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# *The Self-Sufficiency Standard for Tennessee*

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*by Diana Pearce, Ph.D.  
with Jennifer Brooks*

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Tennessee Alliance for Progress***

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# *Preface*

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The Self-Sufficiency Standard was developed for Wider Opportunities for Women as part of the State Organizing Project for Family Economic Self-Sufficiency by Dr. Diana Pearce, who was at that time Director of the Women and Poverty Project at Wider Opportunities for Women. Funding for its original development was provided by the Ford Foundation. A number of other people also have contributed to the development of the Standard, its calculation, and/or the writing of state reports. The Standard would not be what it is without the contributions of Jennifer Brooks, Laura Henze Russell, Janice Hamilton Outtz, Roberta Spalter-Roth, Antonia Juhasz, Alice Gates, Alesha Durfee, Melanie Lavelle, Nina Dunning, Sacha Crittenden and Seook Jeong. This report for Tennessee would not have been possible without the assistance of Jennifer Rocili, Katie Heinrich and Elise Forier. Nonetheless, any mistakes are the authors' responsibility.

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# *The Self-Sufficiency Standard for Tennessee*

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

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## *Introduction*

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

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

### **Measuring Income Adequacy: Problems with the Poverty Line**

How much is enough for families to meet their needs on their own? Although we may have trouble coming up with an exact dollar figure, most of us know

what adequacy looks like when we see it. As one participant in a training program put it when asked to define her progress towards economic self-sufficiency:

I wouldn't say I'm economically self-sufficient yet. When it comes to a point where I don't have to worry about the health care needs of my family, when I don't have to worry about the light bill, when the light man isn't knocking on the door saying "your bill is due." Not that you have a lot of money, but you're not worried about how your kid is going to get that next pair of shoes .... Just the simple things, that may not be all that simple because we don't have them yet.<sup>1</sup>

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

The most significant shortcoming of the federal poverty measure is that for most families, in most

places, it is simply not high enough. That is, there are many families with incomes above the federal poverty line who nonetheless lack sufficient resources to adequately meet their basic needs. As a result, many assistance programs use a multiple of the poverty standard to measure need. For example, in Tennessee child care assistance is extended to families with incomes that are less than 200% of federal poverty threshold, depending on family composition and the age of the parent.

Not only government, but the general public also considers the poverty line to be too low. A number of

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studies have shown that the public would set a minimum income 25-50% above the federal poverty standard, depending upon the family's composition and where the family lives.<sup>3</sup>

However, the official poverty measure has additional problems inherent in its structure. Simply raising the poverty line, or using a multiple of the threshold cannot solve these problems.

There are two basic methodological problems with the federal poverty measure. The first is that the federal poverty measure is based on the cost of a single item, food, not on a market basket of basic needs. At the time that it was developed, over four decades ago, families spent about one-third of their income on food. The food budget was then multiplied by three. Since the official poverty measure was first developed and implemented in the early 1960s it has only been updated to reflect inflation, and has not and cannot incorporate new needs.

In addition, the implicit demographic model (the two-parent family with a stay-at-home wife) has also changed significantly since the measure's inception. Particularly for families in which all adults are working—of whom there are many more today than in the 1960s—there are new needs associated with employment, such as transportation, taxes, and if they have young children, child care.

The federal poverty measure is also the same whether one lives in Mississippi or Manhattan. That is,

the poverty measure does not vary by geographic location. Although there was some geographic variation in costs three decades ago, differences in the cost of living between areas have increased substantially since then, particularly in the area of housing. Indeed, housing in the most expensive areas of the country costs about five times as much as the same size units in the least expensive areas.<sup>4</sup>

Finally, the poverty measure does not distinguish between those families in which the adults are employed, and those in which the adults are not employed. At the time that the poverty measure was first developed, there was probably not a large difference between families in these situations: for example, taxes were very low for low-income families with earned income, and transportation was inexpensive. Most important, because the poverty measure assumed that two-parent families with children had only one worker and that single parent families had no workers, no child care costs were incorporated. Today, for both one and two-parent families, child care costs are often a necessary expense and many families do not have unpaid child care available. Also, taxes today even for low-income families can be substantial and transportation can be costly.

For these and other reasons, many researchers and analysts have proposed revising the poverty standard. Suggested changes would reflect new needs as well as incorporate geographically-based differences in costs, and would build in more responsiveness to changes over time.<sup>5</sup> Others have gone further, creating new measures of income adequacy, such as “Basic Needs Budgets” or Living Wages.<sup>6</sup>

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

### **The Self-Sufficiency Standard—And How It Differs from the Federal Poverty Measure**

While drawing on the critiques and analysis of the poverty measure cited above, the Self-Sufficiency Standard takes a somewhat different approach to

measuring income adequacy. As one observer put it: “Ask not where poverty ends, but where economic independence begins.”<sup>7</sup> That is, at what point does a family have sufficient income and resources (such as health benefits) to meet their needs adequately, without public or private assistance?

As a standard of income adequacy, the Self-Sufficiency Standard defines the amount of income

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

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required to meet basic needs (including paying taxes) in the regular “marketplace” without public or private/informal subsidies. By providing a measure that is customized to each family’s circumstances, i.e., taking account of where they live and how old their children are, the Self-Sufficiency Standard makes it possible to determine if families’ incomes are enough to meet their basic needs.

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

- The Standard does not try to combine, or average together, the very different circumstances of families in which adults work, compared to those in which they do not. Rather, for the most part, *the Self-Sufficiency Standard assumes that all adults (whether married or single) work full-time, or forty hours per week,<sup>8</sup> and therefore, includes costs associated with employment, specifically, transportation, taxes, and for families with young children, child care.*
- *The Standard takes into account that many costs differ not only by family size and composition (as does the official poverty measure), but also by the age of children.* While food and health care costs are slightly lower for younger children, child care costs are much higher—particularly for children not yet in school—and are a substantial budget item not included in the official poverty measure.

- *The Standard incorporates regional and local variations in costs.* This is particularly important for housing, although regional variation also occurs for child care, health care and transportation. Unlike some approaches suggested for a revised poverty standard, however, the Standard does not assume a fixed ratio of urban to rural costs, but uses actual costs. Although rural areas and small towns usually have lower costs than the metropolitan areas in a given state, cost ratios vary and there are exceptions. For example, living costs in rural areas that have become desirable tourist or second-home destinations are often as high or higher than in a state’s urban areas. Availability of housing in rural and urban areas can also increase costs. In addition, the lack of public transportation in rural areas, and the long distances some travel to places of employment, may mean higher transportation costs as a percent of the family budget.

- *The Standard includes the net effect of taxes and tax credits.* It provides for state sales taxes, as well as payroll (Social Security and Medicare) taxes, and federal income taxes. Three federal credits available to workers and their families are “credited” against the income needed to meet basic needs: the Child Care Tax Credit, the Earned Income Tax Credit, and the Child Tax Credit.
- While the poverty standard is based on the cost of a single item, food, and assumes a fixed ratio between food and nonfood items, *the Standard is based on the costs of each basic need, determined independently*, which allows each cost to increase at its own rate. Thus, the Standard does not assume that food is always 33% of a family’s budget, or constrain housing to 30%.

As a result, the Self-Sufficiency Standard is set at a level that is, on the one hand, not luxurious or even comfortable, and on the other, not so low that it fails to adequately provide for a family. Rather, the Standard includes income sufficient to meet minimum nutrition standards, for example, and to obtain housing that would be neither substandard nor overcrowded.

The Standard does not, however, allow for saving for longer-term needs, such as retirement, college tuition, purchase of major items such as a car, or major emergency expenses. Self-sufficiency means maintaining a decent standard of living and not having to choose between basic necessities—whether to meet one’s

need for child care but not for nutrition, or housing but not health care. Self-Sufficiency Wages are family-sustaining wages.

### **What the Self-Sufficiency Standard Is ... and Is Not**

Using the Self-Sufficiency Standard, a given family's income is deemed inadequate if it falls below the appropriate threshold (family type and location). However, we emphasize that, as with any measure or threshold, the exact amount is essentially arbitrary, i.e., if a family's income falls a dollar above or below the monthly Self-Sufficiency Wage, it should not be interpreted in absolute terms as having, or not having, adequate income. Rather, we urge users of the Standard to think in relative terms of "wage adequacy," that is, one should ask how close is a given wage to the Standard?

Thus, for example, if the Standard for a given family is \$10.00 per hour, but the adult supporting the family only earns \$5.15 per hour, then the latter wage has a "wage adequacy" level of only 51.5%. At the same time, a penny above or below \$10.00 is not a meaningful distinction.

The use of income thresholds should not be taken to mean that economic self-sufficiency can be achieved with just wages alone, or even wages combined with benefits. True self-sufficiency involves not just a job with a certain wage and benefits, but rather income security for a family over time. Thus, the Self-Sufficiency Wage represents a larger goal toward which one is striving, and is a process that one is engaged in, not a onetime achievement. As one person put it, "Self-sufficiency is a road I'm on."<sup>9</sup>

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

The argument for education and training may not have the same urgency as do basic needs such as food

and shelter; however, true long-term self-sufficiency increasingly requires investments that enhance skills and adaptability. Without technologically sophisticated and broad-based education—which provides the flexibility to move into new jobs and careers—self-sufficiency is not likely to be sustainable.

Finally, the Self-Sufficiency Standard is not meant to imply that public work supports are not appropriate for Tennessee families. Indeed, given the large number of families who have not yet achieved wage adequacy, assistance in meeting the costs of such high-price items as child care, health care, and housing is frequently the only viable means for these families to have the necessary resources to secure their basic needs.

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

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Likewise, it is important to recognize that self-sufficiency does not imply that *any* family at *any* income should be completely self-reliant and independent of one another, or the community at large. Indeed, it is through interdependence between families, and community institutions such as schools or religious institutions, as well as informal networks of friends, family, and neighbors, that many are able to meet their noneconomic needs as well as economic necessities. Such support and help is essential to our well-being, psychologically as well as materially, and should be supported.

Nothing about the Self-Sufficiency Standard should be taken to mean that such efforts to help each other should be discouraged. Nor should the Standard be understood as endorsing an ideal of self-dependence in complete isolation—we are not advocating a "Lone Ranger" model for families. The Standard is a measure of income adequacy, not of family functioning. Likewise, community, societal, and governmental response to families struggling to achieve family sustaining wages should be encouraged as supportive of the goal of self-sufficiency.

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# *How the Self-Sufficiency Standard is Calculated*

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The goal of making the Standard as standardized and accurate as possible, yet varied geographically and by age, requires meeting several different criteria. As much as possible, the figures used here:

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

Thus, costs that rarely have regional variation (such as food) are usually standardized, while costs such as housing and child care, which vary substantially, are calculated at the most geographically specific level available.

For each county in Tennessee, the Self-Sufficiency Standard is calculated for 70 different family types—all one-adult and two-adult families, ranging from a single adult with no children, to one adult with one infant, one adult with one preschooler, and so forth, up to two-adult families with three teenagers. We have included the costs of each basic need and the Self-Sufficiency Wages for eight selected family types for each county in Tennessee in the Appendix to this report. (The costs of each basic need and the Self-Sufficiency Wages for all 70 family types for all geographic areas are available from the Tennessee Network for Community Economic Development and the Tennessee Alliance for Progress).

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

**Housing:** Housing calculations are based on the Fiscal Year 2002 Fair Market Rents, which are calculated annually by the U.S. Department of Housing and Urban Development for every metropolitan housing market and non-metropolitan county (totaling over 400 housing market areas). Fair Market Rents (FMRs) are

based on data from the decennial census, the annual American Housing Survey, and telephone surveys.<sup>10</sup> The FMRs (which include utilities except telephone and cable) are intended to reflect the cost of housing that meets minimum standards of decency, but is not luxurious. They reflect the cost of a given size unit at the 40<sup>th</sup> percentile level. (At the 40<sup>th</sup> percentile level, 40% of the housing in a given area would be less expensive than the FMR, while 60% would cost more than the FMR.)

To reflect differences in housing costs within a housing market, HUD rules permit local housing authorities to increase or decrease FMRs for part or all of the area covered by the FMR. Each PHA has the authority to vary their payment standards by a range of 90-110% of the FMR, based on the local market, and may do so in specific areas and even by the size of unit. Two-thirds of Tennessee's 95 counties have set payment standards at 110% or more of the HUD FMR. These increases are reflected in the housing costs used here.

The Self-Sufficiency Standard assumes that parents and children do not share the same bedroom and that there are not more than two children per bedroom. Therefore, the Standard assumes that single persons and couples without children have one-bedroom units;<sup>11</sup> families with one or two children require two bedrooms, and families with three children, three bedrooms.

**Child Care:** The Standard uses the most accurate information available that is recent, geographically-specific, and age- and setting- specific. In most states, this is the survey of child care costs originally mandated by the Family Support Act, which provides the cost of child care at the 75<sup>th</sup> percentile, by age of child and setting (family day care home, day care center, etc.).<sup>12</sup> For Tennessee, the Standard uses data from a February 2002 Statewide Market Rate Survey of Full Time Child Care Rates for Infants, Toddlers, 2 Year Olds, 3 Year Olds, 4 Year Olds and 5 Year Olds and a Market Rate Survey of Before, After and Before and After School Rates for School Aged Children of Tennessee, provided by the Child Care Services section of the State of

Tennessee Department of Human Services. The rates given are averages specified by age, for each county in Tennessee. Data from Tennessee's Department of Human Services most recent Child Care Assistance Program Market Rate Survey and Child Care Provider Reimbursement Rates were applied to this report to create a ratio for approximating rates given for the 75th percentile.

Because it is more common for very young children to be in day care homes rather than day care centers,<sup>13</sup> the Standard assumes that children two years of age and less (infants, toddlers and two-year olds, called "infants" here) receive full-time care in day care homes. Preschoolers (three, four and five year olds), in

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***The Self-Sufficiency Standard is calculated using scholarly or credible sources from data that are collected at least annually, are age- and geographically- specific (where appropriate), and are collected or calculated using standardized or equivalent methodology.***

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contrast, are assumed to go to day care centers full-time. Schoolage children (ages 6 to 12) are assumed to received part-time care in before and after-school programs. Ratios were created from the state's Child Care Assistance Market Rate Survey to differentiate rates for home child care and child care in centers.

**Food:** Although the Thrifty Food Plan and its successor have been used as the basis of both the poverty thresholds and the Food Stamps allotments, the Standard uses the Low-Cost Food Plan for food costs.<sup>14</sup> While both of these USDA diets meet minimum nutritional standards, the Thrifty Food Plan was meant for emergency use only, while the Low-Cost Food Plan is based on more realistic assumptions about food preparation time and consumption patterns. Although the Low-Cost Food Plan amounts are about 25% higher than the Thrifty Food Plan, they are nevertheless conservative estimates of the level of food expenditures required to meet nutritional standards. *The Low-Cost Food Plan does not allow for any takeout, fast-food, or restaurant meals, even though, according to the Consumer Expenditure Survey, average American families spend about 42% of their food budget on food eaten away from*

home.<sup>15</sup> Again, the choice to use this food budget reflects what it costs to adequately meet nutritional needs, not consumer behavior.

The food costs in the Standard are varied according to the number and age of children and the number and gender of adults. Since there is little regional variation in the cost of food overall, the Standard uses the national average throughout the state of Tennessee.

**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 population to get to work. According to one study, if about 7% of the total public uses public transportation, that "translates" to about 30% of the low- and moderate- income population.<sup>16</sup> Since only 2.9% of Nashville's population and 4.7% of the Memphis population use public transportation it is assumed that employed adults throughout Tennessee require a car.<sup>17</sup> If there are two adults in the family, we assume they need two cars. (It is unlikely that two adults with two jobs would be traveling to and from the same place of work at exactly the same time).

Private transportation costs are based on the costs of owning and operating an average car (or two cars, if there are two adults). The costs include the fixed costs of owning a car (including a small car payment, fire and theft insurance, property damage and liability, license, registration, taxes, repairs, and finance charges), as well as monthly variable costs (e.g., gas, oil, tires, and maintenance), but do not include the initial cost of purchasing a car.

To estimate fixed costs, except insurance, we use the Consumer Expenditure Survey amounts for families in the second quintile (those whose incomes are between the 20<sup>th</sup> and 40<sup>th</sup> percentile) of income, by region. For auto insurance, we use the average cost for Tennessee from a survey conducted by the National Association of Insurance Commissioners. To account for regional differences in auto insurance costs within the state, we created a ratio by using auto insurance quotes from two top auto insurance companies, offering rates in twelve different regions of the state. For variable costs, we used the AAA *Your Driving Costs 2000* survey for per-mile costs. The Standard assumes that the car(s) will be used to commute to and from work five days per week, plus one shopping and errands trip per week. (The commuting distance is computed using the state-

wide average from the National Personal Transportation Survey). In addition, one parent in each household with young children is assumed to have a slightly longer weekday trip to allow for “linking” trips to a day care site.

**Health Care:** Health care costs in the Standard include both the employee’s share of insurance premiums plus additional out-of-pocket expenses, such as co-payments, uncovered expenses (e.g., dental care and prescriptions), and insurance deductibles.

Tennessee is unique in that it has a state-sponsored health care system available to all state residents, regardless of income. At this time, almost 25% of the population in Tennessee uses TennCare.<sup>18</sup> However, 73% of Tennesseans use employer-sponsored health insurance.<sup>19</sup> For the purposes of this report, instead of using TennCare rates, the Standard assumes families are paying for employer-sponsored health insurance. The costs of health insurance are based on the average premiums paid by Tennessee residents, according to the Medical Expenditure Panel Survey, and adjusted for inflation using the Medical Consumer Price Index (Medical CPI).<sup>20</sup> According to this study, Tennesseans who have employer-sponsored health insurance pay 21% of the premium for coverage for themselves only, or 26% of the premium for family coverage. These percentages are higher than the proportions for the national average share of premium costs for the individual (18% of employee-only coverage) and family (24% of family coverage). To capture the within-state variation in insurance costs, we varied the health insurance premiums using the differences in costs by county which were available from two on-line insurance agencies.

Data for out-of-pocket health care costs (by age) were also obtained from the Medical Expenditure Panel Survey.

It should be noted that healthcare expenses can vary dramatically, depending on whether or not a family has long-term healthcare needs, requires expensive prescriptions or has an unforeseen accident. Employer premiums can vary also, and health care costs can change depending on what part of the state one lives.

**Miscellaneous:** This expense category includes all other essentials such as clothing, shoes, paper products, diapers, nonprescription medicines, cleaning products and household items, personal hygiene items, and telephone. It does not allow for recreation, entertainment, or savings. 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 usually use 15%.<sup>21</sup>

**Taxes:** Taxes include state sales tax, federal income taxes, and payroll taxes. Tennessee retail sales and grocery tax varies from 7.5 to 9%, by county. For the purposes of this report, we have separately calculated sales tax for each county, but have not included the local city sales taxes (often an additional tax rate of 1.75 to 2.75% in cities throughout Tennessee). Sales tax is calculated on the cost of miscellaneous and food items. Taxes on gasoline and automobiles are included as a cost of owning and running a car.

Although the federal income tax rate is higher than the payroll tax rate—15% for most family types—federal exemptions and deductions are substantial. As a result, while the payroll tax is paid on every dollar earned, families do not pay federal income tax on the first \$10,000 to \$12,000 or more, thus lowering the effective federal tax rate to 7% to 10% for most family types.

Payroll taxes for Social Security and Medicare are calculated at 7.65% of each dollar earned.

**Earned Income Tax Credit (EITC):** The EITC is a federal tax refund intended to offset the loss of income from payroll taxes owed by working-poor and near-poor families. The EITC is a “refundable” tax credit; that is, working adults may receive the tax credit whether or not they owe any federal taxes.

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

**Child Tax Credit (CTC):** The CTC is a partially refundable federal tax credit that provides parents a deduction of up to \$600 (for children less than 17 years old). A family that earns more than \$10,000 in 2001 is able to receive a refund of 10% of their taxable earnings above \$10,000 up to the maximum CTC benefit (\$600 per child). This \$10,000 threshold will be adjusted annually with inflation.

