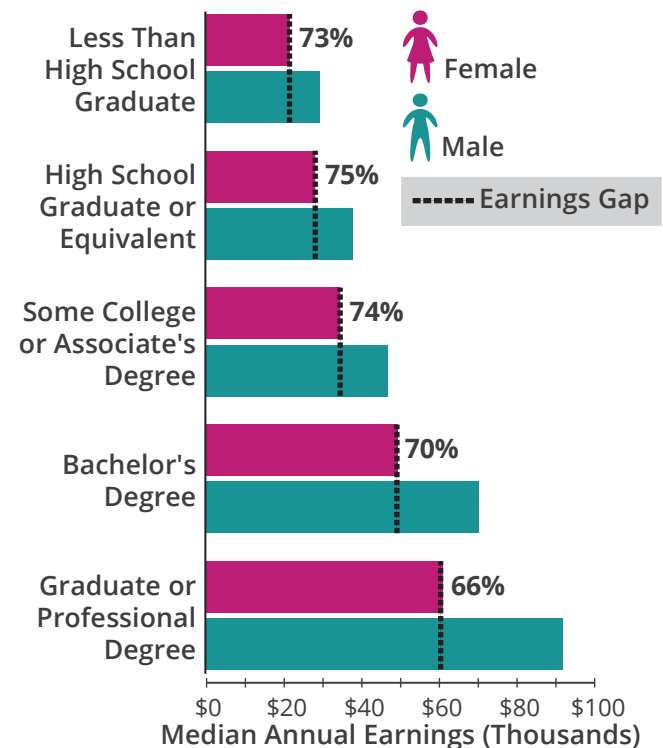
Targeted Jobs/Sector Strategies. Aligning training and postsecondary education programs with the workforce needs of the local labor market increases the potential income of low-wage workers and helps communities strengthen their local economies by responding to businesses’ specific labor needs. Targeting job training programs towards occupations with both high growth projections and self-sufficient wages is one way to respond to workforce needs.

Counseling and Coordinated Targeted Services. Helping low-wage workers balance work, family, and financial responsibilities requires provision of a wide range of services that meet specific subsets of clients’ particular needs, including career counseling to find the occupations that best fit workers’ skills and needs, as well as linkage to income and in-kind work supports such as child care, food, transportation, housing, and health care assistance.

“We are barely making it now. How much will I need to increase my skills and make this type of money? Where will the money and time for these programs come from?”

- Women’s Foundation Family Advisory Council

Figure N. Impact of Education on Median Earnings by Sex, AZ 2022



Source: U.S. Census Bureau, 2016-2020 American Community Survey, “B20004. Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over,” Detailed Tables, data.census.gov (accessed August 2, 2022). U.S. Department of Labor, Bureau of Labor Statistics, “Employment Cost Index, Wages and salaries for All Civilian workers in All industries and occupations, Index,” [http://data.bls.gov/cgi-bin/srgate](https://data.bls.gov/cgi-bin/srgate), Series CIS10200000000001 (accessed August 4, 2022).

Nontraditional Occupations (NTOS). Eliminating gender bias in the work place will also contribute to increasing the number of women entering nontraditional occupations. Many occupations that are “nontraditional” for women, such as in manufacturing, science, technology, and construction, require relatively little post-secondary training, yet can provide wages at self-sufficiency levels. Likewise, for both women and people of color, demand for workers in the “green economy” is growing.³⁶ Investing in NTO training programs and addressing barriers of access (including issues such as gender and race harassment, location/transportation issues, pre-training education requirements, and so forth) are essential. Opening up NTOs to a wider range of workers will both broaden the pool of skilled workers available to employers and create a more diverse workforce that is reflective of the community.³⁷

Increase Assets

Individual Development Accounts. A necessary aspect of long-term economic security is the accumulation of assets. For families with no savings, the slightest setback—an unexpected hospital bill or a reduction in work hours—can trigger a major financial crisis. In addition to the Emergency Savings Fund, Individual Development Account (IDA) programs are one way to enable asset building for low-wage workers. Managed by community-based organizations, IDAs are savings accounts to which families make regular contributions which are then matched by contributions from a public or private entity. The savings can only be used for certain objectives that enhance long-term economic security, such as the down payment for a house, payment for higher education, or start-up costs for a small business.

Universal Children's Savings Accounts. Universal children's savings accounts are evidence-based mechanisms that expand financial and educational opportunities through a prorated investment, based on family income, at birth. These investments give children the ability to financially prepare for college or home-ownership, depending on the type of savings. Research suggests that this savings mechanism could also dramatically reduce the wealth gap between young White and Black adults.³⁸

Increase Wages

As demonstrated in this report, in many cases even two adults working full-time must each earn well beyond the minimum wage to meet their family's basic needs. Raising wages can have a positive impact not only for workers, but also for employers by decreasing turnover, increasing work experience, and reducing training and recruitment costs.³⁹

Minimum Wage. One method to increase salaries of low-wage workers is to increase and index the minimum wage, thus providing a floor under wages for all workers, and ensuring that the minimum wage will continue to keep pace with inflation.

While the federal minimum wage has remained at \$7.25 an hour since 2009, 30 states plus Washington D.C. have passed higher minimum wages, with

18 indexing them as well.⁴⁰ In 2022, Washington D.C. has the highest minimum wage at \$16.10 per hour, followed by California at \$15.00 per hour (for employers with 26 employees or more).⁴¹

Local minimum wages are even higher, as nearly 50 city or counties having adopted higher minimum wages. In 2022, Emeryville, CA has adopted the highest to date at \$17.68 per hour.⁴² Oregon has a three-tiered minimum wage scale, including the Portland Metro area at \$14.75 per hour, the Standard minimum wage at \$13.50 per hour, and the non-urban region at \$12.50 per hour.⁴³ Note that some states have adopted “pre-emption” laws that limit local jurisdictions’ ability to enact minimum wage or benefit laws (such as paid sick leave) that are higher than the statewide rates.⁴⁴

Unionization. According to the Bureau of Labor Statistics and the U.S. Department of Labor, union representation of workers also leads to higher wages and better benefits.⁴⁵ This union “premium,” controlling for other factors is worth about 11% in increased wages. Black and Latinx union workers receive a larger union “premium” with Black workers receiving 14% more than their nonunionized peers and Latinx workers receiving 20% more than their nonunionized peers.⁴⁶ However, the percentage of workers represented nationally by unions over the past half century has decreased, so that currently only about 6% of private sector and 34% of public sector workers are union members.⁴⁷

Pay Equity and Anti-Discrimination Laws. Pay equity laws require employers to assess and compensate employees based on skills, effort, responsibility, and working conditions, and not based on the gender or race/ethnicity of the job's occupant.⁴⁴ While passing these laws is obviously essential, enforcement that takes into account the changing nature of workplaces and employer-employee relationships is a challenge that needs to be addressed, such as differential pay in the “gig” economy.

Benefits. Workplace policies such as paid sick days and paid family leave along with employer-sponsored health insurance and retirement, are key resources that support the stability and long-term health of workers.

How is the Self-Sufficiency Standard Used?

The Self-Sufficiency Standard is used to better understand issues of income adequacy, create and analyze policy, and help individuals striving to meet their basic needs. Community organizations, academic researchers, policy institutes, legal advocates, training providers, community action agencies, workforce development agencies, and state and local officials, among others are using the Standard. Below are some examples of ways that the Standard is being used. For more descriptions of the ways organizations apply the Self-Sufficiency Standard, please visit: www.selfsufficiencystandard.org/the-standard/using-the-standard.

Policy Analysis

The Self-Sufficiency Standard is used as a tool to analyze the impact of current and proposed policy changes. The Standard can be used to evaluate the impact of a variety of work supports (such as SNAP/ Food Stamp Program or Medicaid) or policy options (such as changes in child care co-payments, tax reform, or tax credits) on family budgets.

- The City of Portland's Bureau of Planning and Sustainability has integrated the Self-Sufficiency Standard into their core strategic metrics and Comprehensive Plan.
- Colorado Center on Law and Policy used the Colorado Self-Sufficiency Standard to determine the impact of affordable housing on family stability and upward mobility.
- In Pennsylvania, the Standard was used to model the impact of a state Earned Income Tax Credit on the ability of a family to reach self-sufficient wages.

Counseling Tool

The Self-Sufficiency Standard is used as a counseling tool to help participants in work and training programs choose jobs that pay adequate wages, access benefits, and develop strategies to become self-sufficient. Counseling tools allow users to evaluate possible wages, then compare information on available programs and work supports to their own costs and needs. Clients are empowered with information that allows them

to develop and test out their own strategies for achieving self-sufficient incomes.

- In Oregon, the [Prosperity Planner](#), a Self-Sufficiency Standard online counseling tool is used by WorkSource Center staff to determine training scholarship awards and support service needs of job seekers. It is also used as a financial counseling tool for job seekers.
- In Washington State, the online [Self-Sufficiency Calculator](#) is used by workforce councils as a counseling tool to help clients determine their income needs, choose education/training programs, and access benefits.

Evaluation Tool

The Self-Sufficiency Standard is used to evaluate outcomes for grantees of economic development and foundation programs. Such evaluations help redirect resources to approaches that result in improved outcomes and more efficient use of limited foundation and government funding.

- In California, the United Way of the Bay Area and Y&H Soda Foundation are evaluating the success of their grantees by how effectively they are able to move families toward self-sufficiency, as defined by the Self-Sufficiency Standard. These foundations understand that to be effective, job training and direct service programs need to know the actual costs that clients are facing, information that is provided by the Standard.
- The San Diego Women's Foundation focused their 2013-2014 grant cycle on proposals that would help families move to self-sufficiency. They defined their target population as families with incomes higher than the federal poverty guidelines but lower than the Standard for San Diego.

Benchmark for Wage-Setting

The Self-Sufficiency Standard is used as a guideline for wage setting. By determining the wages necessary to meet basic needs, the Standard provides information for setting wage standards. The Standard has been used in California,

Colorado, Connecticut, Hawaii, Illinois, New York, New Jersey, Nebraska, Oregon, South Dakota, Tennessee, Virginia, and Washington State to advocate for higher wages through living wage ordinances, minimum wage campaigns, and in negotiating labor union agreements.

- The Standard was used to design the unique Oregon statewide three-tiered minimum wage schedule, which raises the minimum wage (in steps, and then indexed) to three different levels, reflecting differentials in the cost of living as measured by the Standard in three regions of Oregon.
- In California, the American Federation of State, County, and Municipal Employees won a higher wage floor in contract negotiations after the Insight Center for Community Economic Development used the Standard to assess the degree to which University of California service workers' wages were below the Self-Sufficiency Standard.