# How Much is Enough in Tennessee?

Because the Self-Sufficiency Standard varies by family type and location, the amount of money that a family needs to be economically self-sufficient depends upon family size and composition, the age of children, and where they live. In this section we present the cost of living for six different counties in Tennessee: Knox, Shelby, Davidson, Cocke, Montgomery and Hardeman. These areas represent different geographic locations,

different costs and a range of population densities in the state of Tennessee.

Knox County is home to the historic city of Knoxville and is located in the eastern portion of Tennessee. Costs in Knox County are typical of Tennessee's medium-sized urban areas (see Table 1). A single person with no children living in Knox County needs to

Table 1  
**The Self-Sufficiency Standard for Selected Family Types**  
**Knoxville, TN MSA, 2002**  
**Knox County \***  
*Monthly Expenses and Shares of Total Budgets*

Monthly Costs	One Adult		One Adult, One Preschooler		One Adult, One Preschooler, One Schoolage		Two Adults, One Preschooler, One Schoolage	
	Costs	% of total	Costs	% of total	Costs	% of total	Costs	% of total
Housing	\$431	36	\$542	28	\$542	23	\$542	18
Child Care	\$0	0	\$392	20	\$649	27	\$649	22
Food	\$176	15	\$266	14	\$396	17	\$544	18
Transportation	\$219	18	\$222	12	\$222	9	\$426	14
Health Care	\$85	7	\$190	10	\$210	9	\$252	8
Miscellaneous	\$91	8	\$161	8	\$202	9	\$241	8
Taxes**	\$201	17	\$316	16	\$395	17	\$498	17
Earned Income Tax Credit (-)	\$0	0	-\$69	-4	-\$63	-3	\$0	0
Child Care Tax Credit (-)	\$0	0	-\$46	-2	-\$80	-3	-\$80	-3
Child Tax Credit (-)	\$0	0	-\$50	-3	-\$100	-4	-\$100	-3
Total Percent Self-Sufficiency Wage - Hourly***	\$6.84	100	\$10.94	100	\$13.49	100	\$8.45 per adult	100
Monthly	\$1,204		\$1,925		\$2,375		\$2,974	
Annual	\$14,442		\$23,096		\$28,497		\$35,685	

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

\*\* Taxes include federal and state income taxes, payroll taxes and sales taxes.

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

Note: Totals may not add exactly due to rounding.

Table 2  
**The Self-Sufficiency Standard for Selected Family Types**  
**Memphis, TN MSA, 2002**  
**Shelby County \***

*Monthly Expenses and Shares of Total Budgets*

Monthly Costs	One Adult		One Adult, One Preschooler		One Adult, One Preschooler, One Schoolage		Two Adults, One Preschooler, One Schoolage	
	Costs	% of total	Costs	% of total	Costs	% of total	Costs	% of total
Housing	\$517	38	\$607	29	\$607	23	\$607	19
Child Care	\$0	0	\$415	20	\$717	27	\$717	22
Food	\$176	13	\$266	13	\$396	15	\$544	17
Transportation	\$239	18	\$242	11	\$242	9	\$468	15
Health Care	\$84	6	\$186	9	\$206	8	\$248	8
Miscellaneous	\$102	8	\$172	8	\$217	8	\$258	8
Taxes**	\$236	17	\$360	17	\$462	17	\$555	17
Earned Income Tax Credit (-)	\$0	0	-\$39	-2	-\$2	0	\$0	0
Child Care Tax Credit (-)	\$0	0	-\$44	-2	-\$80	-3	-\$80	-2
Child Tax Credit (-)	\$0	0	-\$50	-2	-\$100	-4	-\$100	-3
<b>Total Percent Self-Sufficiency Wage - Hourly***</b>	<b>—</b>	<b>100</b>	<b>—</b>	<b>100</b>	<b>—</b>	<b>100</b>	<b>—</b>	<b>100</b>
<b>Monthly</b>	<b>\$7.69</b>		<b>\$12.02</b>		<b>\$15.15</b>		<b>\$9.14 per adult</b>	
<b>Annual</b>	<b>\$1,354</b>		<b>\$2,115</b>		<b>\$2,666</b>		<b>\$3,217</b>	
	<b>\$16,246</b>		<b>\$25,381</b>		<b>\$31,989</b>		<b>\$38,601</b>	

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

\*\* Taxes include federal and state income taxes, payroll taxes and sales taxes.

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

Note: Totals may not add exactly due to rounding.

earn **\$6.84** per hour to be able to meet her/his basic needs, as can be seen in the first column of Table 1. A single adult with a preschool age child (column two) needs a two-bedroom housing unit and child care, in addition to other expenses. Therefore, meeting all of her family's basic needs requires an increase in wages of over \$4.00 per hour from the single adult: she needs to earn **\$10.94** per hour to meet her family's needs.<sup>22</sup> If she has two children, a preschooler and a schoolage child, she must earn almost twice as much as the single person with no children, **\$13.49** per hour to meet her family's needs. If there are two working adults supporting two children, a preschooler and a schoolage child, costs are

increased slightly for additional food, health care, and miscellaneous costs, but the major costs of housing and child care stay the same. As a result, the amount *each* adult would need to earn is **\$8.45** per hour.

Shelby County (see Table 2), located in western Tennessee, is home to the state's largest city, Memphis. Costs in Shelby County are significantly higher than those in Knox County. A single adult's Self-Sufficiency Wage is **\$7.69** per hour in Shelby. This is almost a dollar more per hour than the single person's wage in Knox County. A single parent with one preschooler must earn **\$12.02** per hour to be self-sufficient in

Table 3  
**The Self-Sufficiency Standard for Selected Family Types**  
**Nashville, TN MSA, 2002**  
**Davidson County \***  
*Monthly Expenses and Shares of Total Budgets*

<b>Monthly Costs</b>	<b>One Adult</b>		<b>One Adult, One Preschooler</b>		<b>One Adult, One Preschooler, One Schoolage</b>		<b>Two Adults, One Preschooler, One Schoolage</b>	
	<b>Costs</b>	<b>% of total</b>	<b>Costs</b>	<b>% of total</b>	<b>Costs</b>	<b>% of total</b>	<b>Costs</b>	<b>% of total</b>
<i>Housing</i>	\$535	40	\$660	30	\$660	25	\$660	21
<i>Child Care</i>	\$0	0	\$431	20	\$678	26	\$678	22
<i>Food</i>	\$176	13	\$266	12	\$396	15	\$544	17
<i>Transportation</i>	\$201	15	\$205	9	\$205	8	\$393	13
<i>Health Care</i>	\$86	6	\$193	9	\$213	8	\$255	8
<i>Miscellaneous</i>	\$100	8	\$176	8	\$215	8	\$253	8
<i>Taxes**</i>	\$230	17	\$377	17	\$455	17	\$537	17
<i>Earned Income Tax Credit (-)</i>	\$0	0	-\$27	-1	-\$9	0	\$0	0
<i>Child Care Tax Credit (-)</i>	\$0	0	-\$42	-2	-\$80	-3	-\$80	-3
<i>Child Tax Credit (-)</i>	\$0	0	-\$50	-2	-\$100	-4	-\$100	-3
<i>Total Percent Self-Sufficiency Wage - Hourly***</i>	—	100	—	100	—	100	—	100
<b>Monthly</b>	<b>\$7.55</b>		<b>\$12.44</b>		<b>\$14.96</b>		<b>\$8.92 per adult</b>	
<b>Annual</b>	<b>\$1,328</b>		<b>\$2,189</b>		<b>\$2,633</b>		<b>\$3,139</b>	
	<b>\$15,936</b>		<b>\$26,264</b>		<b>\$31,591</b>		<b>\$37,670</b>	

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

\*\* Taxes include federal and state income taxes, payroll taxes and sales taxes.

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

Note: Totals may not add exactly due to rounding.

Shelby County. The single parent with two children in Shelby County would need to earn **\$15.15** per hour to meet her family's needs. In a two-parent family in which both parents support a preschooler and schoolage child, each adult needs to earn **\$9.14** per hour to be self-sufficient in Shelby County.

The costs of meeting one's basic needs for a single adult in Davidson county, which includes Nashville, the state capitol, are similar to the costs in Shelby County. In Davidson County a single person with no children has a self-sufficiency wage of **\$7.55** per hour (see

Table 3), which is slightly less than in Shelby County and somewhat more than in Knox County. A single parent with one preschooler needs to earn **\$12.44** per hour in Davidson County to meet the basic needs of her family. This wage is higher than the one needed for the same family type in Shelby and Knox Counties. If she has two children, one preschooler and one schoolage child, she would need **\$14.96** per hour to meet her family's needs in Davidson County. These costs are lower than in Shelby County and higher than in Knox County. In the two-parent family with a preschooler

Table 4  
**The Self-Sufficiency Standard for Selected Family Types**  
**Cocke County, TN, 2002 \***  
*Monthly Expenses and Shares of Total Budgets*

Monthly Costs	One Adult		One Adult, One Preschooler		One Adult, One Preschooler, One Schoolage		Two Adults, One Preschooler, One Schoolage	
	Costs	% of total	Costs	% of total	Costs	% of total	Costs	% of total
Housing	\$289	29	\$364	24	\$364	19	\$364	14
Child Care	\$0	0	\$341	22	\$593	31	\$593	22
Food	\$176	18	\$266	17	\$396	21	\$544	21
Transportation	\$214	21	\$217	14	\$217	11	\$415	16
Health Care	\$91	9	\$210	14	\$230	12	\$272	10
Miscellaneous	\$77	8	\$140	9	\$180	9	\$219	8
Taxes**	\$156	16	\$227	15	\$294	15	\$426	16
Earned Income Tax Credit (-)	\$0	0	-\$132	-9	-\$158	-8	-\$6	0
Child Care Tax Credit (-)	\$0	0	-\$50	-3	-\$92	-5	-\$80	-3
Child Tax Credit (-)	\$0	0	-\$50	-3	-\$100	-5	-\$100	-4
<i>Total Percent Self-Sufficiency Wage - Hourly***</i>	—	100	—	100	—	100	—	100
<b>Monthly</b>	<b>\$5.70</b>		<b>\$8.71</b>		<b>\$10.93</b>		<b>\$7.52 per adult</b>	
<b>Annual</b>	<b>\$1,003</b>		<b>\$1,533</b>		<b>\$1,924</b>		<b>\$2,647</b>	
	<b>\$12,031</b>		<b>\$18,401</b>		<b>\$23,091</b>		<b>\$31,768</b>	

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

\*\* Taxes include federal and state income taxes, payroll taxes and sales taxes.

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

Note: Totals may not add exactly due to rounding.

and schoolage child, each adult needs to earn **\$8.92** per hour in Davidson County to attain self-sufficiency. These wages are slightly less than the self-sufficiency wages for Shelby County and more than the wages needed in Knox County.

Costs in Cocke County, located in eastern Tennessee, near the Great Smoky Mountains National Park are typical of most non-metro counties, that is, they are less than Tennessee's urban areas. However, they are slightly more expensive than many of Tennessee's other non-metro counties, in part perhaps because Cocke County is a popular tourist destination. A single adult in

Cocke County must earn **\$5.70** per hour to be self-sufficient. A single parent with a preschooler must earn two-thirds more per hour to meet costs, **\$8.71** per hour. An adult with a preschooler and schoolage child must earn **\$10.93** per hour to be self-sufficient in Cocke County. Two adults with a preschooler and schoolage child must each earn **\$7.52** per hour in Cocke County to be self-sufficient.

In Montgomery County—in northern Tennessee, on the Cumberland River—costs are very similar to Knox County. A single adult must earn **\$6.89** per hour to be self-sufficient (see Table 5) in Montgomery County.

Table 5  
**The Self-Sufficiency Standard for Selected Family Types**  
**Clarksville-Hopkinsville, TN-KY MSA, 2002**  
**Montgomery County \***  
*Monthly Expenses and Shares of Total Budgets*

	<b>One Adult</b>		<b>One Adult, One Preschooler</b>		<b>One Adult, One Preschooler, One Schoolage</b>		<b>Two Adults, One Preschooler, One Schoolage</b>	
<b>Monthly Costs</b>	<b>Costs</b>	<b>% of total</b>	<b>Costs</b>	<b>% of total</b>	<b>Costs</b>	<b>% of total</b>	<b>Costs</b>	<b>% of total</b>
Housing	\$437	36	\$514	28	\$514	23	\$514	18
Child Care	\$0	0	\$355	20	\$586	27	\$586	21
Food	\$176	15	\$266	15	\$396	18	\$544	19
Transportation	\$219	18	\$222	12	\$222	10	\$426	15
Health Care	\$85	7	\$190	11	\$210	10	\$252	9
Miscellaneous	\$92	8	\$155	9	\$193	9	\$232	8
Taxes**	\$204	17	\$289	16	\$354	16	\$470	17
Earned Income Tax Credit (-)	\$0	0	-\$88	-5	-\$103	-5	\$0	0
Child Care Tax Credit (-)	\$0	0	-\$48	-3	-\$84	-4	-\$80	-3
Child Tax Credit (-)	\$0	0	-\$50	-3	-\$100	-5	-\$100	-4
<b>Total Percent Self-Sufficiency Wage - Hourly***</b>	<b>—</b>	<b>100</b>	<b>—</b>	<b>100</b>	<b>—</b>	<b>100</b>	<b>—</b>	<b>100</b>
	<b>\$6.89</b>		<b>\$10.26</b>		<b>\$12.44</b>		<b>\$8.08 per adult</b>	
<b>Monthly</b>	<b>\$1,212</b>		<b>\$1,805</b>		<b>\$2,189</b>		<b>\$2,844</b>	
<b>Annual</b>	<b>\$14,547</b>		<b>\$21,661</b>		<b>\$26,263</b>		<b>\$34,128</b>	

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

\*\* Taxes include federal and state income taxes, payroll taxes and sales taxes.

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

Note: Totals may not add exactly due to rounding.

This is slightly more than a single person needs to be self-sufficient in Knox County. A single parent with a preschooler must earn **\$10.26** per hour in Montgomery County to be self-sufficient, slightly less than in Knox County. An adult with two children, a preschooler and schoolage child, must earn **\$12.44** per hour to meet costs—almost twice the amount of the single adult. In a two parent family with a preschooler and schoolage child, each adult must earn **\$8.08** per hour to be self-sufficient. These self-sufficiency wages are less than in Knox County, but more than in Cocke County.

Hardeman County (see Table 6), is a non-metro county located in southwest Tennessee, east of Memphis. A single adult in Hardeman County must earn **\$5.84** per hour to be self-sufficient. This is more than what is needed in Cocke County, less than in the remaining counties. A single parent with one preschool age child living in Hardeman County must earn **\$8.48** per hour to be self-sufficient. This is less than what is needed for the same family types in the other counties analyzed here. An adult with a preschooler and schoolage child to support must earn **\$10.25** per hour

Table 6  
**The Self-Sufficiency Standard for Selected Family Types**  
**Hardeman County, TN, 2002 \***  
*Monthly Expenses and Shares of Total Budgets*

Monthly Costs	One Adult		One Adult, One Preschooler		One Adult, One Preschooler, One Schoolage		Two Adults, One Preschooler, One Schoolage	
	Costs	% of total	Costs	% of total	Costs	% of total	Costs	% of total
Housing	\$318	31	\$400	27	\$400	22	\$400	16
Child Care	\$0	0	\$317	21	\$516	29	\$516	21
Food	\$176	17	\$266	18	\$396	22	\$544	22
Transportation	\$214	21	\$217	15	\$217	12	\$415	17
Health Care	\$82	8	\$179	12	\$199	11	\$241	10
Miscellaneous	\$79	8	\$138	9	\$173	10	\$212	8
Taxes**	\$160	16	\$215	14	\$263	15	\$386	15
Earned Income Tax Credit (-)	\$0	0	-\$138	-9	-\$183	-10	-\$38	-2
Child Care Tax Credit (-)	\$0	0	-\$52	-3	-\$79	-4	-\$80	-3
Child Tax Credit (-)	\$0	0	-\$50	-3	-\$97	-5	-\$100	-4
<i>Total Percent Self-Sufficiency</i>	—	100	—	100	—	100	—	100
<b>Wage - Hourly***</b>	<b>\$5.84</b>		<b>\$8.48</b>		<b>\$10.25</b>		<b>\$7.09 per adult</b>	
<b>Monthly</b>	<b>\$1,028</b>		<b>\$1,492</b>		<b>\$1,805</b>		<b>\$2,497</b>	
<b>Annual</b>	<b>\$12,333</b>		<b>\$17,906</b>		<b>\$21,657</b>		<b>\$29,962</b>	

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

\*\* Taxes include federal and state income taxes, payroll taxes and sales taxes.

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

Note: Totals may not add exactly due to rounding.

in Hardeman County to meet costs. This hourly wage is also less than self-sufficiency wages for the same family type in the other counties analyzed here. In a two parent family with a preschooler and schoolage child each adult must earn **\$7.09** per hour to be self-sufficient in Hardeman County. This self-sufficiency wage for this family type is also less than what is needed for the other counties analyzed here.

In comparing self-sufficiency wages to other Tennessee wages, note that the federal minimum-wage pays \$5.15 per hour. This wage does not meet the needs of any family type, even a single adult, in any of

the six areas analyzed here. The average hourly wage for low-wage workers (20th percentile) in Tennessee is \$7.06 per hour.<sup>23</sup> Though higher than the minimum wage, this wage meets the needs of only one family type—a single person with no children—in four of the six counties analyzed here: Cocke, Hardeman, Montgomery and Knox. This wage does not allow for self-sufficiency for any family type in Shelby or Davidson counties. With both parents working, \$7.06 per hour is enough to support a family with two children only in Hardeman County—the least expensive county analyzed here.

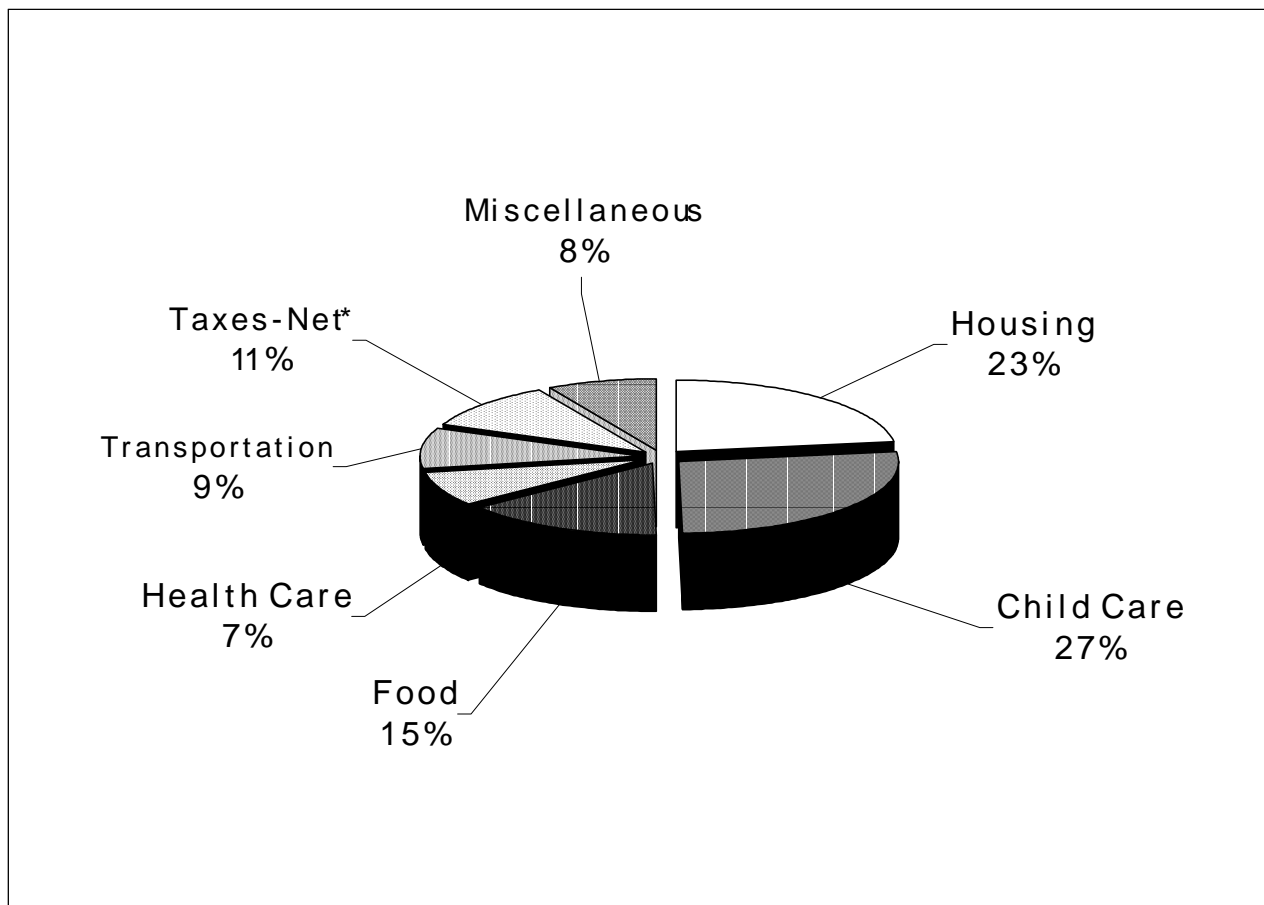
The hourly wage rate for median-wage workers in Tennessee (50th percentile) is \$10.33.<sup>24</sup> In Montgomery, Hardeman and Cocke Counties, this is enough for a single adult with one preschool age child to meet her family's needs. It is enough for a single adult with no children to be self-sufficient in all the counties analyzed here. A wage of \$10.33 per hour allows two parents to support two children in all the counties analyzed, if both parents work. It is enough wages for a single person to support two children only in Hardeman County—the least expensive county analyzed here.

For Tennessee families with children, child care and housing account for almost half the family budget in

households where both parents are working. Among families with one child, child care costs in Tennessee average about 20% to 22% of the total budget, while housing costs average 24% to 30% of the family budget.

For working families with two children, child care costs exceed housing costs in many of the locations, with child care costing from 27% to 31% of the family budget for one adult families with two children and 21% to 22% of the family budget for two adult families with two children. Housing costs for one adult families with two children account for 19-

Figure 1  
**Percentage of Income Needed to Meet Basic Needs, 2002**  
*Based on the Self-Sufficiency Standard for a Family with One Parent, One Preschooler and One Schoolage Child in Shelby County, TN*



\*Note: Percentages include the net effect of taxes and tax credits. Thus, the percentage of income needed for taxes is actually 17%, but with tax credits, the amount owed in taxes is reduced to 11%.

25% of the family budget. Housing costs for two-adult families with two children in these counties account for 14-19% of the family budget.

The rent for a two-bedroom housing unit varies from a low of **\$364** per month (Cocke County) to a high of **\$660** per month (Davidson County). The differential in child care costs in Tennessee is also large. For example, the cost of child care for two children, a preschooler full-time and a schoolage child part-time, ranges from **\$516** in Hardeman County to **\$717** in Shelby County.

In Figure 1 on the preceding page, we have shown the proportion of income spent on each basic need for a single parent family with one preschooler and one schoolage child in Shelby County.

Housing and child care are by far the greatest expenses for working families with children. Families

with two children, one of whom is under schoolage, generally spend almost half their incomes on these two expenses alone. For this family in Shelby County, 50% of the budget goes towards housing and child care.

The next largest expenses are food and taxes, accounting for 15% and 11% of the total costs respectively. (It should be noted, however, that the actual month-to-month tax burden for this family is higher—17% of the budget. The percentage shown is lowered with the addition of federal tax credits, which may or may not be received on a month-to-month basis). Transportation, healthcare and miscellaneous expenses each account for 7 to 9% of this family's budget. Transportation costs include car maintenance, oil and gas, insurance and car payment.

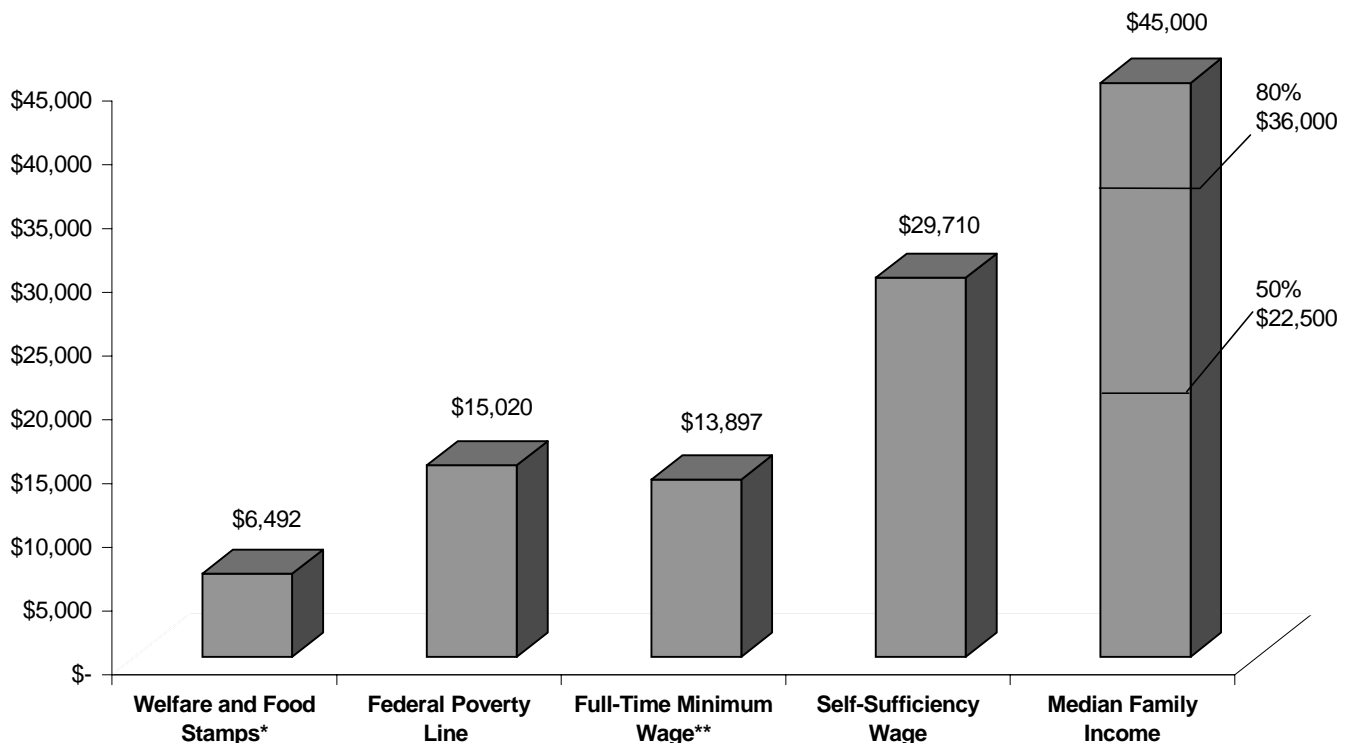
# Comparing the Standard to Other Benchmarks of Income

To put the Standard in context, it is useful to compare it to other commonly used measures of income adequacy. In Figure 2 below, we have compared the Standard for Chattanooga's Hamilton County to four other benchmarks: the combined welfare cash assistance and food stamps benefit, the federal poverty measure, the federal minimum wage, and the median income. This set of benchmarks is not meant to show *how* a family would move from welfare or poverty to self-sufficiency, rather the concept of self-sufficiency assumes a gradual progression, one that takes place over time. (Please see the next two sections for a

more detailed discussion of how Tennessee families can achieve Self-Sufficiency Wages.)

For purposes of comparison, we use the Standard for a three-person family consisting of one adult, one preschooler, and one schoolage child living in Hamilton County, in the Chattanooga metro area. The Self-Sufficiency Standard for this family type in Hamilton County is **\$29,710**. (The other benchmarks presented are not as specific as the Standard in terms of age and number of children.)

Figure 2  
**The Self-Sufficiency Standard Compared to Other Benchmarks, 2002**  
*Based on the Self-Sufficiency Standard for a Family with One Parent, one Preschooler and One Schoolage Child in Hamilton County, TN*



\* Welfare and Food Stamps includes the maximum grant for a 3 person family in Tennessee. Cash assistance is \$185 per month, Food Stamps \$335 per month.

\*\*Full-time minimum wage is the year 2002 federal minimum wage of \$5.15 per hour, and includes the net effect of the addition of the Earned Income Tax Credit and the subtraction of taxes.

***The Welfare (TANF) Grant and Food Stamps:***

Including the cash value of Food Stamps as well as the TANF cash grant, assuming no other wage or income, the maximum possible “cash” assistance package for a family of three in Tennessee is **\$541** per month in Hamilton County or **\$6,492** per year, assuming no wage or other income. This amount is just over one-fifth (**21.9%**) of the Self-Sufficiency Standard for a three-person family in Hamilton County.

***Federal Poverty Level:*** Not surprisingly, the Standard is quite a bit higher than the official poverty level for a family of three. A family consisting of one adult and two children would be considered “poor,” according to federal guidelines, if this family had a monthly income of **\$1,252** (**\$15,020** annually) or less—regardless of where they live, or the age of their children. Thus, the official poverty level for a three-person family is just over one-half (**50.6%**) of the Self-Sufficiency Wage actually needed for a three-person family (with one adult, one preschooler and one schoolage child). Even in the least expensive jurisdictions in Tennessee, such as Clay County, the official poverty guideline is only about 65% of the amount needed to meet family needs according to the Standard.

***Minimum Wage:*** A full-time worker at the federal minimum wage of **\$5.15** per hour earns about **\$893** per month or **\$10,712** per year. Subtracting taxes—payroll (Social Security), and federal income taxes—and adding tax credits—the Child and Earned Income Tax Credits—this worker would have a cash income of **\$1,158** per month, or **\$13,897** per year. This amount is more than her earnings alone because the federal EITC benefit for which she qualifies is the maximum and she also receives a small child tax credit. Together these are more than the taxes she owes. (At this income level, this worker only has to pay sales and payroll taxes—her income is below the threshold for paying federal income taxes. Nevertheless, because

she does not pay federal income taxes, she is ineligible for the Child Care Tax Credit).

Even with the help of the federal EITC, however, a full-time job with the minimum wage provides just about one-half (**46.8%**) of the amount needed to be self-sufficient. If we assume that she pays taxes, but does not receive the EITC or the CTC payments on a monthly basis—as is true of most workers—she will only receive **\$9,892** during the year, which is one-third of the Self-Sufficiency Standard (**33.3%**).

***Median Family Income:*** Median family income is defined as the income level at which half of an area’s families have incomes above this amount and half have incomes below this amount. The median income for a three-person family in Hamilton County is **\$45,000**. The Self-Sufficiency Standard for a single-parent family with one preschooler and one schoolage child is thus **66%** of the median family income for Hamilton County.

The U.S. Department of Housing and Urban Development (HUD) uses area median family income as a standard to assess families’ needs for housing assistance. Those with incomes below 50% of the median area income are considered “Very Low Income,” while those with incomes below 80% of the median are considered “Low Income.” (Almost all assistance is limited to the “Very Low Income” category, and even then, only about one-fourth of those eligible families receive housing assistance). Thus, the Self-Sufficiency Standard for a Hamilton County family, at 66% of the median family income, falls between 50% and 80% of area median income. It is therefore between the “Low Income” and “Very Low Income” standards used by HUD, which suggests that the Standard is set at a level that is neither too high, nor too low.

# Comparing the Standard for Nashville & Memphis to Other Major Cities

The Self-Sufficiency Standard has now been completed for 25 states or cities. Because the Self-Sufficiency Standard uses the same methodology across states, the cost of meeting basic needs for a given family type can be directly compared. However, since the Standard has been done in different years in the various places, all numbers have been updated to the year 2002. While over a long period of time costs are likely to increase at different rates, for our purposes here it is acceptable to use the overall Consumer Price Index (CPI) to update the Standards to make them comparable. As can be seen in Table 7, we have chosen to compare the Standard for Nashville and Memphis to seventeen other cities.

For a single adult with a preschooler, the costs in Nashville require a Self-Sufficiency Wage of \$12.44 per hour; in Memphis, the same family's Self-Sufficiency Wage is \$12.02 per hour. Nashville's is the *third lowest* wage in this comparison higher than Billings and Memphis, lower than the remaining cities. Memphis's Self-Sufficiency Wage for this family type is the lowest wage in this comparison.

The Self-Sufficiency Wage for a single-parent, two-child family in Memphis and Nashville are *third and second lowest* respectively in this comparison. This is more than the wages for the same family type in Billings, but less than the cost of living in the remaining cities.

For two-parent families with two children, the Self-Sufficiency Wages in Nashville and Memphis are lower than all the other cities in this comparison.

Although an urban Tennessee family's expenses fall in the lower portion of the country for all family types, it still requires substantial resources for families to achieve self-sufficiency in Tennessee. Tennessee's median income is lower than the national average; its poverty rate is higher than the national average and Tennessee has a larger share of jobs that pay poverty-level wages than in the nation as a whole.<sup>25</sup> Therefore, despite their relative low costs, in comparison to other American cities, for many families in Memphis and Nashville, achieving self-sufficiency presents a considerable challenge.

Table 7  
The Self-Sufficiency Standard for Nashville and Memphis as Compared to Other American Cities, 2002\*

Single Adult, Preschooler		Single Adult, Preschooler, Schoolage		Two Adults, Preschooler, Schoolage	
San Francisco, CA***	\$21.84	San Francisco, CA***	\$25.89	San Francisco, CA***	\$13.66**
New York City (Queens), NY***	\$18.35	Washington, DC***	\$24.71	Washington, DC***	\$13.59**
Washington, DC***	\$17.49	New York City (Queens), NY***	\$22.95	New York City (Queens), NY***	\$12.56**
Boston, MA***	\$16.82	Los Angeles, CA	\$21.06	Milwaukee, WI	\$11.87**
Milwaukee, WI	\$16.37	Boston, MA ***	\$20.41	Los Angeles, CA	\$11.74**
Los Angeles, CA	\$16.20	Milwaukee, WI	\$20.24	Boston, MA ***	\$11.09**
Phoenix, AZ	\$15.13	Denver, CO	\$18.90	Phoenix, AZ	\$10.78**
Philadelphia, PA***	\$15.13	Phoenix, AZ	\$18.09	Denver, CO	\$10.72**
Denver, CO	\$14.76	Philadelphia, PA***	\$17.93	Salt Lake City, UT	\$10.58**
Salt Lake City, UT	\$14.63	Salt Lake City, UT	\$17.76	Louisville, KY	\$10.23**
Seattle, WA***	\$14.22	Seattle, WA***	\$17.59	Philadelphia, PA***	\$10.13**
Louisville, KY	\$14.21	Louisville, KY	\$17.18	Oklahoma City, OK	\$9.99**
Las Vegas, NV	\$13.78	Oklahoma City, OK	\$16.66	Seattle, WA***	\$9.60**
Chicago, IL***	\$13.74	Chicago, IL***	\$16.32	Las Vegas, NV	\$9.48**
Oklahoma City, OK	\$13.46	Las Vegas, NV	\$15.78	Charleston, WV	\$9.31**
Charleston, WV	\$12.51	Charleston, WV	\$15.27	Chicago, IL ***	\$9.28**
<b>Nashville, TN</b>	<b>\$12.44</b>	<b>Memphis, TN</b>	<b>\$15.15</b>	Billings, MT	\$9.17**
Billings, MT	\$12.16	<b>Nashville, TN</b>	<b>\$14.96</b>	<b>Memphis, TN</b>	<b>\$9.14**</b>
<b>Memphis, TN</b>	<b>\$12.02</b>	Billings, MT	\$14.68	<b>Nashville, TN</b>	<b>\$8.92**</b>

\*all wages updated using Consumer Price Index

\*\*wages shown are per adult

\*\*\*wage calculated assumes family uses public transportation

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# *Closing the Gap Between Incomes and the Self-Sufficiency Standard*

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Of course, many families do not earn Self-Sufficiency Wages, particularly if they have recently entered (or reentered) the workforce, live in high-cost areas, or live in low wage areas. They therefore cannot afford their housing *and* food *and* child care—much less their other basic needs. They must choose between needs, or accept substandard or inadequate child care, insufficient food, or substandard housing.

This wage gap presents states and localities with the challenge of how to aid families who are striving for self-sufficiency, especially families whose incomes may be above the “poverty” level and/or assistance eligibility levels, yet fall below what is needed for self-sufficiency. While many have benefited from the opportunities produced by an expanding economy during the late 1990s helping families achieve self-sufficiency presents a greater challenge during economic downturns. In addition, dwindling time remains in which many families can receive cash assistance from TANF.

The two basic approaches for individuals to close this income gap are to: (1) reduce costs through supports—public or private, in cash or “in kind”, and (2) raise incomes. The first approach, that of reducing costs, can be accomplished through various subsidies and supports, such as child support, Food Stamps, and child care assistance. This approach will be discussed in more detail in the next section, “Modeling the Impact of Supports on Wages Required to Meet Basic Needs.”

The other approach, raising incomes, can be done at either the ‘micro’ or individual level, or at the “macro” level. “Micro” strategies, to raise individuals’ incomes include training and education, context literacy, nontraditional employment for women, micro-enterprise, and individual development accounts. “Macro” strategies address labor market structures, and include labor market reforms, removing artificial barriers to employment for women and/or persons of color, and sectoral employment initiatives. Below we will discuss each of these strategies in more detail.

These two approaches—reducing costs and raising income—are not mutually exclusive, but in fact can and should be used sequentially or in tandem, as appropriate. Thus, some parents may receive education and training, followed by jobs that are supplemented by supports (if necessary) until their wages reach the self-sufficiency level. Alternatively, individual parents may combine work and study from the outset. Whatever choices they make, parents should be able to choose the path to self-sufficiency that best safeguards their family’s well-being and allows them to balance work, education and family responsibilities.

## **Raising Incomes: Micro Approaches**

**Targeting Higher-Wage Employment: Increasing Access to Higher Education:** Adults who have language difficulties, inadequate education, or who lack job skills or experience cannot achieve Self-Sufficiency Wages without first addressing access to training and education. Training and education are often key to entering occupations and workplaces that will eventually, if not immediately, pay Self-Sufficiency Wages (see chart on page 22). For some, this may mean skills training, or ESL (English as a Second Language), ABE (Adult Basic Education) and/or the GED (General Educational Development) programs. For others, this may mean earning two- or four-year degrees at accredited colleges and universities.

Education has always been a key to economic independence. Yet by promoting rapid attachment to employment or “WorkFirst”, the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 restricted low-income parents’ access to higher education. Instead of devoting attention to attaining their degrees, students enrolled in college who are receiving aid must meet the strict work requirements of the welfare reform law and take approved courses that qualify as “vocational education training.” Currently, states can count only twelve months of vocational education as a work activity for TANF recipients. Needless to say, most higher wage jobs require more

than twelve months of training; in fact, many require at least a four-year degree.

Effectively increasing access to higher education requires relaxing current restrictions, as well as providing supports for low-income parents in college, including child care, tuition waivers and transportation assistance. In addition, in some states policy changes at the local as well as federal levels will be necessary in order for TANF recipients to have access to higher education.

In the past decade, Tennessee in particular has seen growth in managerial, technical and professional occupations. However, for Tennessee to continue to develop economically, it is crucial that investments be made in public schools and higher education. Failure to meet this challenge could lead to a competitive disadvantage for the state in terms of business recruitment and retention. Economic development for Tennessee—and indeed for many states—hinges of the state’s ability to provide a supply of workers with skills necessary for higher tech and service oriented businesses.<sup>26</sup> Worker education is also something in which businesses can invest. Expanding incumbent worker training results in increased productivity and increased efficiency, which benefits the employer, and higher wages, which benefit the employee.

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

Most adults cannot spend years in basic education programs learning skills that may seem, at best, distantly related to their economic goals. Given welfare time limits and restrictions on education and training, it is

more important than ever that individuals master basic and job-specific skills as quickly and efficiently as possible.