Targeted Allocation of Resources

The Self-Sufficiency Standard is used by foundations for targeting grant investments that will increase economic security. Additionally, states use the Standard to target job training resources and demonstrate the payoff for investing in education and training. Using a targeted jobs strategy, the Standard helps to match job seekers with employment that pays Self-Sufficiency Wages.

- In California's Santa Clara County, the Standard was used in a sectoral employment intervention analysis that focused on the availability of nontraditional jobs, the geographical spread of those jobs, the availability of training resources, and wage rates. The analysis led to a curriculum and counselor training package that targeted transportation jobs and provided \$140,000 to the community college system to explore how to strengthen preparation for these jobs.
- The City of Tucson's Resiliency Fund used the Self-Sufficiency Standard for Pima County as the income eligibility threshold for grants to households who had not received any state or federal COVID-19 relief money.

Support Research

The Self-Sufficiency Standard is used in research as a definition of adequate income and for measuring the affordability of different costs such as housing and health care. The Standard 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.

- The Standard has been used along with data from the U.S. Census Bureau to estimate the number of families above and below the Standard, as well as by characteristics such as race, ethnicity, gender, family type, education, occupation, and employment. Reports are available on the Standard's website, www.selfsufficiencystandard.org entitled 'Overlooked and Undercounted.'
- The Connecticut Healthcare Affordability Index uses the Self-Sufficiency Standard to measure the impact of healthcare costs on a household's ability to afford all basic needs.

Community Indicator

The Self-Sufficiency Standard is used to evaluate outcomes for grantees of economic development and foundation programs. Such evaluations help redirect resources to approaches that result in improved outcomes and more efficient use of limited foundation and government funding.

- Metro, the regional government in Portland, is utilizing the Standard in the development of their Economic Value Atlas (EVA). The EVA serves as an analytical tool to better align policy and public investment to support growing businesses while also creating access to self-sufficient wage jobs.
- Kidsdata.org is a program of Population Reference Bureau that provides access to information about the health and well-being of children across California, including tracking family economic wellbeing using the Self-Sufficiency Standard.
- Rise Together Bay Area released a dashboard of data tables from their Promoting Family Economic Security Report to track progress on their coalition's goals.

PART 4

Beyond Self-Sufficiency

Saving for Emergencies

The Self-Sufficiency Standard approach to economic security consists of three elements: securing the costs of daily basic needs, creating an Emergency Savings Fund, and choosing the appropriate asset-building Economic Security Pathway(s). This section describes how Emergency Savings Fund goals are calculated, and how these amounts vary across Arizona and by family type.

Beyond meeting basic needs, the next step towards economic security is saving for emergencies. Emergency savings enable families to weather economic crises and are essential for achieving economic security. The Emergency Savings Fund calculations are for the most common emergency, that of job loss. These estimates assume that the minimum savings needed includes the cost of living expenses (using the Self-Sufficiency Standard) minus the amount of other resources available to meet those needs (primarily, unemployment insurance), for the length of time of the emergency. The estimates use the median time out of work (3.95 months) and the median tenure in current employment (three years). An additional amount is added to allow for the taxes on the additional earnings for the Emergency Savings Fund.

Of course, the specific amount of money families need to be able to maintain economic self-sufficiency varies depending on family composition and the local cost of living. **Table 6** illustrates the emergency savings amounts for three different family types in Santa Cruz and Coconino counties.

- In Coconino County a single adult needs to earn a minimum of \$2,869 per month working full time to be able to meet basic needs. To be prepared for the loss of a job, the single adult needs to earn an additional \$143 per month. The additional savings would allow this adult to meet their basic living costs when coupled with their earnings from unemployment insurance. A single adult in Santa Cruz County needs to earn \$1,946 per month to be self-sufficient and an additional \$95 per month to meet the emergency savings goal.
- One adult caring for a preschool-age child needs to earn \$4,909 per month in Coconino County or \$3,521 per month in Santa Cruz County to make ends meet. This parent would need to earn an additional \$411 per month in Coconino County and \$261 per month in Santa Cruz County to

How is the Emergency Savings Fund Calculated?

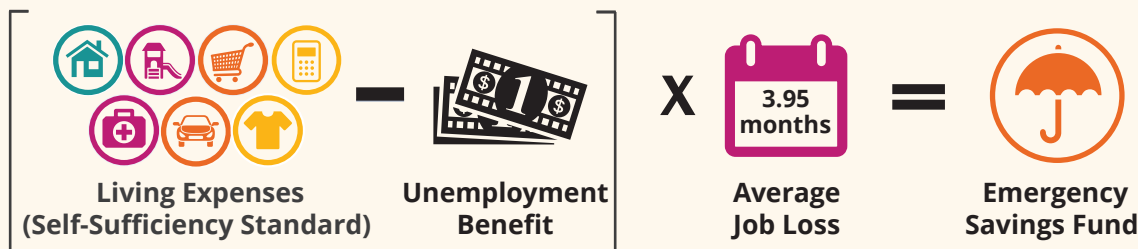


Table 6. The Self-Sufficiency Standard and Emergency Savings for Select Family Types
Coconino and Santa Cruz Counties, AZ 2022

	Coconino County			Santa Cruz County		
	1 Adult	1 Adult 1 Preschooler	2 Adults 1 Preschooler 1 School-age	1 Adult	1 Adult 1 Preschooler	2 Adults 1 Preschooler 1 School-age
Monthly Expenses						
Housing	\$1,166	\$1,474	\$1,474	\$643	\$846	\$846
Child Care	\$0	\$772	\$1,428	\$0	\$776	\$1,481
Food	\$314	\$463	\$917	\$244	\$359	\$712
Transportation	\$330	\$338	\$648	\$338	\$346	\$665
Health Care	\$244	\$719	\$833	\$181	\$480	\$595
Miscellaneous	\$324	\$495	\$693	\$259	\$400	\$592
Taxes (Net)	\$492	\$866	\$1,197	\$281	\$549	\$871
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	(\$16)	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$100)	\$0	(\$53)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$333)	\$0	(\$167)	(\$333)
Self-Sufficiency Wage						
Monthly	\$2,869	\$4,909	\$6,755	\$1,946	\$3,521	\$5,328
Emergency Savings Fund						
Living expenses (3.95 months)*	\$9,504	\$16,999	\$11,955	\$6,667	\$12,808	\$9,763
Tax on additional earnings	\$1,152	\$3,276	\$1,944	\$760	\$2,091	\$1,222
Subtotal	\$10,656	\$20,275	\$13,899	\$7,427	\$14,899	\$10,985
Unemployment Insurance Benefit	(\$5,495)	(\$5,495)	(\$5,495)	(\$4,010)	(\$5,495)	(\$5,490)
Total Savings Needed For Period of Unemployment	\$5,161	\$14,780	\$8,404	\$3,417	\$9,404	\$5,495
Additional Monthly Earnings Needed for Saving for Period of Unemployment (Assumes interest accrued)	\$143	\$411	\$233 (per adult)	\$95	\$261	\$153 (per adult)

* Living expenses for two adults assumes half of overall living expenses, assuming only one adult will be unemployed at a time.

maintain economic security in the event of a crisis. This amounts to an overall savings goal of \$14,795 over three years in Coconino County and \$9,404 over three years in Santa Cruz County. Notably, it can be hard to save for job loss if you are earning minimum wage and struggling to make ends meet. If this parent with one preschooler was working a minimum wage job (\$12.80 per hour), they would have to work 62.5 hours per week in Santa Cruz County to meet the Standard before accounting for emergency savings. With this added cost, they would have to work an additional 5.5 hours each week. In Coconino County, this single parent would need to work an additional 8.2 hours per week at minimum wage to cover the added cost of an emergency savings.

- For families with two adults, a preschooler, and a school-age child, it is assumed that only one adult is out of work at a given time, so the emergency savings goal needs to cover only half of the family's total living expenses for almost four months. Therefore, the monthly contribution to the savings account is less for the two-parent household with one preschooler and one school-age child than the one-adult household with one child. In Coconino County this household needs an additional \$233 per month in total earnings and in Santa Cruz County the adults need an additional \$153 per month to save for an average spell of unemployment for one worker.

Note that the Emergency Savings Fund assumes adults receive unemployment insurance if job loss occurs. Without unemployment insurance, the adults would need to save significantly more per month. Arizona also recently increased their weekly maximum benefit amount which allows families to earn slightly less each month while still saving for emergencies.

Once a family has secured income at the Self-Sufficiency Standard level and instituted their Emergency Savings Fund, the road to long-term economic security will be different for each household.

- For some, this might be additional savings to meet immediate costs (such as a car breakdown) or paying off debts.
- Others may invest in additional education or skill training to achieve higher wages and increased economic security, in the near term, or saving for retirement for later life security.
- For still others, income beyond that needed for the essentials may be devoted to securing alternative housing, enabling the family to move, thus leaving an abusive partner or a problematic living situation.

“While its an important step towards achieving economic security, saving for unexpected emergencies can be burdensome for struggling families. How does someone work toward saving for emergency funds when they are living off minimum wage and struggling to make ends meet.

- Women's Foundation Family Advisory Council

Conclusion

Arizona, along with the rest of the country, experienced rapid and substantial economic changes as a result of the COVID-19 pandemic. Many Arizona families struggle with costs that are rising faster than wages, year in and year out, with the gap steadily increasing.

Self-Sufficiency Standard research on the Great Recession suggests that families with high rates of income inadequacy and wage insecurity going into an economic downturn will be more acutely impacted by the COVID-19 pandemic-related economic shutdown and high levels of job loss. Moreover, single mothers, women, and people of color are disproportionately over-represented in groups that earn inadequate wages. When jobs are lost, people are forced to make difficult decisions, making people with low-incomes more vulnerable to the pandemic.

What the Self-Sufficiency Standard tells us is how much it takes for people to meet their basic needs “normally,” pre-pandemic, and thus acts as a baseline against which to measure the impact of the economic disruption and the effectiveness of mitigating policies and benefits. Although no one knows how long or hard this impact will be, this report highlights how difficult it is for far

too many families in Arizona to meet their basic needs, even before this crisis, without resorting to private strategies (such as doubling up) or public work supports (such as child care assistance). The pandemic-related economic shutdown exposed what the Self-Sufficiency Standard documents, which is that many of the jobs in Arizona’s economy leave too many families on the economic margins, a paycheck away from being unable to meet their basic needs, or worse.