**Nontraditional Employment for Women:** For many women, nontraditional jobs (such as construction, copy machine repair, X-ray technician, or computer-aided drafting) require relatively little post-secondary training, yet provide wages at self-sufficiency levels. Nontraditional employment for women is one high-wage option that can enable families to move out of poverty. Nontraditional Occupations (NTOs) are jobs that are often thought of as “men’s jobs.” According to the U.S. Department of Labor, they include any occupation in which less than 25 percent of the workforce is female.

Increasing women’s access to nontraditional jobs is a compelling strategy for family economic self-sufficiency for several reasons. Most importantly, compared to jobs that are traditional for women, nontraditional jobs can provide better wages and benefits than the traditionally “female” jobs (such as service or retail jobs). Enhancing women’s access to these jobs—or training leading to these jobs—requires addressing a range of barriers that prevent women from entering and remaining in nontraditional occupations. Unfortunately, most female job training participants and welfare clients are steered towards traditionally “female” occupations. Many of these occupations offer low wages and little room for advancement and subsequent pay raises.

The additional earnings associated with NTOs significantly improve the ability of women to take care of their families. Nontraditional jobs also frequently have greater career and training opportunities, and many women find greater job satisfaction that can result in longer-term employment. In addition, hiring women in nontraditional jobs is good for business and produces positive results for employers.

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

strategies used to train and place women in higher-wage, nontraditional jobs were institutionalized into the mainstream job training and vocational education systems. Institutionalizing nontraditional employment in the workforce development and welfare systems is key to this becoming a successful strategy for moving families out of poverty.

**Targeting Higher-Wage Employment: Microenterprise Training and Development:** Microenterprise development is an income-generating strategy that helps low-income people start or expand small businesses. Generally, the business is owned and operated by one person or family, has fewer than five employees and can start up with a loan of less than \$25,000. Microenterprise is an attractive option for low-income women who may have skills in a particular craft or service. The lack of quality employment options especially for low-income, low-skilled women makes microenterprise development a critical strategy for moving families out of poverty. Low-income women entrepreneurs, especially those living in rural or inner-city communities isolated from the economic mainstream, often lack the contacts and networks needed for business success. Peer networks (such as lending circles and program alumnae groups) help women learn to earn from each other, build self-esteem and organize around policy advocacy. Linkages between microentrepreneurs and more established women business owners provide program participants with role models, facilitate an on-going transfer of skills, and expand networks.

**Individual Development Accounts:** For many low-income families, the barriers to self-sufficiency are accentuated by a near or total absence of savings. According to one report, a family with a household income between \$10,000 and \$25,000, had net financial assets of \$1,000, while a family with a household income of less than \$10,000 had net financial assets of \$10.<sup>27</sup> For these families with no savings, the slightest setback—a car needing repairs, an unexpected hospital bill, a reduction in work hours—can trigger a major financial crisis. These families can be forced to take out small loans at exorbitant interest prices just to make it to the next paycheck, often resulting in spiraling debt. Too often, public policies work against the promotion of savings by actively penalizing families that manage to put some money aside.

Recent policy changes have begun to promote and encourage asset development for low-income workers.

One major development has been the Individual Development Account (IDA). Individual Development Accounts (IDAs) are dedicated savings accounts earmarked for purchasing a first home, for education and job training expenses or for capitalizing a small business. In many states, contributions from eligible low-income participants are matched, using both private and public sources. IDAs are managed by community-based organizations and are held at local financial institutions. While less common than income supports, these “wealth supports” can be an important tool in helping families towards self-sufficiency.

## Macro Approaches to Closing the Wage Gap

**Labor Market Reforms:** As can be seen in Tables 1 through 6, even two parents working full-time must earn well above the federal minimum wage to meet their family’s basic needs. Raising the minimum wage, particularly in high cost areas, is essential because it raises the “floor” for wages, and therefore affects many workers’ earnings. Ten states have a minimum wage that is above the federal minimum wage, with the highest being Washington State at \$6.90 per hour. In all, 20% of the U.S. residents live in states and localities with a minimum wage higher than the federal minimum wage.<sup>28</sup> (There is no state minimum wage in Tennessee). Higher wages can have a positive impact on both workers and their employers by reducing turnover and saving on training and recruitment costs for both workers and employers.

Another approach to raising wages of workers are the Living Wage laws that mandate that city contractors and employers receiving public subsidies pay a “living wage.” These policies would impact private sector workers’ wages as well as public sector workers. Union representation of workers also leads to higher wages as well as better benefits, moving workers closer to the Self-Sufficiency Standard.<sup>29</sup>

**Reducing Gender and Race-Based Wage Disparities:** It is important to recognize that not all barriers to self-sufficiency lie in the individual persons and/or families seeking self-sufficiency. Women and/or people of color all too often face artificial barriers to employment not addressed by public policy or training/education strategies. As Figure 3 on the following page illustrates, women are consistently paid less than men, even when they have equal education. Figure 3 also shows women are more likely to be unemployed than men, regardless of their qualifications. Pay Equity laws

would raise the wages of women and people of color who are subject to race and gender-based discrimination.

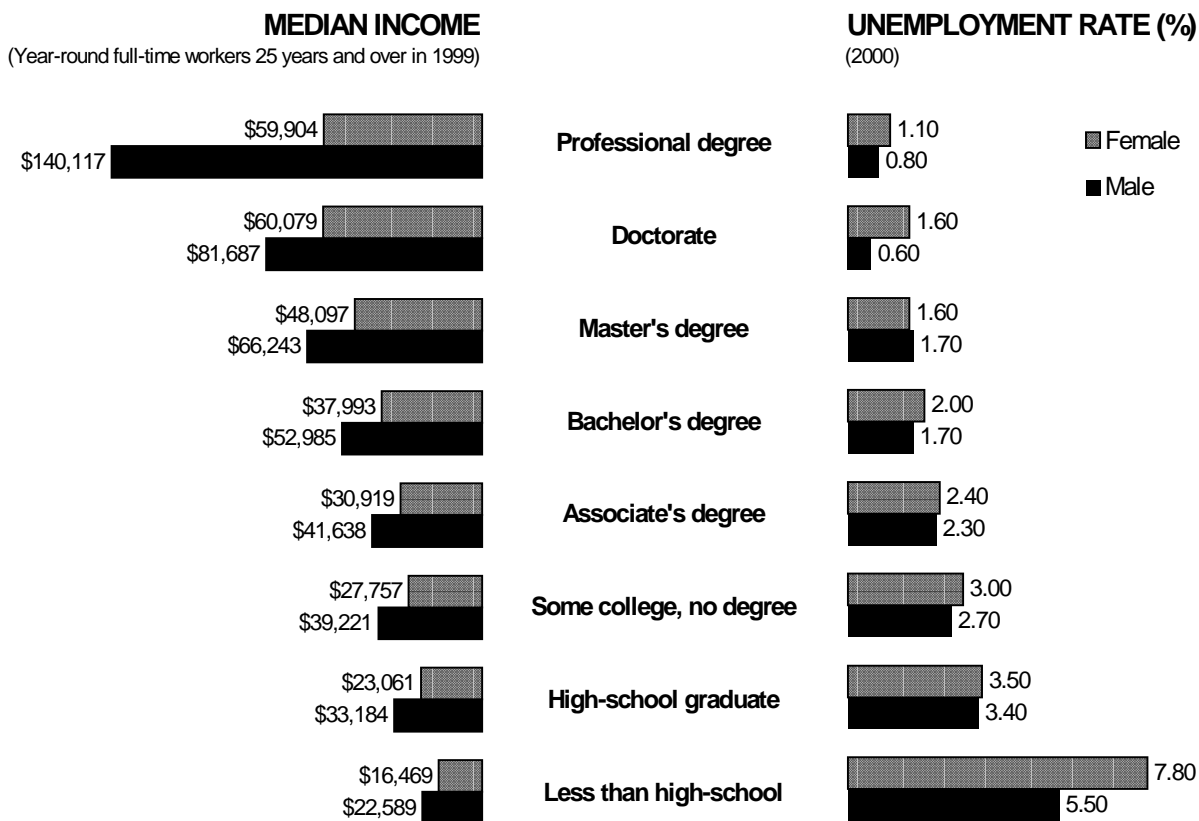
For some, discrimination on the basis of gender and/or race is a key issue. At the same time, this does not necessarily mean that individuals or institutions are engaging in deliberate racism and sexism. Addressing the more subtle, yet substantial, barriers effectively requires all stakeholders—employers, unions, advocates, training providers and educators, welfare officials and program participants—to partner together to address the various difficulties, myths and misunderstandings that arise as more and more people seek to enter a workforce environment that is not always welcoming.<sup>30</sup>

**Sectoral Employment Intervention:** A targeting high-wage job strategy, Sectoral Employment Intervention determines the wage needed by a worker

to sustain her/his family (using the Self-Sufficiency Standard), identifies well-paying jobs in growth sectors that lack trained workers, and analyzes the job training and support services infrastructure necessary to move these individuals into these jobs. Key components include engaging industry representatives, workforce development boards establishing occupational information systems based on local- and regional-labor-market-specific data, targeting training for specific jobs, and developing sensible outcome standards. Because this approach looks at labor market issues from both supply and demand perspectives, it helps communities strengthen their local economies while reinvesting in families and neighborhoods. Targeted training is necessary to help low-income clients access high-demand, high-wage jobs. By responding to business' specific labor needs, a high-wage job targeting strategy will improve a region's ability to attract and keep industries and to support a thriving business climate.

Figure 3

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



Source: Bureau of Labor Statistics, Current Population Survey, unpublished data & Bureau of the Census

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

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## **Reducing Costs and Meeting Basic Needs Through Supports**

There are a number of ways to reduce the amount of income required to meet family needs, thus helping low-income families achieve self-sufficiency. Below we discuss health care coverage, child support and work supports as means to assist families reaching for self-sufficiency. We then model the effects of these resources on a family's wages in Table 8.

- **Health Care Coverage:** Affordable health care coverage is essential to families working towards self-sufficiency. The Standard assumes that a Self-Sufficiency Wage includes employer-provided (and partially financed) health insurance. When families have affordable health care coverage, health care expenses are a relatively small cost item on their budgets (less than 10% for most family types). However, it should be noted that many families cannot afford the health-care coverage available through their employers. Some employers do not offer health care benefits at all. When health care benefits are not available or affordable, parents have to make difficult choices in order to meet their families' needs. Without health care coverage, an illness or injury in a family can have serious financial consequences. For example, families may need to risk eviction by using income budgeted for housing in order to pay for needed healthcare.

However, with the implementation of TennCare, Tennessee's state-sponsored healthcare program, many families now have the option of covering their children's healthcare needs when their employer does not offer family coverage. Families who enter the workforce from welfare are eligible for continued coverage by Medicaid for themselves and their children for up to eighteen months. After that, and for those families not transitioning from welfare, children and some eligible adults can be covered by

TennCare, depending upon the family's size and income.<sup>31</sup>

- **Child Support:** While not an option for all families, whenever possible child support from absent, non-custodial parents should be sought. Higher unemployment rates and lower wages among some groups may result in lesser amounts of child support. Nevertheless, whatever the amount, child support payments reduce the amount required for a family to meet their needs, while providing the support of both parents to meet children's needs.
- **Work Supports:** In addition to assistance with health care coverage, there are other work supports to further assist families meet their basic needs. While the Self-Sufficiency Standard gives the amount of income that families need to meet their basic needs, without public or private assistance, many families cannot achieve self-sufficiency immediately. Work supports or aid such as cash assistance (TANF), housing (including Section 8 vouchers and public housing), child care, health care (Medicaid or other plan), and/or transportation subsidies all aid families as they struggle to become economically independent. At the crucial point in their lives of entering employment, such work supports can help a family achieve stability without scrimping on nutrition, living in overcrowded or substandard housing, or using inadequate child care. This stability can help a family maintain employment, which is a necessary condition for improving wages.

However, work supports are limited. They are not available to all families whose incomes are insufficient to meet their needs and often work support benefits are low. In addition, though many families do not have income adequate to meet their needs, their incomes are too high to meet eligibility guidelines for work supports that would help them reach self sufficiency.

Table 8  
**Impact of Work Supports on Monthly Costs and the Self-Sufficiency Wage**  
of a Single Parent with One Infant and One Preschooler  
Nashville, TN MSA, 2002, Davidson County

	#1	WORK SUPPORTS						
		#2	#3	#4	#5	#6	#7	#8
	Self-Sufficiency Standard	Child Support	Child Care & Child Support	Welfare-to-Work Package : Child Care & Health Care [Medicaid]	Post-Transition/ Working Poor : Child Care Health Care [TennCare]*	Child Care, Food Stamps, Health Care [TennCare]* & Child Support	Housing, Child Care, Food Stamps, & Health Care [TennCare] (no premium)	Tax Relief (Rochelle-Head Plan)
<b>Monthly Costs:</b>								
Housing	\$660	\$660	\$660	\$660	\$660	\$660	\$465	\$660
Child Care	\$849	\$849	\$174	\$200	\$243	\$69	\$143	\$849
Food	\$345	\$345	\$345	\$345	\$345	\$135	\$278	\$345
Transportation	\$206	\$206	\$206	\$206	\$206	\$206	\$206	\$206
Health Care - TN	\$202	\$202	\$202	\$0	\$126	\$126	\$86	\$202
Miscellaneous	\$220	\$220	\$220	\$220	\$220	\$220	\$220	\$220
Taxes	\$486	\$394	\$228	\$264	\$305	\$120	\$200	\$413
Earned Income	\$0	#	#	#	#	#	#	#
Tax Credit (-)								
Child Care Tax Credit (-)	-\$80	-\$80	-\$44	-\$48	-\$56	\$0	-\$36	-\$80
Child Tax Credit (-)	-\$100	-\$87	-\$13	-\$32	-\$52	\$0	-\$6	-\$100
Child Support		-\$320	-\$320	\$0	\$0	-\$320	\$0	\$0
<b>Self-Sufficiency Wage:</b>								
-Hourly	\$15.84	\$13.58	\$9.43	\$10.31	\$11.35	\$6.91	\$8.84	\$15.43
-Monthly	\$2,789	\$2,389	\$1,659	\$1,815	\$1,998	\$1,216	\$1,556	\$2,715
-Annual	\$33,463	\$28,673	\$19,907	\$21,778	\$23,974	\$14,596	\$18,674	\$32,580
Annual EITC (federal)	\$0	\$723	\$2,569	\$2,175	\$1,713	\$3,688	\$2,829	\$0
Annual Refundable CTC (federal)	\$0	\$162	\$829	\$790	\$577	\$460	\$798	\$0

\* Includes \$40 per family premium

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

## Modeling the Impact of Supports

In Table 8, we examine the effect of adding work supports for a family consisting of a single parent and two children, an infant and a preschooler, living in Davidson County. These tables illustrate the impact of work supports in different combinations and under different cost of living conditions. The basis for these numbers can be found in the section entitled “How the Standard is Calculated,” starting on page 5.

**Treatment of Tax Credits:** Although we include the Earned Income Tax Credit and/or the Child Tax Credit (when the family qualifies) in the calculation of the Self-Sufficiency Standard, in this model we want to show only income that is in fact likely to be available to families each month to meet their needs. Although by

law a family can receive part of the federal EITC and/or the CTC to which they are entitled on a monthly basis, the great majority (approximately 99%) of families receive the EITC and the CTC as a lump sum payment the following year when they file their tax returns.<sup>32</sup>

While this money is frequently used, according to research, to meet important family needs such as a security deposit for housing, to buy a car, to settle debts, to pay tuition, or to start a savings account, it is not available to meet daily or monthly needs.<sup>33</sup> Moreover, because of fluctuating hours and wages over the year, many workers find it difficult to gauge how much EITC or CTC they will be receiving when they file their taxes at the beginning of the next year.

We show the federal EITC and the refundable CTC as the annual amount, for which this family would qualify when they file their taxes the following year—if they worked at this wage for the entire year. (See the two shaded lines, at the bottom of Table 8 ). Note that because these amounts are not received during the month or year shown here, they are not included in the calculation of the wages shown.

## Table 8 - The Impact of Work Supports

**The Self-Sufficiency Standard (Column #1):** In the first column of Table 8, the Standard provides the full amount of each of the family’s expenses, including taxes, without any work or other supports to reduce these costs (except tax credits where applicable). With child care expenses of \$849 per month and housing costs of \$660 per month, it is not surprising that for this single parent the Self-Sufficiency Wage is **\$15.84** per hour in Davidson County.

### Private Support:

**Child Support (Column #2):** In the second column of Table 8, the private “subsidy” of child support is added. The amount of \$320 shown is the average child support payment per family per month in Tennessee (for families receiving support), as reported by the state.<sup>34</sup> Unlike additional earned income, child support is not reduced by taxes, and therefore it has a stronger impact on helping families meet their needs.

Not only does child support reduce the amount that must be earned, but it changes taxes and tax credits as well. Taxes decrease from \$486 in Davidson County—in Column #1, when all income is earned—to \$394—when some income is received as child support. Note that altogether, these changes reduce the amount this single parent must earn to meet her family’s needs from \$15.84 to **\$13.58** per hour. Because of the reduction in needed wages, this worker also now qualifies for a federal EITC and refundable CTC tax credits.

### Public Work Supports:

**Child Support & Child Care (Column #3):** In the third column, we show the effect of a child care work support or subsidy available to some low-income families in Tennessee. Child care assistance for a family of three is available from Tennessee’s Department of Human Services on a sliding scale, depending on family size and income. In Table 8, we have modeled the current child care subsidy available for her income level, along with the same child support payment as modeled in Column #2. (If this parent were

meeting her family’s needs without the assistance of child support, she would not qualify for child care assistance in the state of Tennessee). With this assistance, her monthly child care payment is reduced from \$849 to **\$174**. Her monthly income now needs to be **\$9.43** per hour to meet her basic needs. The amount of taxes she pays is reduced—from \$486 per month, when she only received child support—to **\$228** per month, with the addition of child care assistance. She also now qualifies to receive both the federal EITC and CTC.

**“Welfare-to-Work”: Child Care and Health Care [Medicaid] (Column #4):** For adults who are moving from welfare to work, there is available a set of supports to help with that transition. A typical “package” of benefits available to those making the welfare-to-work transition usually includes child care, Food Stamps, Medicaid and cash assistance. However, under Tennessee eligibility rules, any worker who qualifies for this much assistance could not also adequately meet her family’s needs. *If her wages are low enough to qualify for full assistance, they are too low to allow for adequate housing, child care, transportation, healthcare, food and supplies.* Thus, we have modeled only the work supports in Tennessee she can qualify for and still maintain a decent standard of living. These supports include Medicaid and child care assistance.

With this assistance package, child care costs are reduced to **\$200** per month. Medicaid reduces health care costs to zero. In reducing her wage, the monthly tax burden is also reduced; with this assistance she pays only **\$264** per month in taxes. Altogether this lowers the income that must be earned from \$15.84 to **\$10.31** per hour. She also receives a substantial EITC and small CTC at the end of the year.

**“Post Transition Welfare-to-Work”: Child Care and Health Care [TennCare] (Column #5):** After one year, the parent making the transition from welfare to work loses Medicaid coverage for her whole family, although her children remain eligible for TennCare. In the sixth column of Table 8, we model this change by assuming that the children’s health care costs are covered by TennCare, which requires a monthly premium of \$40.00 for the children. The parent’s cost is not covered at all, so the parent must pay for her share of the health insurance premium that is available through her employer, and out-of-pocket costs for herself. Thus her health care expenses rise to **\$126** per month.

Although this amount is not large, the loss of Medicaid coverage for herself means that she must increase her earnings to pay for her health care costs, which in turn means that she loses a portion of her child care assistance. Her child care copayment increases to **\$243** per month. The increased income needed to meet these expenditures also causes her taxes to increase. Altogether, she must now earn **\$11.35**—over a dollar more per hour—just to be able to meet her needs at the same level as when Medicaid covered all of her family’s health care costs.

***Child Care, Food Stamps, Health Care [TennCare] and Child Support (Column #6):*** Column #6 shows the profound effect a child support payment can have on this family’s income during the Post-Transition stage of their Welfare-to-Work strategy. In the previous columns, with the assistance she qualified for, it was necessary for this worker to have a job paying between \$10-12.00 per hour in order to meet her family’s needs after leaving welfare. However, if this same worker receives a child support payment of \$320 per month during this transition time, her family qualifies for both Food Stamps and child care assistance. With her child care co-payment lowered to **\$69** and her food expenses lowered from \$345 to **\$135**, as well as child support, her self-sufficiency wage becomes **\$6.91** per hour in Davidson County.

***Housing, Child Care, Food Stamps and Health Care [TennCare] (Column #7):*** In the seventh column of Table 8 we have modeled the combination of housing assistance, child care, Food Stamps and health care [TennCare]. For families who qualify, and who are able to get it, housing assistance typically reduces the cost of housing so that families pay only 30% of their income for housing and utilities. This aid reduces housing costs by just under \$200 per month in Davidson County, from \$660 per month to \$465 per month. With lowered housing expenses, and the resultant lower income needed for housing, the family qualifies for both child care assistance and Food Stamp assistance. The reduced income needed for these expenses also allows this family to qualify for TennCare without having to pay a monthly premium of \$40, reducing the monthly healthcare payment to \$86, which is the amount needed

for the adult’s employer-sponsored insurance and out-of-pocket costs. Altogether, with these work supports, the income needed to meet this family’s needs is reduced to **\$8.84** per hour.

It should be noted, however that very few families actually receive all of these supports modeled in Column #7. Due to long waiting lists, and a scarcity of space, in many areas housing assistance in particular can be hard to obtain in Tennessee. And while child care assistance is provided for Welfare-to-Work and Post Transition parents in Tennessee, the waiting list for low-income parents who are not part of these programs can be months, or even years long.

***Tax Relief [Rochelle-Head Plan] (Column #8):*** In column 8 of Table 8, we model the effect of tax relief on a working family’s wages in Davidson County. The Rochelle-Head tax plan proposes a tax reform which eliminates state taxes on food, clothing and non-prescription drugs, sets a uniform sales tax at 7% for all Tennessee counties and establishes a graduated income tax which is deductible from the federal income tax.

At this income, the family modelled here is exempt from the graduated state income tax. Tax relief on food and clothing purchases reduces their monthly tax burden from \$486 per month to **\$413**. Altogether, the Rochelle-Head tax plan lowers the hourly wage needed for self-sufficiency for this family type in Davidson County from \$15.84 per hour to **\$15.43**. Annual savings for this family type amounts to some \$880.

### **Availability of Work Supports in Tennessee**

By temporarily aiding families with a variety of work supports until they are able to earn Self-Sufficiency Wages, families are able to meet their needs adequately as they enter or re-enter the workforce. Meeting their basic needs means that they are more likely to be able to achieve stability in their housing, child care, diet, and health care. This in turn helps support their ability to achieve stable employment, depending on the state of the economy. Thus, carefully targeted programs and tax policies can play an important role in helping families become fully self-sufficient.

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

- Nationwide, only about 12% of eligible families receive housing aid or live in public housing.<sup>35</sup> In January, 2002, there were over 7,500 families on the waiting list for housing subsidies in Tennessee.<sup>36</sup>
  - Between 1996 and 2000, the number of people receiving Food Stamps dropped by 8.6 million, according to the U.S. Department of Agriculture. Although some of this decline was due to the improving economy, a GAO report concluded that the decline was greater than would be expected according to economic indicators. The Urban Institute reported that about two-thirds of those who left the Food Stamps program as they left welfare remained eligible.<sup>37</sup> Over 6% of households in Tennessee are at risk for hunger: they have lower quality diets or must resort to seeking emergency food assistance because they cannot always afford the food they need.<sup>38</sup>
  - Only 10% of about 15 million eligible children are receiving child care assistance nationwide.<sup>39</sup> As of
- Tennessee's state healthcare system, TennCare, insures many of the state's low-income, uninsured, Medicaid-eligible and uninsurable populations. This innovative program remains unique, as other states do not currently offer easy-access, affordable healthcare services.
  - Although 58% of custodial parents had child support awards, only 34% received at least part of the child support payment owed to them, and less than 20% received the full amount owed. Not surprisingly, the average monthly child support payment of \$312 represents just 17% of a single mother's, and 11% of a single father's income.<sup>41</sup> In Tennessee, the average monthly child support payment is \$160 (for those families actually receiving support), although most families receive two such payments per month..<sup>42</sup>

Mach, 2002, there were over 7,000 families on the waiting list for child care subsidies in Tennessee.<sup>40</sup>

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# *How the Self-Sufficiency Standard Can Be Used*

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The Self-Sufficiency Standard is relevant to a range of issues and arenas, providing crucial information about wage adequacy to help design strategies for self-sufficiency. The Standard can be used in a variety of settings: from welfare clients choosing the best route out of poverty for themselves and their families, to organizations weighing investment in various education and training opportunities, to state-level policymakers facing critical policy choices on TANF reauthorization, tax policy, work supports, welfare-to-work programs, economic development plans, education and training.

At a time when many policy and programmatic decisions are being made at the state and local levels, the Standard provides a tool and a means to evaluate

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*The Self-Sufficiency Standard can be used in a variety of settings: to assist welfare clients choosing the best route out of poverty, to help organizations better target their education and training resources, or to aid policymakers analyzing proposals on tax policy programs and economic development.*

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many different options. The discussion below should be seen as a partial list of options, as new uses and applications of the Standard continue to emerge.

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

The Self-Sufficiency Standard has a number of uses in the development and evaluation of policy in different areas. The Standard is a key component, for example, in the *Targeted Jobs Strategy*. This strategy uses the Standard to target resources to better match job seekers with jobs paying self-sufficiency wages. First, the Standard is used to determine which jobs in the local market pay self-sufficiency wages, and local labor market supply and demand (to determine which

of these jobs have expanding but unfilled openings). Next, it makes an assessment of the available job training and education infrastructure, and finally it makes an evaluation of the skills and location of current/potential workers. Through such an analysis, it is possible to determine the jobs and sectors on which to target training and counseling resources. The Self-Sufficiency Standard has been used in this way in a number of places including California, Pennsylvania, and Washington, DC. In the District of Columbia, for example, the Self-Sufficiency Standard was used in formatting their FY 2000 Workforce Investment Act. This law requires that the Workforce Investment Board not only look at “high growth” occupations to target job training dollars, but also at the quality of the jobs in terms of their ability to meet the wage and supportive service needs of job seekers.

The Standard can be used to *target education and job training investments*. Given the Self-Sufficiency Wages for most family types, the Standard can help demonstrate the payoff for investing in various types of post-secondary education and training, including training for occupations that are nontraditional for women and people of color. Such training and education provide access to a wide range of jobs paying Self-Sufficiency Wages. In California’s Santa Clara County, for example, the Self-Sufficiency 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 targets transportation jobs and \$140,000 to the community college system to explore how to strengthen preparation for jobs in the transportation sector. The Self-Sufficiency Standard was also used in Pennsylvania’s Delaware County to design and implement a sector employment intervention strategy that will identify, recruit, hire, train, retain and provide upward mobility to low-income residents.

## **The Self-Sufficiency Standard as a Tool to Evaluate Economic Development and Other Policies**

The Standard has also been used to *evaluate economic development proposals*. By using the Standard to determine if the wages paid by new businesses seeking tax breaks and other government subsidies are at or above self-sufficiency, it can be determined if these proposed enterprises will require states to supply additional supports to the low-wage workers (thus providing essentially a “double subsidy”). Such proposals can be evaluated as to their net positive or negative effect on the local economy as well as the well-being of the potential workers and their families. In Pennsylvania, the Standard was used to create a report, “The Road to Self-

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*The Self-Sufficiency Standard shows that, for most families, earnings that are above the official poverty level — or are high enough to disqualify them from welfare — are nevertheless far below what they need to meet their families’ basic needs.*

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Sufficiency,” which explores the impact of public subsidies on full and part-time low-wage workers and assesses wage adequacy in Philadelphia.

The Standard has also been used to *evaluate the impact of proposed policy changes*. As shown in this report (see Table 8), the Standard can be used to evaluate the impact of work support programs as well as other policy options such as child care co-payment schedules, or implementing tax reforms. With the Standard it is possible not only to show the direct impact on family incomes, but to model the effects of the interaction of taxes, tax credits, and, where applicable, work supports. For example, the Self-Sufficiency Standard was instrumental in helping persuade the Indiana Housing Finance Authority that increases in housing assistance subsidies would have a powerful impact on helping low-income families achieve self-sufficiency. As a result, IHFA dedicated an additional \$2.5 million for acquisition, rehabilitation, construction and operation of emergency, transitional and supportive housing.

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

The Standard can and has been used to determine where individuals are most in need of services, including

career counseling, job training and various support services. For example, the Connecticut Legislature enacted a state statute which identifies “the under employed worker” as an individual without the skills necessary to earn a wage equal to the Self-Sufficiency Measure. The statute directs statewide workforce planning boards to recommend funding to assist such workers.

## **The Self-Sufficiency Standard as a Guideline for Wage-Setting**

By determining the wages necessary to meet basic needs, the Standard provides information for setting minimum wage standards. It was used precisely this way by the Center for the Child Care Workforce, which developed specific guidelines for each county/school district in California for child care workers’ salaries. The Standard can and has been used in Illinois and Washington state to advocate for higher wages through Living Wage ordinances and in negotiating labor union agreements.

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

The Standard can be used to evaluate outcomes for a wide range of programs that result in employment, from short-term job search and placement programs, to programs providing extensive education or job training. By evaluating outcomes in terms of self-sufficiency, programs are using a measure of true effectiveness. That is, for each participant, the question asked is how close the wages achieved are to the family’s Self-Sufficiency Wage and thus how the program impacts on the ability of these adults to meet their families’ needs adequately. Such evaluations can help redirect resources to the types of approaches that result in improved outcomes for participants.

The first county in the country to adopt the Standard as its formal measure of self-sufficiency and benchmark for measuring success of welfare-to-work programs was Sonoma County, California. In Connecticut, the Self-Sufficiency Standard has been adopted at the state level. It is not only used as a performance measure for planning state-supported job training, placement and employment retention programs, but the law also requires that the Standard be distributed to all state agencies that counsel individuals who are seeking education, training or employment and that the Standard be used in initial

client assessment. Under its Workforce Investment Act, the Chicago Workforce Investment Board adopted the Self-Sufficiency Standard as its self-sufficiency benchmark. In addition, the Illinois Department of Human Services uses the Standard as a tool for setting goals in their local offices statewide. The California Department of Human Services uses the Standard as a benchmark on its state website. The Philadelphia Workforce Investment Board also adopted the Standard as its local benchmark for economic self-sufficiency as it relates to the City's workforce investment system. The Seattle Workforce Development Council has adopted the Self-Sufficiency Standard as its official measure of self-sufficiency. In Massachusetts, the Standard was used to analyze the extent to which Massachusetts workforce development programs funded by the Department of Labor were enabling clients to move towards or maintain self-sufficiency.

### **The Self-Sufficiency Standard as a Counseling Tool**

The Standard can and has been used as a counseling tool, to help participants in work and training programs make choices among various occupations and jobs. The Standard has also been used to develop the Self-Sufficiency Standard Budget Worksheet, a tool that counselors and clients can use to "test" the ability of various wages to meet a family's self-sufficiency needs. With the information provided by the Standard, clients can make informed decisions about what kinds of training would most likely lead to Self-Sufficiency Wages and/or which jobs would best provide the resources they need. Alternatively, the Standard can help participants determine in what ways micro-enterprise or Individual Development Account strategies may, alone or together with paid employment, provide a path to self-sufficiency for themselves and their families.

The Standard has been used as a career counseling tool in Texas for low-income individuals enrolled in job training programs at Houston READ Commission, the Women's Center of Tarrant County and Project Quest in San Antonio. Computer-based Self-Sufficiency Budget Calculators, for use by counselors and clients, have been developed for Illinois, New York and Washington state. These computer-based tools, as well as paper-and-pencil Budget Worksheets developed in Pennsylvania, allow both counselors and clients to

evaluate possible wages and compare information on available programs and work supports to their own costs and needs. These tools integrate in one place a wide range of data not usually brought together—even though clients often must coordinate these various programs, supports, costs and wages in their own lives.

### **The Self-Sufficiency Standard as a Public Education Tool**

The Standard is an important public education tool. In 2001, the Self-Sufficiency Standard was presented in over three hundred workshops to the public nationwide. It is also being used in classrooms across the country. It helps the public at large understand what is involved in making the transition to self-sufficiency. For employers, it shows the importance of providing benefits, especially health care, that help families meet their needs and protect against health crises becoming economic crises. For providers, both public and private, such as child care providers, community organizations and education and training organizations, it demonstrates how the various components fit together, thus helping to facilitate the coordination of various services and supports.

### **The Self-Sufficiency Standard in Research**

Because the Self-Sufficiency Standard provides an accurate and specific (both geographically, and in terms of the age of children) measure of income adequacy, it is finding increasing use in research on income adequacy and poverty. Since it has long been known that living costs differ greatly between different localities, the Self-Sufficiency Standard provides a means of estimating the true level of "poverty," or income inadequacy, and how this differs from place to place, and among different family types. In addition, the Standard provides a means to measure the adequacy of various work supports, such as child support or child care assistance—given a family's income, place of residence, and composition. The Standard has been used in researching the impact of work supports on wage adequacy in Pennsylvania and Massachusetts, child care subsidies in California, and healthcare costs in Washington state. More detailed information about these various applications of the Standard and links to reports and calculators can be found at the website [www.sixstrategies.org](http://www.sixstrategies.org) and/or by contacting the specific states' lead organization.

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# Conclusion

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With the current debate on the reauthorization of the TANF welfare reform legislation, particularly the possible introduction of increased work requirements without increased resources for child care and job training/education, the challenge continues to be how to help low-income households become self-sufficient. The uncertain economy, lack of available jobs paying sufficient wages, the time limits becoming an issue for many add further to the problems faced by parents seeking self-sufficiency. The Self-Sufficiency Standard strives to inform this debate by documenting the cost of living that families must meet to live independently, without public or private assistance. The Self-Sufficiency Standard shows that, for most parents, earnings that are well above the official poverty level are nevertheless far below what they need to meet their families' basic needs.

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

The Standard has been calculated for a number of other states, including Arizona, California, Colorado, Connecticut, Illinois, Indiana, Iowa, Kentucky, Maryland, Massachusetts, Montana, Oklahoma, Nevada, New Jersey, New York, North Carolina, Pennsylvania, South Dakota, Texas, Utah, West Virginia, Wisconsin, Washington state and the Washington, DC metropolitan area.

For further information about the Standard, or to learn about how to have the Standard developed for your community or state, contact Jennifer Brooks at Wider Opportunities for Women at (202) 638-3143 or Dr. Diana Pearce at [pearce@u.washington.edu](mailto:pearce@u.washington.edu) or (206) 616-2850, or go to [www.sixstrategies.org](http://www.sixstrategies.org).

For further implications of the Self-Sufficiency Standard for Tennessee, to order this publication or the Standard for a particular county, or to find out more about the Tennessee Network for Community Economic Development contact Michele Flynn, (615) 226-8868, [tnced@aol.com](mailto:tnced@aol.com), or for information about the Tennessee Alliance for Progress, please contact Nell Levin at (615) 226-8070, [info@tennesseeallianceforprogress.org](mailto:info@tennesseeallianceforprogress.org).

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# Endnotes

<sup>1</sup> Anonymous quote in Gowdy, E.A. and S.R. Pearlmutter (1994). *Economic Self-Sufficiency is a Road I'm On: The Results of Focus Group Research with Low-Income Women*. In Liane V. Davis (Ed.) *Building on Women's Strengths: A Social Work Agenda for the Twenty-First Century*. New York: The Haworth Press.

<sup>2</sup> See Dalaker, J. (2001) *Poverty in the United States: 2000* ( U.S. Census Bureau, Current Population Reports, Series P-60-214) Washington, DC: U.S. Government Printing Office.

<sup>3</sup> See for example, O'Hare, W., Mann, T., Porter, K. and Greenstein, R. (1990) *Real Life Poverty in America: Where the American Public Would Set the Poverty Line*. Center on Budget and Policy Priorities.

<sup>4</sup> Using the Fair Market Rents for two-bedroom units, which is the cost of housing including utilities at the 40th percentile (see below for further explanation) two-bedroom housing in the most expensive place, Marin County, CA, part of the San Francisco metropolitan area, costs \$1,747. This is almost five times as much as the least expensive housing, found in rural Alabama, such as Barbour County, where a two-bedroom unit costs \$359 per month.

<sup>5</sup> One of the first was Patricia Ruggles, author of *Drawing the Line*. Ruggles' work and the analyses of many others are summarized in Citro and Michael (1995). Citro, C and Michael, R (Eds.) *Measuring Poverty: A New Approach*. Washington, DC: National Academy Press.

<sup>6</sup> Living Wage campaigns exist in many states and/or cities, with many of them developing an estimate of the minimum wage for several family types in their area or state. The Basic Needs Budget was developed by Trudi Renwick and Barbara Bergmann. See Bergmann, B. and Renwick, T. A Budget-Based Definition of Poverty: With an Application to Single-Parent Families *The Journal of Human Resources*, 28(1), 1-24.

<sup>7</sup> See "New light on the cost of living." (1998, September 25). *Boston Globe*.

<sup>8</sup> While the majority of employed women with children under 18 years of age work full-time (about 70% of married mothers, and 80% of single mothers), working part-time is clearly the desirable option under many circumstances—such as when the children are very young, or in need of special care, or affordable/appropriate child care is not available. For many low-income mothers it is equally clear that economic necessity, as well as the new requirements under TANF, preclude this option.

<sup>9</sup> Quoted in Gowdy and Pearlmutter, *op.cit.*, p. 91.

<sup>10</sup> These costs are based on a survey of units that have been on the market within the last two years, and exclude both new housing (two years old or less), and substandard and public housing.

<sup>11</sup> Because of the lack of availability of efficiencies in some areas, and their very uneven quality, it was decided to use one-bedroom units for the single adult and childless couple.

<sup>12</sup> Under the 1988 Family Support Act (which was superceded by the Personal Responsibility and Work Opportunity Reconciliation

Act, passed in 1996), states were required to fund or reimburse child care needed by those on welfare (or leaving welfare) at market rate, which was defined as the 75th percentile, for the age of child, setting, and location. Most states conducted surveys of costs, or commissioned child care referral networks or researchers to do these studies.

<sup>13</sup> Child care centers are more frequently used for older children (two to four years old) than for infants (J.R. Veum and P.M. Gleason. October 1991. "Child Care Arrangements and Costs" Monthly Labor Review. p 10-17). However, particularly for younger children and lower-income parents, relative care (other than the parent) accounts for significant amounts of child care for children under three (27% compared to 17% in family day care and 22% in child care centers). It should be noted that relative care is usually, but not always, in the relative's home, and is usually, although not always, paid; thus it more closely resembles day care homes rather than day care centers. For children three years and older, the predominant child care arrangement is the child care center, accounting for 45% of the care (compared to 14% in family child care and 17% in relative child care). See J. Capizzano, G. Adams, and F. Sonenstein. March 2000. *Child Care Arrangements for Children Under Five: Variation across states*. Washington, DC: The Urban Institute

<sup>14</sup> Because the USDA does not produce annual averages for food costs, the Standard follows the Food Stamp program and uses the costs for June as an annual average.

<sup>15</sup> See the U.S. Department of Labor, Bureau of Labor Statistics (n.d.) *Consumer Expenditure Survey* (2000 Standard Table 4. Size of consumer unit: Average annual expenditures and characteristics). Retrieved March 20, 2002 from <http://www.bls.gov/cex/2000/Standard/cusize.pdf>.

<sup>16</sup> See Porter, C and Deakin, E. (1995). *Socioeconomic and Journey-to-Work Data: A Compendium for the 35 Largest U.S. Metropolitan Areas*. Berkeley, CA: Institute of Urban and Regional Development, University of California at Berkeley.