The Self-Sufficiency Standard for Arizona 2022 defines the income needed to realistically support a family without public or private assistance. For most workers, the Standard shows that earnings above the official poverty measure are still far below what is needed to meet families’ basic needs. Although the Standard determines an adequate wage level without public benefits, it does not imply that public work supports are inappropriate or unnecessary for Arizona families. For workers with wages below the Standard, work supports for such necessities as child care, health care, and housing are critical to meeting basic needs, retaining jobs, and advancing in the workforce. By utilizing the Self-Sufficiency Standard, Arizona has the opportunity to lay the foundation to achieve a strong workforce and thriving communities.

For More Information About the Standard

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

For further information about the Standard, how it is calculated or used, or the findings reported here, as well as information about other states or localities, contact Annie Kucklick at akuckl@uw.edu or visit www.selfsufficiencystandard.org.

For more information on *The Self-Sufficiency Standard for Arizona 2022*, this publication, the Standard wage tables for Arizona, or to find out more about the Women’s Foundation for the State of Arizona, visit womensfoundation.org.

Endnotes

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APPENDIX A

Methodology, Assumptions, & Sources

Methodology and Data Sources for the Self-Sufficiency Standard

This appendix explains the methodology, assumptions, and sources used to calculate the Self-Sufficiency Standard. We begin with a discussion of our general approach, followed by the specifics of how each cost is calculated, ending with a list of data sources. Making the Standard as consistent and accurate as possible, yet varied by geography and the age of children, requires meeting several different criteria. To the extent possible, the data used in the Standard are:

- Collected or calculated using standardized or equivalent methodology nationwide
- Obtained from scholarly or credible sources such as the U.S. Census Bureau
- Updated regularly
- Geographically and age-specific (as appropriate)

Costs that vary substantially by place, such as housing and child care, are calculated at the most geographically specific level for which data are available. Other costs, such as health care, food, and transportation, are varied geographically to the extent 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, resulting in an improved Standard that is comparable across place as well as time.

The Self-Sufficiency Standard assumes adult household members work full time and therefore includes all major costs associated with employment for every adult household member (i.e., taxes, transportation, and child care for families with young children). The Standard assumes adults work eight hours per day for 22 days per month and 12 months per year.

The Self-Sufficiency Standard does not calculate costs for adults with disabilities or elderly household members who no longer work. It should be noted that for families with persons with disabilities or elderly family members there are costs that the Standard does not account for, such as increased transportation and health care costs.

Each cost component in the Standard is first calculated as a monthly cost. Hourly and annual Self-Sufficiency Wages are calculated based on the monthly Standard by dividing the monthly Self-Sufficiency Standard by 176 hours per month to obtain the hourly wage and multiplying by 12 months to obtain the annual wage.

The Self-Sufficiency Standard differentiates costs by the number of adults plus the number and age of children in a family. The four ages of children in the Standard are: (1) infants—0 to 2 years old (meaning 0 through 35 months), (2) preschoolers—3 to 5 years old, (3) school-age children—6 to 12 years old, and (4) teenagers—13 to 18 years old.

The 2022 edition of the Arizona Self-Sufficiency Standard is calculated for over 700 family types. The family types include all one, two, and three adult families with zero to six children and range from a single adult with no children, to one adult with one infant, one adult with one preschooler, and so forth, up to three-adult families with six teenagers. Additionally, Standards are calculated based on a weighted average cost per child for families with one, two, and three adults with seven to ten children and families with four to ten adults with zero to ten children.¹

All adults in one- and two-adult households are working full time. For households with more than two adults, it is assumed that all adults beyond two are non-working dependents of the first two working adults, as household composition analysis has shown that a substantial proportion of additional adults are under 25, often completing school, unemployed, or underemployed.² The main effect of this assumption is that the costs for these adults do not include transportation (but do include all other costs, such as food, housing, health care, and miscellaneous).

The cost components of *The Self-Sufficiency Standard for Arizona 2022* and the assumptions included in the calculations are described below.

Housing

The Standard uses the most recent Fiscal Year (FY) Fair Market Rents (FMRs), calculated annually by the U.S. Department of Housing and Urban Development (HUD), to calculate housing costs for each state's metropolitan and non-metropolitan areas and are used to determine the level of rent for those receiving housing assistance through the Housing Choice Voucher Program. Section 8(c)(1) of the United States Housing Act of 1937 (USHA) requires the Secretary to publish Fair Market Rents (FMRs) periodically, but not less than annually, to be effective on October 1 of each year. Housing costs in the Arizona Self-Sufficiency Standard are calculated using the FY 2022 HUD Fair Market Rents.

The FMRs are based on data from the 1-year and 5-year American Community Survey and are updated for inflation using the Consumer Price Index. The survey sample includes renters who have rented their unit within the last two years, excluding new housing (two years old or less), substandard housing, and public housing. FMRs, which include utilities (except telephone and cable), are intended to reflect the cost of housing that meets minimum standards of decency. In most cases, FMRs are set at the 40th percentile; meaning 40% of the housing in a given area is less expensive than the FMR.³

The FMRs are calculated for Metropolitan Statistical Areas (MSAs), HUD Metro FMR Areas (HMFAs), and non-metropolitan counties. The term MSA is used for all metropolitan areas. HUD calculates one set of FMRs for an entire metropolitan area. In Arizona there is one MSA with more than one county sharing the same FMR: Phoenix-Mesa-Scottsdale MSA (Maricopa and Pinal County). Because HUD only calculates one set of FMRs for each of these metropolitan areas, we used HUD's Small Area Fair Market Rents (SAFMR) to create county variation to adjust the metropolitan FMR. A Census zip code to county relationship file was used to weight SAFMR by county and by MSA.

To determine the number of bedrooms required for a family, the Standard assumes that parents and children do not share the same bedroom and no more than two children share a 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, families with three or four children require three bedrooms, and families with

five or six children require four bedrooms. Because there are few efficiencies (studio apartments) in some areas, and their quality is very uneven, the Self-Sufficiency Standard uses one-bedroom units for the single adult and childless couple.

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Child Care

The Family Support Act, in effect from 1988 until welfare reform in 1996, required states to provide child care assistance at market rate for low-income families in employment or education and training. States were also required to conduct cost surveys biannually to determine the market rate (defined as the 75th percentile) by facility type, age, and geographical location or set a statewide rate.⁴ The Child Care and Development Block Grant (CCDBG) Act of 2014 reaffirms that the 75th percentile is an important benchmark for gauging equal access. The CCDBG Act requires states to conduct a market rate survey every three years for setting payment rates. Thus, the Standard assumes child care costs at the 75th percentile, unless the state sets a higher definition of market rate.

Child care costs for the Arizona Standard have been calculated using 75th percentile data from the Arizona Department of Economic Security Child Care Market Rate Survey. The survey provided rates for six different cost districts. Rates are updated to June 2022 from April 2022, the data collection period, using the Consumer Price Index.

Infant and preschooler costs are calculated assuming full-time care, and costs for school-age children are calculated using part-time rates during the school year and full-time care during the summer. Costs were calculated based on a weighted average of family child care and center child care: 43% of infants are in family child care and 57% are in child care centers. These proportions are 26% and 74% respectively, for preschoolers, and 46% and 54% for school-age children.⁵ For Arizona, the rate for family child care was found by averaging the rates for small group homes and certified family homes.

Since one of the basic assumptions of the Standard is that it provides the cost of meeting needs without public or private subsidies, the “private subsidy” of free or low-cost child care provided by older children, relatives, and others is not assumed.

Data Sources

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Inflation. U.S. Department of Labor, Bureau of Labor Statistics, “Child care and nursery school in U.S. city average, all urban consumers, not seasonally adjusted,” CUUR0000SEEB03, <https://data.bls.gov/cgi-bin/srgate> (accessed July 1, 2022).

Food

Although the Supplemental Nutrition Assistance Program (SNAP, formerly the Food Stamp Program) uses the U.S. Department of Agriculture (USDA) Thrifty Food Plan to calculate benefits, the Standard uses the Low-Cost Food Plan for food costs. While both of these USDA diets were designed to meet minimum nutritional standards, SNAP (which is based on the Thrifty Food Plan) is intended to be only a temporary safety net.⁶

The Low-Cost Food Plan costs 25% more than the Thrifty Food Plan and is based on more realistic assumptions about food preparation time and

consumption patterns, while still being a very conservative estimate of food costs. Neither food plan allows for any take-out, fast-food, or restaurant meals, even though, according to the Consumer Expenditure Survey, the average American family spends about 32% of their food budget on food prepared away from home, which was down significantly in 2020, when the survey was published, due to limitations of eating out during the COVID pandemic.⁷ Food costs in the Standard, effectively, cover groceries only.

The USDA Low-Cost Food Plan costs vary by month and the USDA does not give an annual average food cost. The Standard follows the SNAP protocol of using June data of the current year to represent the annual average. Hence, the Standard for 2022 uses data from June 2021 updated for inflation.

Both the Low-Cost Food Plan and the Standard’s budget calculations vary food costs by the number and ages of children and the number and gender of adults. The Standard assumes that the cost of food for all numbers of adults is the average between the male and female cost as designated by the USDA Low-Cost Food Plan.

Geographic differences in food costs within Arizona are varied using *Map the Meal Gap* data provided by Feeding America. To establish a relative price index that allows for comparability between counties, Nielsen assigns every sale of UPC-coded food items in a county to one of the 26 food categories in the USDA Thrifty Food Plan (TFP). The cost to purchase a market basket of these 26 categories is then calculated for each county. Because not all stores are sampled, this could result in an inaccurate representation of the cost of food in low-population counties. For this reason, counties with a population less than 20,000 have their costs imputed by averaging them with those of the surrounding counties.⁸

A county index is calculated by comparing the county market basket price to the national average cost of food. The county index is applied to the Low-Cost Food Plan to vary food costs geographically. For the 2022 Standard, due to the pervasive increase in food costs nationwide in late 2021 and early 2022, the researchers for the Standard added a food cost control which prevents the cost of food from decreasing in any given county.⁹

Data Sources

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, June 2021,” <https://fns-prod.azureedge.net/sites/default/files/media/file/CostofFoodJun2021LowModLib.pdf> (accessed November 11, 2021).

County Index. Gunderson, C., Strayer, M., Dewey, A., Hake, M., & Engelhard, E. Map the Meal Gap 2021: An Analysis of County and Congressional District Food Insecurity and County Food Cost in the United States in 2019. Feeding America, 2021, received from research@feedingamerica.org (accessed December 14, 2021).

Transportation

Public 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 to commute to work. According to a study by the Institute of Urban and Regional Development, University of California, if about 7% of the general public uses public transportation, then approximately 30% of the low- and moderate-income population use public transit.¹⁰ The Standard assumes private transportation (a car) in counties where less than 7% of workers commute by public transportation and in counties where rates over 7% are due to special circumstances, such as resort-focused areas where workers are bussed in due to limited parking.