<sup>17</sup> *Travel to Work Characteristics for the 50 Largest Metropolitan Areas by Population in the U.S.* 1990 Census, [www.census.gov](http://www.census.gov), or [ftp.fischer.lib.virginia.edu/pub/ccdb.47948/tableD.html](http://ftp.fischer.lib.virginia.edu/pub/ccdb.47948/tableD.html)

<sup>18</sup> Bureau of TennCare "statewide Enrollment by MCO 02/26/02", [www.state.tn.us/tenncare/enrolmco.html](http://www.state.tn.us/tenncare/enrolmco.html)

<sup>19</sup> U.S. Census Bureau, Current Population Survey, Spetember 2001. <http://www.census.gov/hhes/hlthins/historic/hihisstt4.html>.

<sup>20</sup> See Agency for Healthcare research and Quality, Center for Cost & Financing Studies. (n.d.) *1999 Employer-sponsored health insurance data. Private sector data by firm size and state*. Retrieved March 29, 2002 from Medical Expenditure Panel Survey (MEPS) <http://www.meps.ahrq.gov/MEPSDATA/ic/1999/Index299.htm>.

<sup>21</sup> See Citro and Michael (1995), *op.cit.*

<sup>22</sup> In the report, single parents are referred to as “she” because over 90% of single parents are women.

<sup>23</sup> Mishel, L, et al. (2001). *The State of Working America 2000-2001*. Ithaca, New York: ILR Press, an imprint of Cornell University Press

<sup>24</sup> Mishel, Lawrence et al (2001) *op cit*.

<sup>25</sup> Dowell, Paula *General Economic Characteristics in Tennessee: Examining Changes in the Labor Market Conditions and Income Levels, 1900-2000*. Center for Business and Economic Research, University of Tennessee, Knoxville. <http://cber.bus.utk.edu>

<sup>26</sup> Dowell, Paula (2000) *op cit*.

<sup>27</sup> Montalto, C.P. (2001, February) *Wealth of American Households: Evidence From the Survey of Consumer Finances*, Report to the Consumer Federation of America.

<sup>28</sup> See the United States Department of Labor. (2002, January). *Minimum wage and overtime premium pay standard applicable to non-supervisory nonfarm private sector employment under state and federal laws January 1, 2002*. Retrieved April 2, 2002 from <http://www.dol.gov/dol/esa/public/minwage/america.htm>.

<sup>29</sup> “Among union employees—53% with medical benefits had fully paid single coverage as compared with 30% of non-union employees.” See the U.S. Department of Labor, Bureau of Labor Statistics, (2001, December). *Employee benefits in private industry*. Retrieved April 2, 2002 from <http://www.bls.gov/news.release/ebs2.nr0.htm>. Union representation also leads to higher wages as well as better benefits. “In March 1999 wages and salaries for private industry workers averaged \$16.21 per hour, as compared with \$13.54 for non-union workers.” *Compensation and Working Conditions Online*. Union-Nonunion wage difference, 1997. Retrieved April 2, 2002 from <http://www.bls.gov/opub/cwc/2000/spring/brief2.htm>.

<sup>30</sup> See State Action (n.d.) Equal Pay. Retrieved April 1, 2002, from <http://www.stateaction.org/issues/workcompensation/equalpay/index.cfm>.

<sup>31</sup> TennCare remains open to people who are Medicaid-eligible or who are uninsurable, as determined by an insurance company (for medical reasons) as well as children under the age of 19 without access to health insurance whose family incomes are 200% or below the federal poverty level.

<sup>32</sup> Of returns filed in 1999, only 183,859 taxpayers reported having received advanced EIC payments out of more than 15 million families with children receiving the EITC. (Numbers cited by Rosa Castaneda of the Center on Budget and Policy Priorities, based on data reported in the IRS income Tax Section is “Monthly Operational Review of Earned Income Credit.”)

<sup>33</sup> Although some workers may be unaware of the advanced payment option, and others have employers who do not participate, there is strong evidence that receiving the EITC as a “lump sum” is the preferred option, and indeed families make financial decisions based on its receipt (together with tax refunds) when they file their taxes early in the following year. See Romich, J.L. and Weisner, T. (1999). *How Families View and Use the EITC: The Case for Lump-sum Delivery*. Paper delivered at Northwestern University, Joint Center for Poverty Research Conference on The Earned Income Tax Credit: Early Evidence.

<sup>34</sup> Personal Communication, Richard Paige, Tennessee Office of Child Support Enforcement, April 2002.

<sup>35</sup> U.S. Department of Housing and Urban Development, *Assisted Housing 1999*.

<sup>36</sup> “Families on Waiting List By County” January, 2002. Tennessee Housing Development Agency, [www.state.tn.us/thda/Programs/Section8/section8ovr.html](http://www.state.tn.us/thda/Programs/Section8/section8ovr.html)

<sup>37</sup> See Food Research Action Center. (2000, June 5) “8.6 Million Fewer Food Stamp Participants in March 2000 than March 1996, Yet Studies Show Persistent Need”, retrieved from <http://www.frac.org/html/news/fsmar00nos.html>. Also see Zedlewski, S.R. and Brauner, S. (1999) *Are the Steep Declines in Food Stamp Participation Linked to Falling Welfare Caseloads?* Washington, DC: The Urban Institute. Assessing the New Federalism, National survey of America’s Families (NSAF). Series B, No. B-3.

<sup>38</sup> Bread For the World Fact Sheet for the Volunteer State, [http://www.bread.org/issues/working\\_from\\_poverty\\_to\\_promise/state01/30/02](http://www.bread.org/issues/working_from_poverty_to_promise/state01/30/02).

<sup>39</sup> “According to new state-reported statistics for fiscal year 1999, 1.8 million children in low-income families are receiving federal child-care subsidies on an average monthly basis. This is a slight increase from the 1.5 million children served in 1998.” See US Department of Health and Human Services. (2000, Dec. 6). New statistics show only small percentage of eligible families receive child care help. [Press release]. Retrieved from <http://www.hhs.gov/news/press/2000pres/20001206.html>.

<sup>40</sup> Personal Communication, L. Rudolph, State of Tennessee Department of Human Services, Child Care Services, April 2002.

<sup>41</sup> Scoon-Rogers, L. (1999) *Child Support for Custodial Mothers and Fathers: 1995*. (U.S. Bureau of the Census, Current Population Reports Series P60-196). Washington, DC: U.S. Government Printing Office.

<sup>42</sup> Personal Communication, Richard Paige, Tennessee Office of Child Support Enforcement, April. 2001.

## Data Sources

Data Type	Source	Assumptions
<b>Child Care</b>	February 2002 Statewide Market Rate Survey of Full Time Child Care Rates for Infants, Toddlers, 2 Year Olds, 3 Year Olds, 4 Year olds and 5 Year Olds and a Market Rate Survey of Before, After and Before and After School rates for School Aged Children of Tennessee, provided by the Child Care Services Section of the State of Tennessee Department of Human Services.	<p>Infants: Full-Time, (0-2 years) in child care homes</p> <p>Preschoolers: Full-Time, (3-5 years) and Schoolage: Before and After School, (6-12) in child care centers.</p> <p>Tennessee's Department of Human Services most recent Child Care Assistance Program Market Rate Survey and Child Care Provider Reimbursement Rates were used to calculate 75th percentile rates for homes and centers.</p>
<b>Food</b>	USDA Low-Cost Food Plan, June 2001.	USDA plan used for all counties. Assumed single adult families headed by female.
<b>Health Insurance</b>	<p>Medical Expenditure Panel Survey for Tennessee Employer Sponsored Healthcare, <a href="http://www.statehealthfacts.kff.org">http://www.statehealthfacts.kff.org</a></p> <p>Out of Pocket Costs: <i>Household Component Analytical Tool</i> (MEPSnet/HC). December 2001. Agency for Healthcare Research and Quality, Rockville, MD.</p> <p><a href="http://www.meps.ahrq.gov/mepsnet/HC/MEPSnetHC.asp">http://www.meps.ahrq.gov/mepsnet/HC/MEPSnetHC.asp</a></p>	<p>MEPS provides a statewide average for both single and family coverage in 1999. Updated with Medical Consumer Price Index.</p> <p>Out of pocket costs are by age and region, and are updated with the Medical CPI.</p> <p>To account for geographic differences in the cost of healthcare, using an on-line insurance agency in TN, a ratio was created using quotes for zip codes in each county.</p>
<b>Housing</b>	<p>Department of Housing and Urban Development; <i>Fair Market Rents for the Section 8 Housing Assistance Payments Program - Fiscal Year 2002</i>. (10/01/01). (<a href="http://www.huduser.org">www.huduser.org</a>).</p> <p>Approved Plans from Public and Indian Housing Authorities</p>	<p>Fair Market Rents vary by individual PHA payment standards, which reflect sub-MSA and county or sub-county cost variations and range from 90-120% of FMR or 50th percentile.</p> <p>Housing Authorities throughout TN were called for each county's payment standards.</p>
<b>Taxes</b>	Tennessee Department of Revenue <a href="http://www.state.tn.us/revenue/">www.state.tn.us/revenue/</a>	Taxes included state sales tax, federal income taxes, and payroll taxes. Standard deduction and all income from wages. Sales taxes are calculated only on "miscellaneous" and food items.
<b>Transportation</b>	<p>Public: "Travel to Work Characteristics for the 50 Largest Metropolitan Areas by Population in the US: 1990 Census" (<a href="http://www.census.gov">www.census.gov</a>)</p> <p>or</p> <p><a href="ftp://fisher.lib.virginia.edu/pub/ccdb.47948/tableD.html">ftp://fisher.lib.virginia.edu/pub/ccdb.47948/tableD.html</a></p> <p><i>State Averages Expenditures &amp; Premiums for Personal Automobile Insurance in 1998</i>, April 1998. National Association of Insurance Commissioners (<a href="http://www.naic.org">www.naic.org</a>).</p>	<p>Private transportation figures used in all counties.</p> <p>To account for regional differences in the cost of auto insurance, a ratio was created using quotes from the two top market share insurance companies, for various zip codes throughout the state.</p>
<b>Miscellaneous</b>	Miscellaneous expenses are 10% of all other costs.	Includes all other essentials: clothing, shoes, paper products, diapers, nonprescription medicines, cleaning products and household items, personal hygiene items and telephone.

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## *About the Authors*

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

**Jennifer Brooks** is the Director of Self-Sufficiency Programs and Policy for Wider Opportunities for Women (WOW). In this role, she plans and oversees the development and implementation of the Self-Sufficiency Standard in the states; oversees WOW’s local, state and federal legislative involvement; works with the Executive Director to formulate WOW’s policy positions; works to build coalitions of advocates at the state and national levels; represents WOW in national coalitions; and provides technical assistance to WOW’s state and local partners on issues related to women, work and poverty. Ms. Brooks has testified before Congress and speaks widely on issues of women, work, education and training and poverty. Ms. Brooks received a Master’s Degree in Public Policy with a Concentration in Women’s Studies from The George Washington University, Washington, DC, where she was awarded the Women’s Studies Graduate Prize for Feminist Scholarship. Ms. Brooks also holds a Bachelor of Fine Arts from Tufts University, Medford, MA and The School Museum of Fine Arts, Boston, MA.



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# *List of Tennessee Metropolitan Areas and Non-Metropolitan Counties*

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## *Metropolitan Areas*

### *Chattanooga, TN-GA MSA*

*Hamilton County*

*Marion County*

### *Clarksville-Hopkinsville, TN-KY MSA*

*Montgomery County*

### *Jackson, TN MSA*

*Chester County*

*Madison County*

### *Johnson City-Kingsport-Bristol, TN-VA MSA*

*Carter County*

*Hawkins County*

*Sullivan County*

*Unicoi County*

*Washington County*

### *Knoxville, TN MSA*

*Anderson County*

*Blount County*

*Knox County*

*Loudon County*

*Sevier County*

*Union County*

### *Memphis, TN-AR-MS MSA*

*Fayette County*

*Shelby County*

*Tipton County*

### *Nashville, TN MSA*

*Cheatham County*

*Davidson County*

*Dickson County*

*Robertson County*

*Rutherford County*

*Sumner County*

*Williamson County*

*Wilson County*

## *Non-Metropolitan Counties*

*Bedford County*

*Benton County*

*Bledsoe County*

*Bradley County*

*Campbell County*

*Cannon County*

*Carroll County*

*Claiborne County*

*Clay County*

*Cocke County*

*Coffee County*

*Crockett County*

*Cumberland County*

*Decatur County*

*Dekalb County*

*Dyer County*

*Fentress County*

*Franklin County*

*Gibson County*

*Giles County*

*Grainger County*

*Greene County*

*Grundy County*

*Hamblen County*  
*Hancock County*  
*Hardeman County*  
*Hardin County*  
*Haywood County*  
*Henderson County*  
*Henry County*  
*Hickman County*  
*Houston County*  
*Humphreys County*  
*Jackson County*  
*Jefferson County*  
*Johnson County*  
*Lake County*  
*Lauderdale County*  
*Lawrence County*  
*Lewis County*  
*Lincoln County*  
*Macon County*  
*Marshall County*  
*Maury County*  
*McMinn County*  
*McNairy County*

*Meigs County*  
*Monroe County*  
*Moore County*  
*Morgan County*  
*Obion County*  
*Overton County*  
*Perry County*  
*Pickett County*  
*Polk County*  
*Putnam County*  
*Rhea County*  
*Roane County*  
*Scott County*  
*Sequatchie County*  
*Smith County*  
*Stewart County*  
*Trousdale County*  
*Van Buren County*  
*Warren County*  
*Wayne County*  
*Weakley County*  
*White County*

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# *Map of Tennessee Counties*

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***Appendix:***  
***The Self-Sufficiency Standard for  
Selected Family Types, Tennessee***

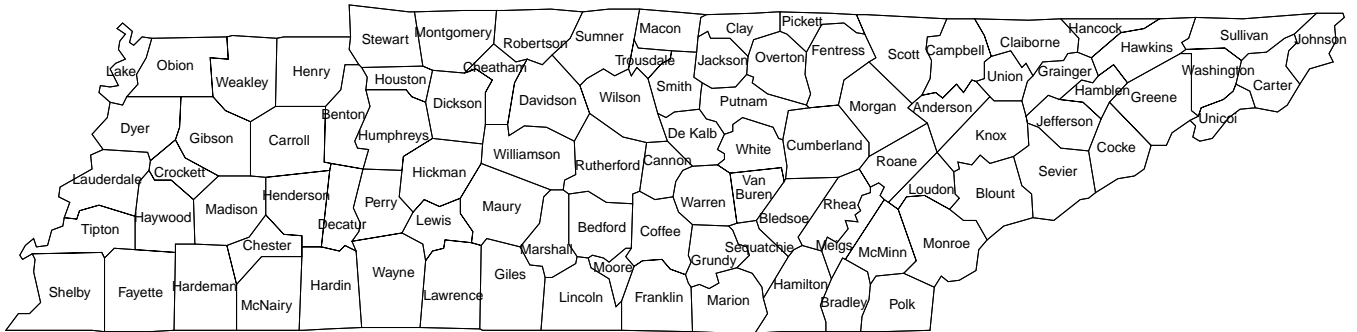
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# *Map of Tennessee Counties*

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**Table 1**  
**The Self-Sufficiency Standard for Chattanooga, TN-GA MSA, 2002**  
**Hamilton County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	492	591	591	591	591	763	591	591
Child Care	0	352	407	760	236	996	760	644
Food	176	257	266	345	461	464	496	544
Transportation	222	226	226	226	226	226	432	432
Health Care	88	196	199	208	232	228	250	261
Miscellaneous	98	162	169	213	175	268	253	247
Taxes	222	315	345	415	287	573	526	512
Earned Income								
Tax Credit (-)	0	-67	-47	-26	-164	0	0	0
Child Care								
Tax Credit (-)	0	-46	-44	-80	-46	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-100	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$7.37	\$11.00	\$11.71	\$14.49	\$10.78	\$18.68	\$8.88 <i>per adult</i>	\$8.67 <i>per adult</i>
-Monthly	\$1,297	\$1,936	\$2,061	\$2,551	\$1,898	\$3,288	\$3,127	\$3,051
-Annual	\$15,561	\$23,238	\$24,734	\$30,609	\$22,774	\$39,452	\$37,524	\$36,607

**Table 2**  
**The Self-Sufficiency Standard for Chattanooga, TN-GA MSA, 2002**  
**Marion County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	447	537	537	537	537	694	537	537
Child Care	0	293	346	640	142	782	640	488
Food	176	257	266	345	461	464	496	544
Transportation	222	226	226	226	226	226	432	432
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	93	151	157	195	160	239	235	226
Taxes	209	270	299	357	235	483	473	447
Earned Income								
Tax Credit (-)	0	-100	-81	-94	-214	0	0	0
Child Care								
Tax Credit (-)	0	-48	-46	-84	-35	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-83	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$7.01	\$9.83	\$10.52	\$12.66	\$9.43	\$16.39	\$8.18 <i>per adult</i>	\$7.82 <i>per adult</i>
-Monthly	\$1,234	\$1,731	\$1,852	\$2,228	\$1,659	\$2,884	\$2,881	\$2,754
-Annual	\$14,807	\$20,769	\$22,220	\$26,736	\$19,908	\$34,609	\$34,572	\$33,051

**Table 3**  
**The Self-Sufficiency Standard for Clarksville-Hopkinsville, TN-KY MSA, 2002**  
**Montgomery County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	437	514	514	514	514	700	514	514
Child Care	0	315	355	670	231	901	670	586
Food	176	257	266	345	461	464	496	544
Transportation	219	222	222	222	222	222	426	426
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	92	150	155	195	165	251	235	232
Taxes	204	267	289	357	254	524	473	470
Earned Income								
Tax Credit (-)	0	-103	-88	-95	-198	0	0	0
Child Care Tax Credit (-)	0	-48	-48	-84	-48	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-90	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.89	\$9.73	\$10.26	\$12.64	\$9.86	\$17.34	\$8.17 <i>per adult</i>	\$8.08 <i>per adult</i>
-Monthly	\$1,212	\$1,712	\$1,805	\$2,225	\$1,735	\$3,051	\$2,875	\$2,844
-Annual	\$14,547	\$20,542	\$21,661	\$26,696	\$20,824	\$36,614	\$34,496	\$34,128

**Table 4**  
**The Self-Sufficiency Standard for Jackson, TN MSA, 2002**  
**Madison County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	399	536	536	536	536	740	536	536
Child Care	0	364	409	772	209	981	772	617
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	92	212	214	223	248	243	265	276
Miscellaneous	88	159	164	209	167	265	248	239
Taxes	193	306	331	400	264	572	521	495
Earned Income								
Tax Credit (-)	0	-77	-60	-41	-191	0	0	0
Child Care Tax Credit (-)	0	-46	-46	-80	-48	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-94	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.61	\$10.67	\$11.25	\$14.10	\$10.05	\$18.48	\$8.73 <i>per adult</i>	\$8.36 <i>per adult</i>
-Monthly	\$1,163	\$1,877	\$1,980	\$2,482	\$1,768	\$3,253	\$3,074	\$2,942
-Annual	\$13,951	\$22,529	\$23,761	\$29,782	\$21,222	\$39,034	\$36,886	\$35,307

**Table 5**  
**The Self-Sufficiency Standard for Jackson, TN MSA, 2002**  
**Chester County**

Monthly Costs	Adult	Adult +	Adult +	Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	infant preschooler	preschooler schoolage
Housing	363	487	487	487	487	673	487	487
Child Care	0	307	341	649	227	876	649	568
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	92	212	214	223	248	243	265	276
Miscellaneous	84	148	153	192	164	247	231	229
Taxes	181	261	281	344	252	515	464	462
Earned Income								
Tax Credit (-)	0	-107	-94	-108	-202	0	0	0
Child Care Tax Credit (-)	0	-48	-48	-88	-48	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-88	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.31	\$9.57	\$10.04	\$12.28	\$9.76	\$17.08	\$8.03 <i>per adult</i>	\$7.96 <i>per adult</i>
-Monthly	\$1,111	\$1,684	\$1,767	\$2,162	\$1,717	\$3,005	\$2,827	\$2,802
-Annual	\$13,326	\$20,213	\$21,209	\$25,941	\$20,608	\$36,064	\$33,924	\$33,625

**Table 6**  
**The Self-Sufficiency Standard for Johnson City-Kingsport-Bristol, TN-VA MSA, 2002**  
**Carter County**

Monthly Costs	Adult	Adult +	Adult +	Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	infant preschooler	preschooler schoolage
Housing	381	471	471	471	471	611	471	471
Child Care	0	322	363	685	151	837	685	514
Food	176	257	266	345	461	464	496	544
Transportation	210	214	214	214	214	214	408	408
Health Care	83	181	183	192	217	212	234	245
Miscellaneous	85	144	150	191	151	234	229	218
Taxes	181	243	266	334	203	465	453	419
Earned Income								
Tax Credit (-)	0	-119	-103	-115	-243	0	0	-10
Child Care Tax Credit (-)	0	-50	-48	-88	-36	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-69	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.34	\$9.17	\$9.73	\$12.10	\$8.64	\$15.95	\$7.95 <i>per adult</i>	\$7.47 <i>per adult</i>
-Monthly	\$1,116	\$1,614	\$1,712	\$2,130	\$1,520	\$2,807	\$2,797	\$2,630
-Annual	\$13,386	\$19,366	\$20,545	\$25,556	\$18,240	\$33,680	\$33,566	\$31,557

**Table 7**  
**The Self-Sufficiency Standard for Johnson City-Kingsport-Bristol, TN-VA MSA, 2002**  
**Hawkins County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	infant preschooler	preschooler schoolage
Housing	457	565	565	565	565	733	565	565
Child Care	0	283	334	618	190	808	618	524
Food	176	257	266	345	461	464	496	544
Transportation	210	214	214	214	214	214	408	408
Health Care	88	198	200	209	234	229	251	262
Miscellaneous	93	152	158	195	166	245	234	230
Taxes	210	277	304	359	262	506	472	467
Earned Income Tax Credit (-)	0	-97	-78	-95	-193	0	0	0
Child Care Tax Credit (-)	0	-48	-46	-84	-46	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-93	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$7.01	\$9.95	\$10.61	\$12.65	\$10.00	\$16.87	\$8.14 <i>per adult</i>	\$8.01 <i>per adult</i>
-Monthly	\$1,234	\$1,750	\$1,867	\$2,227	\$1,760	\$2,969	\$2,864	\$2,820
-Annual	\$14,807	\$21,004	\$22,407	\$26,719	\$21,126	\$35,625	\$34,367	\$33,846

**Table 8**  
**The Self-Sufficiency Standard for Johnson City-Kingsport-Bristol, TN-VA MSA, 2002**  
**Sullivan County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	infant preschooler	preschooler schoolage
Housing	419	518	518	518	518	672	518	518
Child Care	0	372	400	772	222	994	772	621
Food	176	257	266	345	461	464	496	544
Transportation	210	214	214	214	214	214	408	408
Health Care	83	181	183	192	217	212	234	245
Miscellaneous	89	154	158	204	163	256	243	234
Taxes	194	284	302	398	244	538	498	473
Earned Income Tax Credit (-)	0	-90	-78	-57	-206	0	0	0
Child Care Tax Credit (-)	0	-48	-46	-80	-48	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-87	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.65	\$10.18	\$10.61	\$13.68	\$9.65	\$17.72	\$8.49 <i>per adult</i>	\$8.13 <i>per adult</i>
-Monthly	\$1,170	\$1,792	\$1,867	\$2,407	\$1,698	\$3,119	\$2,989	\$2,863
-Annual	\$14,041	\$21,504	\$22,400	\$28,887	\$20,381	\$37,429	\$35,864	\$34,359

**Table 9**  
**The Self-Sufficiency Standard for Johnson City-Kingsport-Bristol, TN-VA MSA, 2002**  
**Unicoi County**

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult +		
						infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	419	518	518	518	518	672	518	518
Child Care	0	327	368	695	344	1039	695	712
Food	176	257	266	345	461	464	496	544
Transportation	210	214	214	214	214	214	408	408
Health Care	83	181	183	192	217	212	234	245
Miscellaneous	89	150	155	196	175	260	235	243
Taxes	195	268	291	365	300	558	477	508
Earned Income								
Tax Credit (-)	0	-103	-88	-89	-158	0	0	0
Child Care								
Tax Credit (-)	0	-48	-48	-84	-46	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-100	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.66	\$9.74	\$10.28	\$12.80	\$10.94	\$18.12	\$8.19 <i>per adult</i>	\$8.52 <i>per adult</i>
-Monthly	\$1,172	\$1,714	\$1,809	\$2,253	\$1,925	\$3,189	\$2,883	\$2,998
-Annual	\$14,062	\$20,564	\$21,707	\$27,031	\$23,105	\$38,267	\$34,591	\$35,979

**Table 10**  
**The Self-Sufficiency Standard for Johnson City-Kingsport-Bristol, TN-VA MSA, 2002**  
**Washington County**

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult +		
						infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	419	518	518	518	518	672	518	518
Child Care	0	375	407	782	183	965	782	590
Food	176	257	266	345	461	464	496	544
Transportation	210	214	214	214	214	214	408	408
Health Care	83	181	183	192	217	212	234	245
Miscellaneous	89	154	159	205	159	253	244	231
Taxes	195	287	307	405	232	531	504	465
Earned Income								
Tax Credit (-)	0	-89	-76	-52	-218	0	0	0
Child Care								
Tax Credit (-)	0	-48	-46	-80	-46	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-81	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.65	\$10.22	\$10.69	\$13.80	\$9.32	\$17.51	\$8.54 <i>per adult</i>	\$8.01 <i>per adult</i>
-Monthly	\$1,171	\$1,799	\$1,882	\$2,430	\$1,640	\$3,081	\$3,006	\$2,821
-Annual	\$14,051	\$21,586	\$22,579	\$29,156	\$19,678	\$36,971	\$36,066	\$33,854

**Table 11**  
**The Self-Sufficiency Standard for Knoxville, TN MSA, 2002**  
**Anderson County**

<i>Monthly Costs</i>	<i>Adult</i>	<i>Adult + infant</i>	<i>Adult + preschooler</i>	<i>Adult + infant preschooler</i>	<i>Adult + schoolage teenager</i>	<i>Adult + infant preschooler schoolage</i>	<i>2 Adults + infant preschooler</i>	<i>2 Adults + preschooler schoolage</i>
<i>Housing</i>	431	542	542	542	542	724	542	542
<i>Child Care</i>	0	365	395	760	253	1012	760	648
<i>Food</i>	176	257	266	345	461	464	496	544
<i>Transportation</i>	219	222	222	222	222	222	426	426
<i>Health Care</i>	76	159	161	170	195	190	212	223
<i>Miscellaneous</i>	90	155	159	204	167	261	244	238
<i>Taxes</i>	198	286	305	398	260	557	500	488
<i>Earned Income Tax Credit (-)</i>	0	-89	-77	-57	-191	0	0	0
<i>Child Care Tax Credit (-)</i>	0	-48	-46	-80	-48	-80	-80	-80
<i>Child Tax Credit (-)</i>	0	-50	-50	-100	-93	-150	-100	-100
<i>Self-Sufficiency Wage -Hourly</i>	<b>\$6.76</b>	<b>\$10.22</b>	<b>\$10.67</b>	<b>\$13.66</b>	<b>\$10.05</b>	<b>\$18.19</b>	<b>\$8.52</b> <i>per adult</i>	<b>\$8.32</b> <i>per adult</i>
<i>-Monthly</i>	<b>\$1,190</b>	<b>\$1,798</b>	<b>\$1,878</b>	<b>\$2,405</b>	<b>\$1,768</b>	<b>\$3,201</b>	<b>\$3,000</b>	<b>\$2,929</b>
<i>-Annual</i>	<b>\$14,284</b>	<b>\$21,575</b>	<b>\$22,534</b>	<b>\$28,856</b>	<b>\$21,215</b>	<b>\$38,411</b>	<b>\$35,995</b>	<b>\$35,149</b>

**Table 12**  
**The Self-Sufficiency Standard for Knoxville, TN MSA, 2002**  
**Blount County**

<i>Monthly Costs</i>	<i>Adult</i>	<i>Adult + infant</i>	<i>Adult + preschooler</i>	<i>Adult + infant preschooler</i>	<i>Adult + schoolage teenager</i>	<i>Adult + infant preschooler schoolage</i>	<i>2 Adults + infant preschooler</i>	<i>2 Adults + preschooler schoolage</i>
<i>Housing</i>	431	542	542	542	542	724	542	542
<i>Child Care</i>	0	406	425	831	232	1063	831	657
<i>Food</i>	176	257	266	345	461	464	496	544
<i>Transportation</i>	219	222	222	222	222	222	426	426
<i>Health Care</i>	88	198	200	209	234	229	251	262
<i>Miscellaneous</i>	91	163	166	215	169	270	255	243
<i>Taxes</i>	203	320	334	434	268	587	537	504
<i>Earned Income Tax Credit (-)</i>	0	-66	-56	-15	-184	0	0	0
<i>Child Care Tax Credit (-)</i>	0	-46	-44	-80	-48	-80	-80	-80
<i>Child Tax Credit (-)</i>	0	-50	-50	-100	-97	-150	-100	-100
<i>Self-Sufficiency Wage -Hourly</i>	<b>\$6.86</b>	<b>\$11.06</b>	<b>\$11.40</b>	<b>\$14.80</b>	<b>\$10.23</b>	<b>\$18.92</b>	<b>\$8.97</b> <i>per adult</i>	<b>\$8.52</b> <i>per adult</i>
<i>-Monthly</i>	<b>\$1,208</b>	<b>\$1,946</b>	<b>\$2,006</b>	<b>\$2,604</b>	<b>\$1,800</b>	<b>\$3,330</b>	<b>\$3,158</b>	<b>\$2,999</b>
<i>-Annual</i>	<b>\$14,495</b>	<b>\$23,355</b>	<b>\$24,070</b>	<b>\$31,250</b>	<b>\$21,598</b>	<b>\$39,960</b>	<b>\$37,890</b>	<b>\$35,991</b>

**Table 13**  
**The Self-Sufficiency Standard for Knoxville, TN MSA, 2002**  
**Knox County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	431	542	542	542	542	724	542	542
Child Care	0	383	392	775	258	1032	775	649
Food	176	257	266	345	461	464	496	544
Transportation	219	222	222	222	222	222	426	426
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	91	159	161	208	171	266	248	241
Taxes	201	306	316	412	274	573	515	498
Earned Income								
Tax Credit (-)	0	-75	-69	-40	-179	0	0	0
Child Care								
Tax Credit (-)	0	-46	-46	-80	-48	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-99	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.84	\$10.72	\$10.94	\$14.11	\$10.37	\$18.59	\$8.70 <i>per adult</i>	\$8.45 <i>per adult</i>
-Monthly	\$1,204	\$1,887	\$1,925	\$2,484	\$1,826	\$3,272	\$3,063	\$2,974
-Annual	\$14,442	\$22,644	\$23,096	\$29,808	\$21,910	\$39,258	\$36,753	\$35,685

**Table 14**  
**The Self-Sufficiency Standard for Knoxville, TN MSA, 2002**  
**Loudon County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	392	493	493	493	493	658	493	493
Child Care	0	367	391	758	252	1010	758	643
Food	176	257	266	345	461	464	496	544
Transportation	219	222	222	222	222	222	426	426
Health Care	76	159	161	170	195	190	212	223
Miscellaneous	86	150	153	199	162	254	238	233
Taxes	185	264	280	371	239	532	481	468
Earned Income								
Tax Credit (-)	0	-103	-93	-80	-209	0	0	0
Child Care								
Tax Credit (-)	0	-48	-48	-84	-48	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-85	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.44	\$9.72	\$10.10	\$13.03	\$9.56	\$17.62	\$8.31 <i>per adult</i>	\$8.10 <i>per adult</i>
-Monthly	\$1,133	\$1,710	\$1,777	\$2,294	\$1,682	\$3,101	\$2,924	\$2,850
-Annual	\$13,600	\$20,525	\$21,322	\$27,527	\$20,188	\$37,207	\$35,083	\$34,196

**Table 15**  
**The Self-Sufficiency Standard for Knoxville, TN MSA, 2002**  
**Sevier County**

<i>Monthly Costs</i>	<i>Adult</i>	<i>Adult + infant</i>	<i>Adult + preschooler</i>	<i>Adult + infant preschooler</i>	<i>Adult + schoolage teenager</i>	<i>Adult + infant preschooler schoolage</i>	<i>2 Adults + infant preschooler</i>	<i>2 Adults + preschooler schoolage</i>
<i>Housing</i>	392	493	493	493	493	658	493	493
<i>Child Care</i>	0	355	369	724	211	935	724	580
<i>Food</i>	176	257	266	345	461	464	496	544
<i>Transportation</i>	219	222	222	222	222	222	426	426
<i>Health Care</i>	88	198	200	209	234	229	251	262
<i>Miscellaneous</i>	87	153	155	199	162	251	239	231
<i>Taxes</i>	190	279	290	377	243	525	488	465
<i>Earned Income Tax Credit (-)</i>	0	-95	-87	-77	-209	0	0	0
<i>Child Care Tax Credit (-)</i>	0	-48	-48	-84	-48	-80	-80	-80
<i>Child Tax Credit (-)</i>	0	-50	-50	-100	-85	-150	-100	-100
<i>Self-Sufficiency Wage -Hourly</i>	<b>\$6.55</b>	<b>\$10.02</b>	<b>\$10.29</b>	<b>\$13.12</b>	<b>\$9.57</b>	<b>\$17.36</b>	<b>\$8.34</b> <i>per adult</i>	<b>\$8.01</b> <i>per adult</i>
<i>-Monthly</i>	<b>\$1,153</b>	<b>\$1,763</b>	<b>\$1,811</b>	<b>\$2,310</b>	<b>\$1,684</b>	<b>\$3,055</b>	<b>\$2,936</b>	<b>\$2,821</b>
<i>-Annual</i>	<b>\$13,831</b>	<b>\$21,161</b>	<b>\$21,737</b>	<b>\$27,717</b>	<b>\$20,209</b>	<b>\$36,655</b>	<b>\$35,236</b>	<b>\$33,850</b>

**Table 16**  
**The Self-Sufficiency Standard for Knoxville, TN MSA, 2002**  
**Union County**

<i>Monthly Costs</i>	<i>Adult</i>	<i>Adult + infant</i>	<i>Adult + preschooler</i>	<i>Adult + infant preschooler</i>	<i>Adult + schoolage teenager</i>	<i>Adult + infant preschooler schoolage</i>	<i>2 Adults + infant preschooler</i>	<i>2 Adults + preschooler schoolage</i>
<i>Housing</i>	392	493	493	493	493	658	493	493
<i>Child Care</i>	0	333	341	674	252	926	674	593
<i>Food</i>	176	257	266	345	461	464	496	544
<i>Transportation</i>	219	222	222	222	222	222	426	426
<i>Health Care</i>	88	196	199	208	232	228	250	261
<i>Miscellaneous</i>	87	150	152	194	166	250	234	232
<i>Taxes</i>	189	268	277	352	256	519	468	466
<i>Earned Income Tax Credit (-)</i>	0	-102	-96	-99	-195	0	0	0
<i>Child Care Tax Credit (-)</i>	0	-48	-48	-84	-48	-80	-80	-80
<i>Child Tax Credit (-)</i>	0	-50	-50	-100	-91	-150	-100	-100
<i>Self-Sufficiency Wage -Hourly</i>	<b>\$6.54</b>	<b>\$9.77</b>	<b>\$9.98</b>	<b>\$12.53</b>	<b>\$9.93</b>	<b>\$17.26</b>	<b>\$8.13</b> <i>per adult</i>	<b>\$8.05</b> <i>per adult</i>
<i>-Monthly</i>	<b>\$1,151</b>	<b>\$1,720</b>	<b>\$1,756</b>	<b>\$2,206</b>	<b>\$1,748</b>	<b>\$3,037</b>	<b>\$2,860</b>	<b>\$2,834</b>
<i>-Annual</i>	<b>\$13,814</b>	<b>\$20,642</b>	<b>\$21,069</b>	<b>\$26,467</b>	<b>\$20,974</b>	<b>\$36,445</b>	<b>\$34,322</b>	<b>\$34,010</b>

**Table 17**  
**The Self-Sufficiency Standard for Memphis, TN-AR-MS MSA, 2002**  
**Fayette County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	517	607	607	607	607	843	607	607
Child Care	0	320	368	687	189	876	687	557
Food	176	257	266	345	461	464	496	544
Transportation	239	242	242	242	242	242	468	468
Health Care	82	177	179	188	213	208	230	241
Miscellaneous	101	160	166	207	171	263	249	242
Taxes	237	313	340	416	282	569	523	504
Earned Income								
Tax Credit (-)	0	-72	-54	-43	-174	0	0	0
Child Care								
Tax Credit (-)	0	-46	-44	-80	-43	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-100	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$7.68	\$10.85	\$11.48	\$14.03	\$10.50	\$18.39	\$8.75 per adult	\$8.47 per adult
-Monthly	\$1,353	\$1,909	\$2,021	\$2,469	\$1,848	\$3,236	\$3,079	\$2,982
-Annual	\$16,230	\$22,910	\$24,247	\$29,632	\$22,172	\$38,833	\$36,949	\$35,788

**Table 18**  
**The Self-Sufficiency Standard for Memphis, TN-AR-MS MSA, 2002**  
**Shelby County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	517	607	607	607	607	843	607	607
Child Care	0	418	415	832	302	1134	832	717
Food	176	257	266	345	461	464	496	544
Transportation	239	242	242	242	242	242	468	468
Health Care	84	184	186	195	220	215	237	248
Miscellaneous	102	171	172	222	183	290	264	258
Taxes	236	355	360	476	332	652	568	555
Earned Income								
Tax Credit (-)	0	-41	-39	0	-126	0	0	0
Child Care								
Tax Credit (-)	0	-44	-44	-80	-44	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-100	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$7.69	\$11.92	\$12.02	\$15.57	\$11.80	\$20.52	\$9.35 per adult	\$9.14 per adult
-Monthly	\$1,354	\$2,098	\$2,115	\$2,740	\$2,077	\$3,611	\$3,292	\$3,217
-Annual	\$16,246	\$25,179	\$25,381	\$32,881	\$24,925	\$43,331	\$39,506	\$38,601

**Table 19**  
**The Self-Sufficiency Standard for Memphis, TN-AR-MS MSA, 2002**  
**Tipton County**

<i>Monthly Costs</i>	<i>Adult</i>	<i>Adult + infant</i>	<i>Adult + preschooler</i>	<i>Adult + infant preschooler</i>	<i>Adult + schoolage teenager</i>	<i>Adult + infant preschooler schoolage</i>	<i>2 Adults + infant preschooler</i>	<i>2 Adults + preschooler schoolage</i>
<i>Housing</i>	517	607	607	607	607	843	607	607
<i>Child Care</i>	0	302	315	617	174	791	617	489
<i>Food</i>	176	257	266	345	461	464	496	544
<i>Transportation</i>	239	242	242	242	242	242	468	468
<i>Health Care</i>	85	188	190	199	224	219	241	252
<i>Miscellaneous</i>	102	160	162	201	171	256	243	236
<i>Taxes</i>	237	308	319	384	277	539	498	480
<i>Earned Income Tax Credit (-)</i>	0	-74	-67	-69	-176	0	0	0
<i>Child Care Tax Credit (-)</i>	0	-46	-46	-80	-40	-80	-80	-80
<i>Child Tax Credit (-)</i>	0	-50	-50	-100	-100	-150	-100	-100
<i>Self-Sufficiency Wage -Hourly</i>	<b>\$7.70</b>	<b>\$10.76</b>	<b>\$11.02</b>	<b>\$13.34</b>	<b>\$10.46</b>	<b>\$17.76</b>	<b>\$8.49</b> <i>per adult</i>	<b>\$8.23</b> <i>per adult</i>
<i>-Monthly</i>	<b>\$1,356</b>	<b>\$1,894</b>	<b>\$1,939</b>	<b>\$2,347</b>	<b>\$1,840</b>	<b>\$3,126</b>	<b>\$2,990</b>	<b>\$2,897</b>
<i>-Annual</i>	<b>\$16,269</b>	<b>\$22,732</b>	<b>\$23,272</b>	<b>\$28,166</b>	<b>\$22,086</b>	<b>\$37,507</b>	<b>\$35,881</b>	<b>\$34,759</b>