For Arizona, the Standard uses the 2015-2019 American Community Survey 5-Year Estimates to calculate the percentage of the county population that commutes by public transportation. Arizona does not have any counties that utilize public transportation at a rate greater than 7%, so only private transportation costs were assumed in the calculation of the 2022 Standard.¹¹

Private Transportation. For private transportation, the Standard assumes that adults need a car to get to work. Private transportation costs are based on the average costs of owning and operating a car. One car is assumed for households with one adult and two cars are assumed for households with two adults. It is understood that the car(s) will be used for commuting five days per week, plus one trip per week for shopping and errands. 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.

Per-mile driving costs (e.g., gas, oil, tires, and maintenance) are from the American Automobile Association. The commuting distance is computed from the 2017 National Household Travel Survey (NHTS).

Regional variation in the cost of auto insurance for the Arizona Standard is calculated using rates gleaned from data collected for each county from TheZebra.com.

The fixed costs of car ownership such as fire, theft, property damage and liability insurance, license, registration, taxes, repairs, monthly payments, and finance charges are also included in the cost of private transportation for the Standard. However, the initial cost of purchasing a car is not. Fixed costs are from the 2020 Consumer Expenditure Survey data for families with incomes between the 20th and 40th percentile living in the Census West region of the United States. Auto insurance premiums and fixed auto costs are adjusted for inflation using the most recent and area-specific Consumer Price Index.

The average expenditure for auto insurance in Arizona was \$82.59 per month in 2019 based on data from the National Association of Insurance Commissioners (NAIC). The average commute is 25.3 miles.

Data Sources

Public Transportation Use. U.S. Census Bureau, “Table B08101: Means of Transportation to Work,” 2015- 2019 American Community Survey 5-year estimates, Detailed Tables, <https://www.census.gov/programs-surveys/acs/technical-documentation/table-and-geographychanges/2019/5-year.html> (accessed September 15, 2021).

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Fixed Auto Costs. Calculated and adjusted for regional inflation using Bureau of Labor Statistics data query for the Consumer Expenditure Survey. U.S. Department of Labor, Bureau of Labor Statistics, “Other Vehicle expenses,” Consumer expenditure Survey 2020, <https://data.bls.gov/cgi-bin/srgate> (accessed November 11, 2021).

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County Index. Personal Communication, Nicole Beck, [TheZebra.com](https://www.thezebra.com), December 3, 2021.

Health Care

The Standard assumes that an integral part of a Self-Sufficiency Wage is employer-sponsored health insurance for workers and their families. Nationally, the employer pays 78% of the insurance premium for the employee and 66% of the insurance premium for the family.¹²

Health care premiums are obtained from the Medical Expenditure Panel Survey (MEPS), Insurance Component produced by the Agency for Healthcare Research and Quality, Center for

Financing, Access, and Cost Trends. The MEPS health insurance premiums are the statewide average employee-contribution paid by a state’s residents for a single adult and for a family. The premium costs are then adjusted for inflation using the Medical Care Services Consumer Price Index.¹³

As a result of the Affordable Care Act, companies can only set rates based on established rating areas. In Arizona, there are seven rating areas based on county groupings.¹⁴ To vary the state premium by the Arizona rating areas, the Standard uses rates for the second lowest cost Silver plan (excluding HSAs) available through the federal marketplace. The state-level MEPS average premium is adjusted with the index created from the county-specific premium rates.

Health care costs also include out-of-pocket costs calculated for adults, infants, preschoolers, school-age children, and teenagers. Data for out-of-pocket health care costs (by age) are also obtained from the MEPS, adjusted by Census region using the MEPS Household Component Analytical Tool, and adjusted for inflation using the Medical Care Consumer Price Index.

Although the Standard assumes employer-sponsored health coverage, not all workers have access to affordable health insurance coverage through employers. Those who do not have access to affordable health insurance through their employers, and who are not eligible for the expanded Medicaid program, must purchase their own coverage individually or through the federal marketplace.

Data Sources

Premiums. U.S. Department of Health and Human Services, Agency for Healthcare Research and Quality, Center for Financing, Access, and Cost Trends, “2020 Medical Expenditure Panel Survey-Insurance Component: Tables II.C.2 and II.D.2: Average Total Employee Contribution (in Dollars) per Enrolled Employee for Single Coverage at Private-Sector Establishments that Offer Health Insurance by Firm Size and State, United States, 2020,” Medical Expenditure Panel Survey-Insurance Component, https://meps.ahrq.gov/data_stats/summ_tables/insr/state/series_2/2020/tiic2.htm (accessed November 5, 2021).

Out-of-Pocket Costs. U.S. Department of Health and Human Services, Agency for Healthcare Research and Quality, Center for Financing, Access, and Cost Trends, MEPS HC-216, 2019 Full Year Consolidated Data File,” August 2021, https://meps.ahrq.gov/mepsweb/data_stats/download_data_files_detail.jsp?choPufNumber=HC-216 (accessed December 14, 2021).

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Miscellaneous

This expense category consists of all other essentials including clothing, shoes, paper products, diapers, nonprescription medicines, cleaning products, household items, personal hygiene items, and telephone service.

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% and account for other costs such as recreation, entertainment, savings, or debt repayment.¹⁵

Broadband And Cell Phone

Broadband. The Standard utilizes the annual Federal Communications Commission (FCC) Urban Rate Survey Data to calculate a monthly broadband cost. In order to calculate an average that represents minimally adequate broadband service for families, the Standard assumes a download bandwidth range of 12 - 100 Mbps and creates an average monthly cost from the total monthly charges from the range of internet service providers (ISP) in the surveyed area.¹⁶ Recognizing that families need to pay for equipment in order to establish connectivity in a household, the Standard also adds a monthly fee that includes the cost of a modem and router.

Cell Phone. The Standard assumes that each adult in a household needs access to a cell phone with up to 5 GB of data per month. Averaging the cost per gigabyte with nine United States cell phone plans having widespread coverage, the Standard assumes an average monthly service cost of \$24.52.¹⁷ Assuming that an adult will also need to purchase a cell phone, Standard researchers found the average cost for five smartphones and then divided that total average cost by two years of monthly payments which is the typical amount of time that service providers finance cell phones. Local fees and taxes were added onto the monthly service fee charge and local sales tax was added to the cost of the phone.

Data Sources

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Federal Communications Commission. Federal Communications Commission, “Household Broadband Guide,” <https://www.fcc.gov/consumers/guides/household-broadband-guide> (accessed August 20, 2021).

Wireless Taxes. Mackey, S. and Boesen, U. “Wireless Tax Burden Remains High due to Federal Surcharge Increase,” <https://taxfoundation.org/wireless-taxes-cell-phone-tax-rates-by-state-2020/> (accessed August 21, 2021).

Federal Taxes

Federal taxes calculated in the Standard include income tax and payroll taxes. The first two adults in a family are assumed to be a married couple and taxes are calculated for the whole household together (i.e., as a family), with additional adults counted as adult dependents.

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. Taxes on gasoline and automobiles are included in the calculated cost of owning and running a car.

The Standard includes federal tax credits (the Earned Income Tax Credit, the Child Care Tax Credit, and the Child Tax Credit) and applicable state tax credits. Tax credits are shown as received monthly in the Standard.

The Earned Income Tax Credit (EITC), or as it is also 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, meaning working adults may receive the tax credit whether or not they owe any federal taxes.

The Child Care Tax Credit (CCTC), also known as the Child and Dependent Care Tax Credit, is a federal 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; that is, a family may only receive the CCTC as a credit against federal income taxes owed. Families who owe little or something in federal income taxes will receive little or no CCTC. Up to \$3,000 in child care costs are deductible for one qualifying child and up to \$6,000 for two or more qualifying children.

The Child Tax Credit (CTC) is like the EITC in that it is a refundable federal tax credit. Since 2018, the CTC provides parents with a nonrefundable credit up to \$2,000 per child under 17 (with up to \$1,400 refundable). For the Standard, the CTC is shown as being received monthly.¹⁸

Data Sources

Federal Tax Updates (2022). Internal Revenue Service, Revenue Procedure 2021-45, <https://www.irs.gov/pub/irs-drop/rp-21-45.pdf> (accessed December 1, 2021).

Federal Income Tax. Internal Revenue Service, “1040 Instructions,” <https://www.irs.gov/pub/irs-pdf/i1040gi.pdf> (accessed December 21, 2021).

Federal Child Tax Credit. Internal Revenue Service, “Publication 972. Child Tax Credit,” <https://www.irs.gov/pub/irs-pdf/p972.pdf> (accessed January 11, 2021).

Federal Earned Income Tax Credit. Internal Revenue Service, “Publication 596. Earned Income Credit,” <https://www.irs.gov/pub/irs-pdf/p596.pdf> (accessed January 10, 2022).

State Taxes

State taxes calculated in the Standard include income tax, payroll taxes, and state and local sales tax where applicable.

If the state has an EITC, child tax credit, child care tax credit, or similar family or low-income credit, it is included in the tax calculations. Renter’s credits and other tax credits that would be applicable to the population as a whole are included as well.

Data Sources

State Income Tax. State of Arizona, Department of Revenue, “Arizona Form 140: Resident Personal Income Tax Booklet,” <https://azdor.gov/file/12173/download?token=aErrumSx> (accessed January 19, 2022).

Sales Tax. Tax Foundation, Janelle Cammenga, “State and Local Sales Tax Rates, Midyear 2021,” <https://taxfoundation.org/publications/state-and-local-sales-tax-rates> (accessed November 5, 2021).

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Emergency Savings Fund

The Self-Sufficiency Standards are basic needs, no-frills budgets created for all family types in each county or town in a given state. As such, the Standard does not allow for anything extra beyond daily needs, such as saving for retirement, education expenses, or emergencies. Of course, without question families need more resources if they are to maintain economic security and be able to weather any unexpected income loss. Therefore, the Self-Sufficiency Standard now includes the calculation of the most universal of economic security needs after basic needs are met at the Self-Sufficiency Standard level—that of savings for emergencies.

The emergency savings amount is calculated to make up for the earnings of one adult becoming unemployed over the average job loss period, less the amount expected to be received in unemployment benefits. In two-adult households, it is assumed that the second adult continues to be employed, so that the savings only need to cover half of the family's basic living expenses over the job loss period.

To determine the amount of resources needed, this estimate uses the average period of unemployment and assumes that the minimal cost of basic needs that must be met will stay the same, i.e., the family's Self-Sufficiency Standard. Since the monthly emergency savings contribution requires additional earnings, the estimate includes the calculation of taxes and tax credits of current earnings (at the Self-Sufficiency Standard level). Savings are assumed to have accumulated based on average savings account interest rates.

The emergency savings calculation is based on all current expenses in the Self-Sufficiency Standard.¹⁹ The adult may not be commuting to work five days a week; however, the overall transportation expenses may not change significantly. A weekly shopping trip is still a necessity, as is driving young children to child care. Actively seeking employment requires being available for job interviews, attending job fairs, and engaging in networking opportunities, in addition to the time spent looking for and applying for positions. Therefore, saving enough to cover the cost of continuing child care if unemployed is important for supporting active job seeking as well

as the benefit of keeping children in their normal routine during a time of crisis.

In addition to the income needed to cover the costs of housing, food, child care and transportation, families need health insurance. The Standard assumes that adults work full time and in jobs that provide employer-sponsored health insurance. In households with two adults, it is assumed that if one adult loses employment the spouse's health insurance will provide coverage for the entire family at no additional cost. In a one-adult household, it is assumed coverage will be provided through the state-operated Affordable Insurance Exchanges under the Patient Protection and Affordable Care Act, at approximately the same cost as when employed.²⁰ In some cases, children, or the whole family, may be covered under state Medicaid or the Children Health Insurance Program, depending upon income, resources, and eligibility requirements in effect at the time, which would decrease health care costs below these estimates.²¹

Data Sources

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Unemployment Insurance. "A Guide to Arizona Benefits," Department of Economic Security, State of Arizona, UIB-1240A (1-12). <https://des.az.gov/sites/default/files/legacy/dl/UIB-1240A.pdf?time=1640023978704>. (accessed January 4, 2022).

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ENDNOTES FOR APPENDIX A

1. The Standard was originally designed to provide calculations for 70 family configurations, which includes all one- and two-adult families with zero to three children (in four different age groups).
2. Diana Pearce and Rachel Cassidy, “Overlooked and Undercounted: A New Perspective on the Struggle to Make Ends Meet in California,” Seattle: University of Washington (2003), <http://www.insightcced.org/past-archives/publication-registration/registration-page-summary-of-highlights-overlooked-undercounted-a-perspective-on-the-struggle-to-make-ends-meet-in-california/> (accessed July 28, 2016).
3. U.S. Department of Housing and Urban Development, “Fair Market Rents for the Housing Choice Voucher Program, Moderate Rehabilitation Single Room Occupancy Program, and Other Programs Fiscal Year 2022,” 84 FR 45789 (August 30, 2021), <https://www.federalregister.gov/documents/2019/08/30/2019-18608/fair-market-rents-for-the-housing-choice-voucher-program-moderate-rehabilitation-single-room> (accessed July 12, 2022).
4. U.S. Government Printing Office, “Section 9. Child Care,” 108th Congress 2004 House Ways and Means Committee Green Book, <http://www.gpo.gov/fdsys/pkg/GPO-CPRT-108WPRT108-6/pdf/GPO-CPRT-108WPRT108-6-2-9.pdf> (accessed June 7, 2014).
5. U.S. Census Bureau, Survey of Income and Program Participation (SIPP), 2008 Panel, Wave 8. “Who’s Minding the Kids? Child Care Arrangements: Spring 2011,” <https://www.census.gov/prod/2013pubs/p70-135.pdf> (accessed July 19, 2019).
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9. United States Department of Agriculture, “Summary Findings, Food Price Outlook, 2022,” Economic Research Service, <https://www.ers.usda.gov/data-products/food-price-outlook/summary-findings> (accessed January 21, 2022).
10. Chris Porter and Elizabeth Deakin, Socioeconomic and Journey-to-Work Data: A Compendium for the 35 Largest U.S. Metropolitan Areas (Berkeley: Institute of Urban and Regional Development, University of California, 1995).
11. U.S. Census Bureau, “Table B08101: Means of Transportation to Work,” 2015- 2019 American Community Survey 5-year estimates, Detailed Tables, <https://www.census.gov/programssurveys/acs/technical-documentation/table-and-geography-changes/2019/5-year.html> (accessed September 15, 2021).
12. Bureau of Labor Statistics, “Employee Benefits in the United States - March 2021,” <https://www.bls.gov/news.release/pdf/ebs2.pdf> (accessed February 1, 2022).
13. U.S. Department of Health and Human Services, Agency for Healthcare Research and Quality, Center for Financing, Access, and Cost Trends, “Tables II.C.2 and II.D.2: Average Total Employee Contribution (in Dollars) per Enrolled Employee for Single/Family Coverage at Private-Sector Establishments that Offer Health Insurance

by Firm Size and State, United States, 2020,” Medical Expenditure Panel Survey Insurance Component, http://meps.ahrq.gov/mepsweb/data_stats/quick_tables.jsp (accessed September 28, 2021).

14. Centers for Medicare & Medicaid Services, “Arizona Geographic Rating Areas: Including State Specific Geographic Divisions,” <https://www.cms.gov/CCIIO/Programs-and-Initiatives/Health-Insurance-Market-Reforms/az-gra> (accessed July 5, 2022).

15. Constance F. Citro and Robert T. Michael, eds., *Measuring Poverty: A New Approach* (Washington, DC: National Academy Press, 1995), https://www.bls.gov/pir/spm/nasrpt_ack.pdf (accessed June 7, 2014).

16. The FCC recommends at least medium connectivity (12 - 25 Mbps) for moderate broadband use with two or more users at a time (see <https://www.fcc.gov/consumers/guides/household-broadband-guide>) (accessed May 10, 2021).

17. The Standard found the monthly cost for a 4 - 6 GB plan for U.S. Mobile, Tello, T-Mobile, Ting, AT&T Prepaid, Affinity Cellular, Verizon, Mint Mobile and UltraMobile and then created an average price per GB and multiplied that by 5 in order to come up with an average plan cost for 5 GB.

18. In 2021, the American Rescue Plan Act (ARPA) temporarily changed the Child Tax Credit (CTC) and Child and Dependent Tax Credit (CDCTC). The CTC increased to \$3,600 per child under six

and \$3,000 per child six years and older and was fully refundable. The CDCTC increased from a maximum non-refundable benefit of \$1,050 for one child or \$2,100 for two or more children to a maximum refundable benefit of \$4,000 for one child or \$8,000 for two or more children. Because these temporary provisions were not extended, the 2022 federal taxes reflected in the Standard reverted to the previous legislation as stated in this section.

19. This amount excludes taxes and tax credits (which are in the Standard), as the family would be living on savings, on which taxes and tax credits have already been paid when earned, as described above.

20. Affordable Insurance Exchanges are required as of 2014, and health insurance tax credits are available to offset monthly premium costs for those enrolled in the Exchanges with income up to 400% FPL. Centers for Medicare & Medicaid Services, Fact Sheets, “Affordable Insurance Exchanges: Seamless Access to Affordable Coverage,” <https://www.cms.gov/newsroom/fact-sheets/affordable-insurance-exchanges-simpleseamless-and-affordable-coverage> (accessed July 23, 2014).

21. Centers for Medicare & Medicaid Services, “State Medicaid and CHIP Income Eligibility Standards,” <https://www.medicaid.gov/medicaid-program-information/medicaid-and-chip-eligibility-levels/index.html> (accessed June 25, 2021).

APPENDIX B

The Self-Sufficiency Standard for Select Family Types in Arizona

This report and an Excel file of all 700+ family types can be downloaded at
www.selfsufficiencystandard.org/Arizona

The Emergency Savings Fund is a monthly addition separate from the Self-Sufficiency Standard.

Table 1. The Self-Sufficiency Standard for Apache County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$653	\$854	\$854	\$854	\$854
Child Care	\$0	\$854	\$772	\$1,626	\$1,428
Food	\$303	\$438	\$446	\$579	\$664
Transportation	\$344	\$352	\$352	\$352	\$352
Health Care	\$217	\$620	\$616	\$637	\$651
Miscellaneous	\$271	\$431	\$423	\$524	\$514
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$152	\$312	\$304	\$405	\$395
Taxes	\$317	\$656	\$630	\$886	\$853
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$11.96	\$22.67	\$22.03	\$28.55	\$27.74
Monthly	\$2,105	\$3,989	\$3,877	\$5,025	\$4,883
Annual	\$25,255	\$47,871	\$46,522	\$60,302	\$58,590
Emergency Savings Fund	\$101	\$310	\$297	\$455	\$439

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$854	\$1,121	\$854	\$854	\$1,121
Child Care	\$656	\$2,282	\$1,626	\$1,428	\$1,428
Food	\$765	\$778	\$804	\$885	\$1,078
Transportation	\$352	\$352	\$677	\$677	\$677
Health Care	\$698	\$672	\$717	\$730	\$794
Miscellaneous	\$451	\$639	\$630	\$620	\$672
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$333	\$521	\$468	\$457	\$510
Taxes	\$676	\$1,233	\$994	\$960	\$1,072
Earned Income Tax Credit (-)	(\$26)	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$22.69	\$36.81	\$16.67	\$16.25	\$17.73
Monthly	\$3,994	\$6,478	\$5,869	\$5,721	\$6,243
Annual	\$47,927	\$77,736	\$70,428	\$68,648	\$74,910
Emergency Savings Fund	\$342	\$738	\$182	\$174	\$217

Table 2. The Self-Sufficiency Standard for Cochise County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$690	\$907	\$907	\$907	\$907
Child Care	\$0	\$856	\$776	\$1,632	\$1,481
Food	\$283	\$409	\$416	\$540	\$619
Transportation	\$323	\$331	\$331	\$331	\$331
Health Care	\$225	\$650	\$645	\$667	\$680
Miscellaneous	\$271	\$434	\$426	\$527	\$521
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$152	\$315	\$308	\$408	\$402
Taxes	\$318	\$667	\$642	\$895	\$876
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$11.98	\$22.94	\$22.31	\$28.78	\$28.30
Monthly	\$2,108	\$4,037	\$3,927	\$5,066	\$4,982
Annual	\$25,301	\$48,443	\$47,122	\$60,786	\$59,780
Emergency Savings Fund	\$101	\$315	\$303	\$459	\$450

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$907	\$1,288	\$907	\$907	\$1,288
Child Care	\$705	\$2,337	\$1,632	\$1,481	\$1,481
Food	\$714	\$726	\$750	\$825	\$1,006
Transportation	\$331	\$331	\$633	\$633	\$633
Health Care	\$727	\$702	\$746	\$760	\$824
Miscellaneous	\$457	\$657	\$630	\$623	\$686
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$338	\$538	\$467	\$461	\$523
Taxes	\$678	\$1,331	\$991	\$971	\$1,116
Earned Income Tax Credit (-)	(\$8)	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$23.17	\$38.48	\$16.64	\$16.39	\$18.28
Monthly	\$4,077	\$6,772	\$5,857	\$5,768	\$6,434
Annual	\$48,926	\$81,269	\$70,282	\$69,211	\$77,202
Emergency Savings Fund	\$351	\$770	\$181	\$176	\$227

Table 3. The Self-Sufficiency Standard for Coconino County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$1,166	\$1,474	\$1,474	\$1,474	\$1,474
Child Care	\$0	\$854	\$772	\$1,626	\$1,428
Food	\$314	\$454	\$463	\$600	\$688
Transportation	\$330	\$338	\$338	\$338	\$338
Health Care	\$244	\$723	\$719	\$740	\$754
Miscellaneous	\$324	\$503	\$495	\$597	\$587
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$205	\$384	\$376	\$478	\$468
Taxes	\$492	\$892	\$866	\$1,123	\$1,092
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$16.30	\$28.53	\$27.89	\$34.46	\$33.67
Monthly	\$2,869	\$5,021	\$4,909	\$6,065	\$5,926
Annual	\$34,432	\$60,257	\$58,913	\$72,776	\$71,117
Emergency Savings Fund	\$143	\$423	\$411	\$660	\$643

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$1,474	\$1,868	\$1,474	\$1,474	\$1,868
Child Care	\$656	\$2,282	\$1,626	\$1,428	\$1,428
Food	\$793	\$807	\$833	\$917	\$1,117
Transportation	\$338	\$338	\$648	\$648	\$648
Health Care	\$800	\$775	\$820	\$833	\$897
Miscellaneous	\$525	\$726	\$703	\$693	\$758
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$406	\$607	\$540	\$530	\$596
Taxes	\$890	\$1,711	\$1,231	\$1,197	\$1,359
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$28.65	\$44.92	\$19.61	\$19.19	\$21.24
Monthly	\$5,043	\$7,906	\$6,901	\$6,755	\$7,475
Annual	\$60,517	\$94,876	\$82,812	\$81,065	\$89,705
Emergency Savings Fund	\$457	\$916	\$241	\$233	\$285

Table 4. The Self-Sufficiency Standard for Gila County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$785	\$1,033	\$1,033	\$1,033	\$1,033
Child Care	\$0	\$919	\$821	\$1,740	\$1,499
Food	\$295	\$428	\$435	\$565	\$648
Transportation	\$328	\$336	\$336	\$336	\$336
Health Care	\$200	\$557	\$552	\$574	\$587
Miscellaneous	\$280	\$446	\$437	\$544	\$529
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$161	\$327	\$318	\$425	\$410
Taxes	\$347	\$706	\$675	\$951	\$904
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$12.70	\$23.91	\$23.14	\$30.16	\$28.99
Monthly	\$2,235	\$4,208	\$4,072	\$5,308	\$5,103
Annual	\$26,819	\$50,491	\$48,865	\$63,698	\$61,231
Emergency Savings Fund	\$105	\$334	\$319	\$503	\$464

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$1,033	\$1,416	\$1,033	\$1,033	\$1,416
Child Care	\$679	\$2,418	\$1,740	\$1,499	\$1,499
Food	\$747	\$759	\$784	\$863	\$1,052
Transportation	\$336	\$336	\$644	\$644	\$644
Health Care	\$634	\$609	\$653	\$667	\$731
Miscellaneous	\$462	\$673	\$648	\$633	\$697
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$343	\$554	\$485	\$471	\$534
Taxes	\$684	\$1,417	\$1,052	\$1,003	\$1,152
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$23.53	\$39.93	\$17.39	\$16.79	\$18.72
Monthly	\$4,141	\$7,028	\$6,121	\$5,910	\$6,590
Annual	\$49,690	\$84,334	\$73,451	\$70,917	\$79,083
Emergency Savings Fund	\$358	\$798	\$197	\$184	\$236

Table 5. The Self-Sufficiency Standard for Graham County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$824	\$957	\$957	\$957	\$957
Child Care	\$0	\$856	\$776	\$1,632	\$1,481
Food	\$280	\$405	\$412	\$535	\$613
Transportation	\$322	\$330	\$330	\$330	\$330
Health Care	\$225	\$650	\$645	\$667	\$680
Miscellaneous	\$284	\$439	\$431	\$531	\$525
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$165	\$320	\$312	\$412	\$406
Taxes	\$360	\$682	\$656	\$909	\$890
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$13.04	\$23.30	\$22.68	\$29.14	\$28.65
Monthly	\$2,294	\$4,101	\$3,991	\$5,128	\$5,043
Annual	\$27,530	\$49,215	\$47,892	\$61,535	\$60,516
Emergency Savings Fund	\$107	\$322	\$310	\$466	\$457

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$957	\$1,359	\$957	\$957	\$1,359
Child Care	\$705	\$2,337	\$1,632	\$1,481	\$1,481
Food	\$707	\$719	\$743	\$817	\$996
Transportation	\$330	\$330	\$632	\$632	\$632
Health Care	\$727	\$702	\$746	\$760	\$824
Miscellaneous	\$461	\$664	\$634	\$627	\$692
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$343	\$545	\$471	\$465	\$529
Taxes	\$683	\$1,366	\$1,005	\$984	\$1,135
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$23.51	\$39.07	\$16.80	\$16.55	\$18.52
Monthly	\$4,137	\$6,877	\$5,915	\$5,825	\$6,518
Annual	\$49,646	\$82,519	\$70,981	\$69,898	\$78,217
Emergency Savings Fund	\$358	\$782	\$184	\$180	\$232

Table 6. The Self-Sufficiency Standard for Greenlee County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$752	\$857	\$857	\$857	\$857
Child Care	\$0	\$856	\$776	\$1,632	\$1,481
Food	\$290	\$420	\$427	\$555	\$635
Transportation	\$327	\$335	\$335	\$335	\$335
Health Care	\$225	\$650	\$645	\$667	\$680
Miscellaneous	\$278	\$431	\$423	\$523	\$518
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$159	\$312	\$304	\$405	\$399
Taxes	\$342	\$655	\$630	\$885	\$866
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$12.57	\$22.65	\$22.03	\$28.52	\$28.06
Monthly	\$2,213	\$3,987	\$3,877	\$5,020	\$4,939
Annual	\$26,556	\$47,839	\$46,521	\$60,240	\$59,269
Emergency Savings Fund	\$104	\$309	\$297	\$454	\$446

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$857	\$1,069	\$857	\$857	\$1,069
Child Care	\$705	\$2,337	\$1,632	\$1,481	\$1,481
Food	\$733	\$745	\$770	\$847	\$1,032
Transportation	\$335	\$335	\$641	\$641	\$641
Health Care	\$727	\$702	\$746	\$760	\$824
Miscellaneous	\$454	\$638	\$627	\$621	\$667
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$336	\$519	\$465	\$459	\$505
Taxes	\$677	\$1,223	\$984	\$964	\$1,056
Earned Income Tax Credit (-)	(\$17)	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$22.94	\$36.64	\$16.55	\$16.30	\$17.53
Monthly	\$4,038	\$6,448	\$5,825	\$5,738	\$6,170
Annual	\$48,458	\$77,377	\$69,898	\$68,861	\$74,041
Emergency Savings Fund	\$347	\$735	\$180	\$175	\$213

Table 7. The Self-Sufficiency Standard for La Paz County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$808	\$1,063	\$1,063	\$1,063	\$1,063
Child Care	\$0	\$814	\$741	\$1,554	\$1,347
Food	\$292	\$422	\$430	\$558	\$640
Transportation	\$331	\$339	\$339	\$339	\$339
Health Care	\$218	\$627	\$622	\$644	\$658
Miscellaneous	\$284	\$445	\$438	\$535	\$523
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$165	\$326	\$319	\$416	\$405
Taxes	\$360	\$703	\$681	\$922	\$885
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$13.03	\$23.85	\$23.28	\$29.44	\$28.53
Monthly	\$2,293	\$4,197	\$4,097	\$5,181	\$5,022
Annual	\$27,516	\$50,363	\$49,168	\$62,173	\$60,259
Emergency Savings Fund	\$107	\$332	\$322	\$472	\$455

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$1,063	\$1,446	\$1,063	\$1,063	\$1,446
Child Care	\$607	\$2,161	\$1,554	\$1,347	\$1,347
Food	\$737	\$750	\$775	\$852	\$1,038
Transportation	\$339	\$339	\$650	\$650	\$650
Health Care	\$704	\$679	\$724	\$737	\$801
Miscellaneous	\$464	\$656	\$639	\$628	\$691
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$345	\$537	\$477	\$465	\$528
Taxes	\$691	\$1,326	\$1,023	\$985	\$1,133
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$23.71	\$38.39	\$17.03	\$16.56	\$18.48
Monthly	\$4,172	\$6,757	\$5,994	\$5,829	\$6,506
Annual	\$50,065	\$81,089	\$71,928	\$69,948	\$78,073
Emergency Savings Fund	\$361	\$769	\$189	\$180	\$231

Table 8. The Self-Sufficiency Standard for Maricopa County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$1,100	\$1,321	\$1,321	\$1,321	\$1,321
Child Care	\$0	\$1,085	\$949	\$2,034	\$1,619
Food	\$300	\$434	\$442	\$574	\$658
Transportation	\$346	\$354	\$354	\$354	\$354
Health Care	\$207	\$585	\$581	\$602	\$616
Miscellaneous	\$314	\$497	\$484	\$607	\$576
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$195	\$378	\$365	\$489	\$457
Taxes	\$459	\$871	\$828	\$1,158	\$1,055
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$15.49	\$28.01	\$26.94	\$35.33	\$32.75
Monthly	\$2,727	\$4,930	\$4,742	\$6,217	\$5,765
Annual	\$32,723	\$59,164	\$56,904	\$74,608	\$69,174
Emergency Savings Fund	\$127	\$413	\$392	\$680	\$622

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$1,321	\$1,839	\$1,321	\$1,321	\$1,839
Child Care	\$670	\$2,704	\$2,034	\$1,619	\$1,619
Food	\$758	\$771	\$797	\$876	\$1,068
Transportation	\$354	\$354	\$680	\$680	\$680
Health Care	\$663	\$637	\$682	\$695	\$759
Miscellaneous	\$495	\$749	\$714	\$682	\$759
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$377	\$630	\$551	\$519	\$596
Taxes	\$794	\$1,842	\$1,269	\$1,161	\$1,362
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$26.26	\$47.13	\$20.07	\$18.76	\$21.27
Monthly	\$4,622	\$8,295	\$7,064	\$6,602	\$7,486
Annual	\$55,461	\$99,544	\$84,764	\$79,225	\$89,829
Emergency Savings Fund	\$411	\$966	\$250	\$224	\$285

Table 9. The Self-Sufficiency Standard for Mohave County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$766	\$969	\$969	\$969	\$969
Child Care	\$0	\$814	\$741	\$1,554	\$1,347
Food	\$295	\$428	\$435	\$565	\$648
Transportation	\$324	\$332	\$332	\$332	\$332
Health Care	\$217	\$620	\$616	\$637	\$651
Miscellaneous	\$279	\$435	\$428	\$525	\$513
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$160	\$316	\$309	\$406	\$395
Taxes	\$345	\$670	\$647	\$889	\$853
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$12.65	\$23.02	\$22.45	\$28.62	\$27.72
Monthly	\$2,226	\$4,051	\$3,951	\$5,037	\$4,879
Annual	\$26,707	\$48,609	\$47,415	\$60,448	\$58,552
Emergency Savings Fund	\$105	\$316	\$306	\$456	\$439

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$969	\$1,364	\$969	\$969	\$1,364
Child Care	\$607	\$2,161	\$1,554	\$1,347	\$1,347
Food	\$747	\$759	\$784	\$863	\$1,052
Transportation	\$332	\$332	\$636	\$636	\$636
Health Care	\$698	\$672	\$717	\$730	\$794
Miscellaneous	\$454	\$648	\$629	\$617	\$682
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$335	\$529	\$466	\$455	\$519
Taxes	\$677	\$1,279	\$988	\$951	\$1,103
Earned Income Tax Credit (-)	(\$18)	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$22.91	\$37.58	\$16.60	\$16.14	\$18.12
Monthly	\$4,032	\$6,614	\$5,844	\$5,680	\$6,378
Annual	\$48,379	\$79,374	\$70,127	\$68,163	\$76,535
Emergency Savings Fund	\$346	\$753	\$181	\$172	\$224

Table 10. The Self-Sufficiency Standard for Navajo County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$715	\$941	\$941	\$941	\$941
Child Care	\$0	\$854	\$772	\$1,626	\$1,428
Food	\$282	\$407	\$415	\$539	\$617
Transportation	\$333	\$341	\$341	\$341	\$341
Health Care	\$217	\$620	\$616	\$637	\$651
Miscellaneous	\$274	\$435	\$427	\$527	\$517
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$155	\$316	\$309	\$408	\$398
Taxes	\$327	\$671	\$645	\$897	\$863
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$12.20	\$23.03	\$22.39	\$28.84	\$27.98
Monthly	\$2,147	\$4,054	\$3,941	\$5,076	\$4,925
Annual	\$25,764	\$48,646	\$47,287	\$60,907	\$59,094
Emergency Savings Fund	\$102	\$317	\$304	\$461	\$444

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$941	\$1,237	\$941	\$941	\$1,237
Child Care	\$656	\$2,282	\$1,626	\$1,428	\$1,428
Food	\$712	\$724	\$748	\$823	\$1,002
Transportation	\$341	\$341	\$655	\$655	\$655
Health Care	\$698	\$672	\$717	\$730	\$794
Miscellaneous	\$454	\$644	\$631	\$620	\$674
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$335	\$526	\$469	\$458	\$512
Taxes	\$677	\$1,261	\$997	\$961	\$1,078
Earned Income Tax Credit (-)	(\$19)	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$22.87	\$37.28	\$16.71	\$16.26	\$17.81
Monthly	\$4,026	\$6,561	\$5,881	\$5,725	\$6,269
Annual	\$48,309	\$78,737	\$70,576	\$68,699	\$75,226
Emergency Savings Fund	\$345	\$747	\$183	\$174	\$218

Table 11. The Self-Sufficiency Standard for Pima County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$761	\$1,001	\$1,001	\$1,001	\$1,001
Child Care	\$0	\$996	\$875	\$1,870	\$1,557
Food	\$297	\$430	\$438	\$569	\$652
Transportation	\$347	\$355	\$355	\$355	\$355
Health Care	\$216	\$619	\$614	\$636	\$649
Miscellaneous	\$281	\$459	\$447	\$562	\$540
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$162	\$340	\$328	\$443	\$421
Taxes	\$351	\$748	\$709	\$1,010	\$940
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$12.80	\$24.95	\$23.99	\$31.64	\$29.89
Monthly	\$2,253	\$4,390	\$4,223	\$5,569	\$5,260
Annual	\$27,042	\$52,685	\$50,676	\$66,833	\$63,124
Emergency Savings Fund	\$106	\$354	\$335	\$578	\$489

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$1,001	\$1,422	\$1,001	\$1,001	\$1,422
Child Care	\$682	\$2,553	\$1,870	\$1,557	\$1,557
Food	\$751	\$764	\$789	\$868	\$1,058
Transportation	\$355	\$355	\$682	\$682	\$682
Health Care	\$696	\$671	\$716	\$729	\$793
Miscellaneous	\$467	\$695	\$668	\$646	\$714
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$349	\$576	\$506	\$484	\$551
Taxes	\$703	\$1,542	\$1,118	\$1,046	\$1,208
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$23.99	\$42.05	\$18.21	\$17.32	\$19.41
Monthly	\$4,222	\$7,402	\$6,411	\$6,096	\$6,833
Annual	\$50,667	\$88,819	\$76,929	\$73,153	\$82,001
Emergency Savings Fund	\$367	\$843	\$214	\$196	\$250

Table 12. The Self-Sufficiency Standard for Pinal County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$998	\$1,205	\$1,205	\$1,205	\$1,205
Child Care	\$0	\$919	\$821	\$1,740	\$1,499
Food	\$290	\$420	\$427	\$555	\$635
Transportation	\$346	\$353	\$353	\$353	\$353
Health Care	\$225	\$653	\$648	\$670	\$683
Miscellaneous	\$305	\$474	\$464	\$571	\$557
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$186	\$355	\$346	\$452	\$438
Taxes	\$428	\$796	\$765	\$1,040	\$993
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$14.73	\$26.16	\$25.39	\$32.39	\$31.21
Monthly	\$2,592	\$4,604	\$4,468	\$5,701	\$5,493
Annual	\$31,107	\$55,247	\$53,619	\$68,410	\$65,917
Emergency Savings Fund	\$118	\$377	\$362	\$614	\$556

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$1,205	\$1,684	\$1,205	\$1,205	\$1,684
Child Care	\$679	\$2,418	\$1,740	\$1,499	\$1,499
Food	\$733	\$745	\$770	\$847	\$1,032
Transportation	\$353	\$353	\$679	\$679	\$679
Health Care	\$730	\$705	\$749	\$763	\$827
Miscellaneous	\$489	\$709	\$677	\$662	\$735
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$370	\$591	\$514	\$499	\$572
Taxes	\$773	\$1,620	\$1,146	\$1,097	\$1,279
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$25.73	\$43.38	\$18.56	\$17.95	\$20.27
Monthly	\$4,529	\$7,635	\$6,533	\$6,319	\$7,135
Annual	\$54,343	\$91,624	\$78,391	\$75,831	\$85,617
Emergency Savings Fund	\$401	\$877	\$220	\$209	\$266

Table 13. The Self-Sufficiency Standard for Santa Cruz County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$643	\$846	\$846	\$846	\$846
Child Care	\$0	\$856	\$776	\$1,632	\$1,481
Food	\$244	\$353	\$359	\$466	\$534
Transportation	\$338	\$346	\$346	\$346	\$346
Health Care	\$181	\$485	\$480	\$502	\$515
Miscellaneous	\$259	\$407	\$400	\$498	\$491
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$141	\$289	\$281	\$379	\$372
Taxes	\$281	\$580	\$549	\$803	\$780
Earned Income Tax Credit (-)	\$0	\$0	(\$17)	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$53)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$11.06	\$20.78	\$20.01	\$26.48	\$25.91
Monthly	\$1,946	\$3,657	\$3,521	\$4,660	\$4,560
Annual	\$23,355	\$43,883	\$42,252	\$55,917	\$54,726
Emergency Savings Fund	\$95	\$273	\$261	\$415	\$404

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$846	\$1,143	\$846	\$846	\$1,143
Child Care	\$705	\$2,337	\$1,632	\$1,481	\$1,481
Food	\$616	\$626	\$647	\$712	\$868
Transportation	\$346	\$346	\$665	\$665	\$665
Health Care	\$562	\$537	\$581	\$595	\$659
Miscellaneous	\$426	\$618	\$600	\$592	\$644
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$308	\$499	\$437	\$430	\$481
Taxes	\$528	\$1,134	\$894	\$871	\$980
Earned Income Tax Credit (-)	(\$140)	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$105)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$19.61	\$34.89	\$15.43	\$15.14	\$16.59
Monthly	\$3,451	\$6,141	\$5,432	\$5,328	\$5,839
Annual	\$41,408	\$73,694	\$65,187	\$63,940	\$70,071
Emergency Savings Fund	\$303	\$699	\$158	\$153	\$194

Table 14. The Self-Sufficiency Standard for Yavapai County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$894	\$1,103	\$1,103	\$1,103	\$1,103
Child Care	\$0	\$854	\$772	\$1,626	\$1,428
Food	\$314	\$454	\$463	\$600	\$688
Transportation	\$332	\$340	\$340	\$340	\$340
Health Care	\$211	\$599	\$595	\$616	\$630
Miscellaneous	\$294	\$454	\$446	\$547	\$538
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$175	\$335	\$327	\$428	\$419
Taxes	\$393	\$731	\$706	\$963	\$931
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$13.85	\$24.54	\$23.90	\$30.46	\$29.68
Monthly	\$2,438	\$4,318	\$4,206	\$5,362	\$5,223
Annual	\$29,250	\$51,821	\$50,477	\$64,340	\$62,681
Emergency Savings Fund	\$113	\$346	\$334	\$518	\$478

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$1,103	\$1,537	\$1,103	\$1,103	\$1,537
Child Care	\$656	\$2,282	\$1,626	\$1,428	\$1,428
Food	\$793	\$807	\$833	\$917	\$1,117
Transportation	\$340	\$340	\$651	\$651	\$651
Health Care	\$676	\$651	\$696	\$709	\$773
Miscellaneous	\$476	\$680	\$654	\$643	\$713
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$357	\$562	\$491	\$481	\$551
Taxes	\$730	\$1,460	\$1,069	\$1,037	\$1,206
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$24.66	\$40.66	\$17.61	\$17.20	\$19.39
Monthly	\$4,340	\$7,157	\$6,199	\$6,055	\$6,826
Annual	\$52,081	\$85,881	\$74,387	\$72,657	\$81,908
Emergency Savings Fund	\$380	\$812	\$202	\$193	\$249

Table 15. The Self-Sufficiency Standard for Yuma County, AZ 2022

	Adult	Adult Infant	Adult Preschooler	Adult Infant Preschooler	Adult Preschooler School-Age
Monthly Costs					
Housing	\$736	\$968	\$968	\$968	\$968
Child Care	\$0	\$814	\$741	\$1,554	\$1,347
Food	\$258	\$374	\$381	\$494	\$567
Transportation	\$333	\$341	\$341	\$341	\$341
Health Care	\$218	\$627	\$622	\$644	\$658
Miscellaneous	\$273	\$431	\$424	\$519	\$507
Broadband & Cell Phone	\$119	\$119	\$119	\$119	\$119
Other Necessities	\$155	\$312	\$305	\$400	\$388
Taxes	\$327	\$658	\$635	\$871	\$831
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$167)	(\$167)	(\$333)	(\$333)
Self-Sufficiency Wage					
Hourly (per adult)	\$12.19	\$22.71	\$22.13	\$28.17	\$27.19
Monthly	\$2,146	\$3,996	\$3,895	\$4,958	\$4,786
Annual	\$25,754	\$47,954	\$46,744	\$59,499	\$57,427
Emergency Savings Fund	\$102	\$310	\$299	\$448	\$429

	Adult School-Age Teenager	Adult Infant Preschooler School-Age	2 Adults Infant Preschooler	2 Adults Preschooler School-Age	2 Adults Preschooler School-Age Teenager
Monthly Costs					
Housing	\$968	\$1,375	\$968	\$968	\$1,375
Child Care	\$607	\$2,161	\$1,554	\$1,347	\$1,347
Food	\$653	\$664	\$686	\$755	\$920
Transportation	\$341	\$341	\$654	\$654	\$654
Health Care	\$704	\$679	\$724	\$737	\$801
Miscellaneous	\$446	\$641	\$621	\$609	\$672
Broadband & Cell Phone	\$119	\$119	\$163	\$163	\$163
Other Necessities	\$327	\$522	\$459	\$446	\$510
Taxes	\$617	\$1,241	\$964	\$924	\$1,072
Earned Income Tax Credit (-)	(\$57)	\$0	\$0	\$0	\$0
Child Care Tax Credit (-)	(\$100)	(\$100)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	(\$333)	(\$500)	(\$333)	(\$333)	(\$500)
Self-Sufficiency Wage					
Hourly (per adult)	\$21.86	\$36.95	\$16.30	\$15.80	\$17.74
Monthly	\$3,847	\$6,502	\$5,739	\$5,562	\$6,243
Annual	\$46,167	\$78,029	\$68,870	\$66,739	\$74,913
Emergency Savings Fund	\$334	\$741	\$175	\$165	\$217

APPENDIX C

Impact of Work Supports on Wage Adequacy Compared to Median Earnings

Appendix Table C. Impact of Work Supports on Wage Adequacy Compared to Median Earnings

One Adult, One Infant, and One Preschooler: Coconino County, AZ 2022

	#1	#2	#3	#4	#5
	Arizona Minimum Wage	Medical Assistant	Childcare Worker	Construction Equipment Operator	Industrial Engineering Technicians
Hourly Wage:	\$12.80	\$18.79	\$14.57	\$24.58	\$30.90
Total Monthly Income:	\$2,253	\$3,307	\$2,564	\$4,326	\$5,438
Panel A: No Work Supports					
Monthly Costs					
Housing	\$1,474	\$1,474	\$1,474	\$1,474	\$1,474
Child Care	\$1,428	\$1,428	\$1,428	\$1,428	\$1,428
Food	\$688	\$688	\$688	\$688	\$688
Transportation	\$338	\$338	\$338	\$338	\$338
Health Care	\$754	\$754	\$754	\$754	\$754
Miscellaneous	\$587	\$587	\$587	\$587	\$587
Taxes	\$286	\$509	\$349	\$736	\$983
Tax Credits	(\$64)	(\$178)	(\$95)	(\$301)	(\$433)
Total Monthly Expenses	\$5,491	\$5,599	\$5,523	\$5,703	\$5,818
Shortfall (-) Or Surplus	(\$3,238)	(\$2,292)	(\$2,958)	(\$1,377)	(\$380)
Wage Adequacy = Total Income/Total Expenses	41%	59%	46%	76%	93%
Panel B: Child Care Assistance					
Monthly Costs					
Housing	\$1,474	\$1,474	\$1,474	\$1,474	\$1,474
Child Care	\$98	\$98	\$98	\$98	\$1,428
Food	\$688	\$688	\$688	\$688	\$688
Transportation	\$338	\$338	\$338	\$338	\$338
Health Care	\$754	\$754	\$754	\$754	\$754
Miscellaneous	\$587	\$587	\$587	\$587	\$587
Taxes	\$286	\$509	\$349	\$736	\$983
Tax Credits	(\$64)	(\$178)	(\$95)	(\$301)	(\$433)
Total Monthly Expenses	\$4,161	\$4,269	\$4,192	\$4,373	\$5,818
Shortfall (-) Or Surplus	(\$1,908)	(\$961)	(\$1,628)	(\$47)	(\$380)
Wage Adequacy = Total Income/Total Expenses	54%	77%	61%	99%	93%
Annual Refundable Tax Credits*:					
Federal Earned Income Tax Credit (EITC)	\$4,710	\$2,046	\$3,923	\$0	\$0
Federal Child Tax Credit (CTC)†	\$3,000	\$2,116	\$3,000	\$625	\$0

*The Standard shows refundable and nonrefundable tax credits as if they are received monthly. However, in order to be as realistic as possible, tax credits that are available as a refund on annual taxes are shown at the bottom of this table. EITC is shown only as annual tax credits. The nonrefundable portion of the Child Tax Credit (which is a credit against federal taxes) is shown as available to offset monthly costs, and the refundable portions are shown in the bottom of the table. The Child Care Tax Credit however is nonrefundable, and therefore is only shown as part of the monthly budget and does not appear in the bottom rows of the table.

† The No Work Supports income includes a larger amount for the Federal Child Tax Credit (\$3,000 instead of \$2,116 for Medical Assistants and \$1,591 instead of \$625 for Construction Equipment Operators) given increased, unsubsidized child care costs.

Appendix Table C. Impact of Work Supports on Wage Adequacy Compared to Median Earnings

One Adult, One Infant, and One Preschooler: Coconino County, AZ 2022

	#1	#2	#3	#4	#5
	Arizona Minimum Wage	Medical Assistant	Childcare Worker	Construction Equipment Operator	Industrial Engineering Technicians
Hourly Wage:	\$12.80	\$18.79	\$14.57	\$24.58	\$30.90
Total Monthly Income:	\$2,253	\$3,307	\$2,564	\$4,326	\$5,438
Panel C: Child Care, Food (SNAP/WIC), & Health (Medicaid/CHIP)					
Monthly Costs					
Housing	\$1,474	\$1,474	\$1,474	\$1,474	\$1,474
Child Care	\$98	\$98	\$98	\$98	\$1,428
Food	\$281	\$660	\$359	\$688	\$688
Transportation	\$338	\$338	\$338	\$338	\$338
Health Care	\$0	\$304	\$259	\$754	\$754
Miscellaneous	\$587	\$587	\$587	\$587	\$587
Taxes	\$286	\$509	\$349	\$736	\$983
Tax Credits	(\$64)	(\$178)	(\$95)	(\$301)	(\$433)
Total Monthly Expenses	\$3,000	\$3,790	\$3,369	\$4,373	\$5,818
Shortfall (-) Or Surplus	(\$747)	(\$483)	(\$804)	(\$47)	(\$380)
Wage Adequacy = Total Income/Total Expenses	75%	87%	76%	99%	93%
Panel D: Housing, Child Care, Food (SNAP/WIC), & Health (Medicaid/CHIP)					
Monthly Costs					
Housing	\$676	\$992	\$769	\$1,298	\$1,474
Child Care	\$98	\$98	\$98	\$98	\$1,428
Food	\$281	\$660	\$359	\$688	\$688
Transportation	\$338	\$338	\$338	\$338	\$338
Health Care	\$0	\$304	\$259	\$754	\$754
Miscellaneous	\$587	\$587	\$587	\$587	\$587
Taxes	\$286	\$509	\$349	\$736	\$983
Tax Credits	(\$64)	(\$178)	(\$95)	(\$301)	(\$433)
Total Monthly Expenses	\$2,201	\$3,308	\$2,664	\$4,197	\$5,818
Shortfall (-) Or Surplus	\$51	(\$1)	(\$100)	\$129	(\$380)
Wage Adequacy = Total Income/Total Expenses	102%	100%	96%	103%	93%
Annual Refundable Tax Credits*:					
Federal Earned Income Tax Credit (EITC)	\$4,710	\$2,046	\$3,923	\$0	\$0
Federal Child Tax Credit (CTC)†	\$3,000	\$2,116	\$3,000	\$625	\$0

*The Standard shows refundable and nonrefundable tax credits as if they are received monthly. However, in order to be as realistic as possible, tax credits that are available as a refund on annual taxes are shown at the bottom of this table. EITC is shown only as annual tax credits. The nonrefundable portion of the Child Tax Credit (which is a credit against federal taxes) is shown as available to offset monthly costs, and the refundable portions are shown in the bottom of the table. The Child Care Tax Credit however is nonrefundable, and therefore is only shown as part of the monthly budget and does not appear in the bottom rows of the table.

† The No Work Supports income includes a larger amount for the Federal Child Tax Credit (\$3,000 instead of \$2,116 for Medical Assistants and \$1,591 instead of \$625 for Construction Equipment Operators) given increased, unsubsidized child care costs.

The Center for Women's Welfare

The Center for Women's Welfare at the University of Washington School of Social Work is devoted to furthering the goal of economic justice for women and their families. The main work of the Center focuses on the development of the Self-Sufficiency Standard and related measures, calculations, and analysis. The Center partners with a range of government, non-profit, women's, children's, and community-based groups to:

- research and evaluate public policy related to income adequacy;
- create tools to assess and establish income adequacy and benefit eligibility;
- develop policies that strengthen public investment in low-income women and families.

Learn more about the Center and the Self-Sufficiency Standard research project at www.selfsufficiencystandard.org.

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