**Table 20**  
**The Self-Sufficiency Standard for Nashville, TN MSA, 2002**  
**Cheatham County**

<i>Monthly Costs</i>	<i>Adult</i>	<i>Adult + infant</i>	<i>Adult + preschooler</i>	<i>Adult + infant preschooler</i>	<i>Adult + schoolage teenager</i>	<i>Adult + infant preschooler schoolage</i>	<i>2 Adults + infant preschooler</i>	<i>2 Adults + preschooler schoolage</i>
<i>Housing</i>	589	726	726	726	726	988	726	726
<i>Child Care</i>	0	369	408	777	177	954	777	585
<i>Food</i>	176	257	266	345	461	464	496	544
<i>Transportation</i>	201	205	205	205	205	205	393	393
<i>Health Care</i>	85	188	190	199	224	219	241	252
<i>Miscellaneous</i>	105	174	180	225	179	283	263	250
<i>Taxes</i>	248	371	393	486	316	629	566	527
<i>Earned Income Tax Credit (-)</i>	0	-30	-15	0	-141	0	0	0
<i>Child Care Tax Credit (-)</i>	0	-42	-42	-80	-39	-80	-80	-80
<i>Child Tax Credit (-)</i>	0	-50	-50	-100	-100	-150	-100	-100
<i>Self-Sufficiency Wage -Hourly</i>	<b>\$7.97</b>	<b>\$12.32</b>	<b>\$12.84</b>	<b>\$15.81</b>	<b>\$11.41</b>	<b>\$19.95</b>	<b>\$9.32</b> <i>per adult</i>	<b>\$8.80</b> <i>per adult</i>
<i>-Monthly</i>	<b>\$1,403</b>	<b>\$2,168</b>	<b>\$2,260</b>	<b>\$2,783</b>	<b>\$2,008</b>	<b>\$3,512</b>	<b>\$3,282</b>	<b>\$3,097</b>
<i>-Annual</i>	<b>\$16,841</b>	<b>\$26,015</b>	<b>\$27,122</b>	<b>\$33,395</b>	<b>\$24,097</b>	<b>\$42,138</b>	<b>\$39,378</b>	<b>\$37,159</b>

**Table 21**  
**The Self-Sufficiency Standard for Nashville, TN MSA, 2002**  
**Davidson County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	535	660	660	660	660	898	660	660
Child Care	0	425	431	857	246	1103	857	678
Food	176	257	266	345	461	464	496	544
Transportation	201	205	205	205	205	205	393	393
Health Care	86	191	193	202	227	222	244	255
Miscellaneous	100	174	176	227	180	289	265	253
Taxes	230	367	377	491	317	650	571	537
Earned Income								
Tax Credit (-)	0	-33	-27	0	-140	0	0	0
Child Care Tax Credit (-)	0	-44	-42	-80	-44	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-100	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$7.55	\$12.23	\$12.44	\$15.95	\$11.43	\$20.46	\$9.39 <i>per adult</i>	\$8.92 <i>per adult</i>
-Monthly	\$1,328	\$2,152	\$2,189	\$2,807	\$2,011	\$3,601	\$3,306	\$3,139
-Annual	\$15,936	\$25,828	\$26,264	\$33,683	\$24,133	\$43,209	\$39,666	\$37,670

**Table 22**  
**The Self-Sufficiency Standard for Nashville, TN MSA, 2002**  
**Dickson County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	589	726	726	726	726	988	726	726
Child Care	0	281	358	639	176	816	639	535
Food	176	257	266	345	461	464	496	544
Transportation	201	205	205	205	205	205	393	393
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	105	166	175	211	179	269	250	245
Taxes	250	337	375	414	320	588	525	515
Earned Income								
Tax Credit (-)	0	-55	-29	-31	-140	0	0	0
Child Care Tax Credit (-)	0	-44	-42	-80	-39	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-100	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$7.98	\$11.42	\$12.35	\$14.37	\$11.44	\$18.86	\$8.78 <i>per adult</i>	\$8.61 <i>per adult</i>
-Monthly	\$1,405	\$2,010	\$2,174	\$2,530	\$2,013	\$3,319	\$3,090	\$3,030
-Annual	\$16,863	\$24,119	\$26,086	\$30,357	\$24,158	\$39,827	\$37,074	\$36,358

**Table 23**  
**The Self-Sufficiency Standard for Nashville, TN MSA, 2002**  
**Robertson County**

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	589	726	726	726	726	988	726	726
Child Care	0	326	359	686	231	917	686	590
Food	176	257	266	345	461	464	496	544
Transportation	201	205	205	205	205	205	393	393
Health Care	86	191	193	202	227	222	244	255
Miscellaneous	105	170	175	216	185	280	254	251
Taxes	248	354	374	443	340	618	537	530
Earned Income Tax Credit (-)	0	-42	-29	-8	-119	0	0	0
Child Care Tax Credit (-)	0	-44	-42	-80	-44	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-100	-150	-100	-100
Self-Sufficiency Wage -Hourly	\$7.98	\$11.89	\$12.37	\$14.97	\$12.00	\$19.67	\$8.96 per adult	\$8.83 per adult
-Monthly	\$1,405	\$2,093	\$2,178	\$2,635	\$2,111	\$3,463	\$3,155	\$3,109
-Annual	\$16,856	\$25,116	\$26,131	\$31,624	\$25,335	\$41,554	\$37,861	\$37,305

**Table 24**  
**The Self-Sufficiency Standard for Nashville, TN MSA, 2002**  
**Rutherford County**

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	589	726	726	726	726	988	726	726
Child Care	0	407	416	822	214	1037	822	630
Food	176	257	266	345	461	464	496	544
Transportation	201	205	205	205	205	205	393	393
Health Care	86	191	193	202	227	222	244	255
Miscellaneous	105	179	181	230	183	292	268	255
Taxes	250	391	401	505	337	662	587	548
Earned Income Tax Credit (-)	0	-18	-12	0	-125	0	0	0
Child Care Tax Credit (-)	0	-42	-42	-80	-44	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-100	-150	-100	-100
Self-Sufficiency Wage -Hourly	\$7.99	\$12.75	\$12.97	\$16.23	\$11.84	\$20.68	\$9.53 per adult	\$9.01 per adult
-Monthly	\$1,406	\$2,244	\$2,283	\$2,856	\$2,084	\$3,640	\$3,356	\$3,171
-Annual	\$16,878	\$26,934	\$27,400	\$34,272	\$25,013	\$43,677	\$40,270	\$38,055

**Table 25**  
**The Self-Sufficiency Standard for Nashville, TN MSA, 2002**  
**Sumner County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	589	726	726	726	726	988	726	726
Child Care	0	397	376	773	227	1000	773	603
Food	176	257	266	345	461	464	496	544
Transportation	201	205	205	205	205	205	393	393
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	105	177	176	225	184	288	263	252
Taxes	248	383	380	484	336	644	565	533
Earned Income								
Tax Credit (-)	0	-22	-25	0	-122	0	0	0
Child Care Tax Credit (-)	0	-42	-42	-80	-44	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-100	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$7.97	\$12.60	\$12.52	\$15.78	\$11.92	\$20.33	\$9.31 <i>per adult</i>	\$8.87 <i>per adult</i>
-Monthly	\$1,403	\$2,218	\$2,203	\$2,778	\$2,097	\$3,578	\$3,276	\$3,123
-Annual	\$16,841	\$26,616	\$26,441	\$33,331	\$25,165	\$42,931	\$39,315	\$37,476

**Table 26**  
**The Self-Sufficiency Standard for Nashville, TN MSA, 2002**  
**Williamson County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	589	726	726	726	726	988	726	726
Child Care	0	560	536	1096	224	1320	1096	760
Food	176	257	266	345	461	464	496	544
Transportation	201	205	205	205	205	205	393	393
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	105	194	192	257	184	320	295	267
Taxes	248	444	441	592	335	751	672	585
Earned Income								
Tax Credit (-)	0	0	0	0	-123	0	0	0
Child Care Tax Credit (-)	0	-40	-40	-80	-44	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-100	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$7.97	\$14.11	\$14.01	\$18.41	\$11.89	\$22.93	\$10.62 <i>per adult</i>	\$9.51 <i>per adult</i>
-Monthly	\$1,403	\$2,483	\$2,466	\$3,240	\$2,092	\$4,036	\$3,738	\$3,347
-Annual	\$16,841	\$29,802	\$29,589	\$38,878	\$25,106	\$48,435	\$44,861	\$40,169

**Table 27**  
**The Self-Sufficiency Standard for Nashville, TN MSA, 2002**  
**Wilson County**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	589	726	726	726	726	988	726	726
Child Care	0	369	379	749	214	962	749	593
Food	176	257	266	345	461	464	496	544
Transportation	201	205	205	205	205	205	393	393
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	105	174	177	222	183	284	260	251
Taxes	248	371	381	476	330	632	557	530
Earned Income								
Tax Credit (-)	0	-30	-24	0	-127	0	0	0
Child Care								
Tax Credit (-)	0	-42	-42	-80	-44	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-100	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$7.97	\$12.32	\$12.55	\$15.58	\$11.77	\$20.02	\$9.21 <i>per adult</i>	\$8.83 <i>per adult</i>
-Monthly	\$1,403	\$2,169	\$2,209	\$2,743	\$2,071	\$3,524	\$3,241	\$3,109
-Annual	\$16,841	\$26,022	\$26,506	\$32,911	\$24,857	\$42,287	\$38,895	\$37,302

**Table 28**  
**The Self-Sufficiency Standard for Bedford County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	349	427	427	427	427	537	427	427
Child Care	0	262	323	585	227	812	585	550
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	86	191	193	202	227	222	244	255
Miscellaneous	82	135	143	178	156	225	217	219
Taxes	174	207	239	278	221	441	411	428
Earned Income								
Tax Credit (-)	0	-145	-124	-169	-230	0	-16	-5
Child Care								
Tax Credit (-)	0	-52	-50	-89	-46	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-75	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.14	\$8.24	\$9.00	\$10.65	\$9.01	\$15.28	\$7.38 <i>per adult</i>	\$7.54 <i>per adult</i>
-Monthly	\$1,081	\$1,450	\$1,584	\$1,874	\$1,585	\$2,688	\$2,598	\$2,653
-Annual	\$12,968	\$17,395	\$19,009	\$22,493	\$19,020	\$32,261	\$31,174	\$31,834

**Table 29**  
**The Self-Sufficiency Standard for Benton County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	303	364	364	364	364	480	364	364
Child Care	0	305	294	599	187	785	599	480
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	92	212	214	223	248	243	265	276
Miscellaneous	78	135	136	175	148	219	214	208
Taxes	161	208	209	268	195	410	398	377
Earned Income								
Tax Credit (-)	0	-145	-145	-178	-253	-23	-28	-51
Child Care								
Tax Credit (-)	0	-52	-52	-83	-29	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-64	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.82	\$8.25	\$8.25	\$10.40	\$8.37	\$14.57	\$7.22 per adult	\$6.91 per adult
-Monthly	\$1,025	\$1,451	\$1,453	\$1,831	\$1,473	\$2,565	\$2,542	\$2,434
-Annual	\$12,294	\$17,414	\$17,433	\$21,971	\$17,678	\$30,779	\$30,508	\$29,205

**Table 30**  
**The Self-Sufficiency Standard for Bledsoe County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	270	324	595	252	847	595	577
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	79	134	141	176	156	228	215	220
Taxes	163	199	228	271	218	447	400	424
Earned Income								
Tax Credit (-)	0	-150	-130	-173	-230	0	-23	-4
Child Care								
Tax Credit (-)	0	-52	-50	-86	-46	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-75	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.89	\$8.08	\$8.77	\$10.52	\$9.01	\$15.50	\$7.29 per adult	\$7.54 per adult
-Monthly	\$1,037	\$1,421	\$1,544	\$1,852	\$1,585	\$2,728	\$2,568	\$2,655
-Annual	\$12,441	\$17,055	\$18,526	\$22,223	\$19,023	\$32,735	\$30,812	\$31,866

**Table 31**  
**The Self-Sufficiency Standard for Bradley County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	330	440	440	440	440	595	440	440
Child Care	0	383	388	771	183	954	771	571
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	81	149	151	198	153	246	237	223
Taxes	167	263	271	369	209	505	479	437
Earned Income								
Tax Credit (-)	0	-105	-100	-83	-238	0	0	0
Child Care								
Tax Credit (-)	0	-48	-48	-84	-40	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-71	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.99	\$9.67	\$9.85	\$12.95	\$8.78	\$16.91	\$8.26 per adult	\$7.70 per adult
-Monthly	\$1,054	\$1,702	\$1,733	\$2,279	\$1,545	\$2,977	\$2,906	\$2,710
-Annual	\$12,643	\$20,424	\$20,800	\$27,352	\$18,541	\$35,724	\$34,873	\$32,520

**Table 32**  
**The Self-Sufficiency Standard for Campbell County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	307	320	627	243	869	627	562
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	76	159	161	170	195	190	212	223
Miscellaneous	78	134	136	176	152	227	215	214
Taxes	159	199	210	269	204	442	398	401
Earned Income								
Tax Credit (-)	0	-149	-142	-175	-243	0	-25	-25
Child Care								
Tax Credit (-)	0	-52	-52	-85	-37	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-69	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.80	\$8.08	\$8.33	\$10.48	\$8.65	\$15.38	\$7.27 per adult	\$7.26 per adult
-Monthly	\$1,020	\$1,422	\$1,466	\$1,845	\$1,523	\$2,708	\$2,558	\$2,556
-Annual	\$12,245	\$17,059	\$17,593	\$22,135	\$18,275	\$32,492	\$30,701	\$30,668

**Table 33**  
**The Self-Sufficiency Standard for Cannon County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	254	308	562	172	734	562	480
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	86	191	193	202	227	222	244	255
Miscellaneous	79	132	138	173	148	217	212	210
Taxes	161	187	216	255	188	387	378	373
Earned Income								
Tax Credit (-)	0	-156	-136	-185	-254	-36	-40	-47
Child Care								
Tax Credit (-)	0	-52	-50	-77	-28	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-96	-63	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.87	\$7.85	\$8.54	\$10.20	\$8.34	\$14.22	\$7.07 <i>per adult</i>	\$6.96 <i>per adult</i>
-Monthly	\$1,033	\$1,381	\$1,503	\$1,796	\$1,467	\$2,503	\$2,488	\$2,451
-Annual	\$12,398	\$16,574	\$18,034	\$21,549	\$17,606	\$30,039	\$29,852	\$29,408

**Table 34**  
**The Self-Sufficiency Standard for Carroll County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	300	364	364	364	364	480	364	364
Child Care	0	280	335	616	166	782	616	501
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	92	212	214	223	248	243	265	276
Miscellaneous	78	133	140	177	146	219	216	210
Taxes	160	197	227	274	189	408	406	387
Earned Income								
Tax Credit (-)	0	-152	-132	-172	-259	-25	-21	-42
Child Care								
Tax Credit (-)	0	-52	-50	-87	-25	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-61	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.80	\$7.99	\$8.70	\$10.55	\$8.21	\$14.54	\$7.32 <i>per adult</i>	\$7.03 <i>per adult</i>
-Monthly	\$1,020	\$1,407	\$1,531	\$1,857	\$1,446	\$2,559	\$2,576	\$2,476
-Annual	\$12,243	\$16,885	\$18,372	\$22,286	\$17,348	\$30,705	\$30,913	\$29,710

**Table 35**  
**The Self-Sufficiency Standard for Claiborne County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	243	289	532	136	668	532	425
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	88	198	200	209	234	229	251	262
Miscellaneous	80	132	137	170	145	211	209	205
Taxes	163	189	213	252	183	362	373	356
Earned Income Tax Credit (-)	0	-156	-140	-191	-262	-60	-48	-66
Child Care Tax Credit (-)	0	-51	-52	-73	-23	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-93	-60	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.90	\$7.83	\$8.42	\$10.05	\$8.13	\$13.58	\$6.96	\$6.71
-Monthly	\$1,038	\$1,378	\$1,482	\$1,768	\$1,431	\$2,389	\$2,449	\$2,362
-Annual	\$12,456	\$16,537	\$17,781	\$21,218	\$17,174	\$28,672	\$29,392	\$28,339

**Table 36**  
**The Self-Sufficiency Standard for Clay County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	289	364	364	364	364	480	364	364
Child Care	0	195	237	432	101	532	432	338
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	89	202	204	213	238	233	255	266
Miscellaneous	77	124	129	157	138	193	196	193
Taxes	155	166	183	213	165	325	316	310
Earned Income Tax Credit (-)	0	-173	-162	-229	-281	-119	-103	-112
Child Care Tax Credit (-)	0	-35	-46	-47	-10	-88	-84	-74
Child Tax Credit (-)	0	-44	-50	-76	-51	-128	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.68	\$7.23	\$7.63	\$9.04	\$7.63	\$11.99	\$6.21	\$6.09
-Monthly	\$1,000	\$1,272	\$1,342	\$1,591	\$1,343	\$2,110	\$2,187	\$2,144
-Annual	\$12,001	\$15,262	\$16,109	\$19,086	\$16,110	\$25,325	\$26,245	\$25,727

**Table 37**  
**The Self-Sufficiency Standard for Cocke County, TN, 2002**

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult +		
						infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	289	364	364	364	364	480	364	364
Child Care	0	335	341	676	252	928	676	593
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	91	208	210	219	244	239	261	272
Miscellaneous	77	138	140	182	154	233	221	219
Taxes	156	219	227	297	215	467	431	426
Earned Income								
Tax Credit (-)	0	-137	-132	-151	-236	0	0	-6
Child Care								
Tax Credit (-)	0	-50	-50	-92	-42	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-72	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.70	\$8.53	\$8.71	\$11.12	\$8.84	\$15.90	\$7.62 per adult	\$7.52 per adult
-Monthly	\$1,003	\$1,502	\$1,533	\$1,958	\$1,557	\$2,798	\$2,684	\$2,647
-Annual	\$12,031	\$18,019	\$18,401	\$23,492	\$18,680	\$33,573	\$32,203	\$31,768

**Table 38**  
**The Self-Sufficiency Standard for Coffee County, TN, 2002**

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult +		
						infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	378	426	426	426	426	592	426	426
Child Care	0	290	322	612	148	760	612	470
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	86	139	143	181	148	226	220	211
Taxes	182	217	236	285	191	437	417	385
Earned Income								
Tax Credit (-)	0	-136	-124	-159	-253	0	-6	-39
Child Care								
Tax Credit (-)	0	-50	-50	-92	-29	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-64	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.38	\$8.55	\$9.00	\$10.92	\$8.38	\$15.30	\$7.52 per adult	\$7.08 per adult
-Monthly	\$1,123	\$1,504	\$1,583	\$1,922	\$1,476	\$2,692	\$2,648	\$2,492
-Annual	\$13,471	\$18,050	\$19,001	\$23,068	\$17,708	\$32,308	\$31,780	\$29,899

**Table 39**  
**The Self-Sufficiency Standard for Crockett County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	289	364	364	364	364	480	364	364
Child Care	0	270	325	595	189	784	595	514
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	82	177	179	188	213	208	230	241
Miscellaneous	76	129	135	171	144	215	210	208
Taxes	153	181	207	257	184	391	381	376
Earned Income								
Tax Credit (-)	0	-163	-146	-189	-263	-39	-44	-51
Child Care								
Tax Credit (-)	0	-45	-52	-75	-22	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-95	-59	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.62	\$7.60	\$8.21	\$10.11	\$8.12	\$14.16	\$7.01	\$6.91
-Monthly	\$989	\$1,337	\$1,446	\$1,779	\$1,428	\$2,492	\$2,467	\$2,431
-Annual	\$11,865	\$16,046	\$17,348	\$21,349	\$17,139	\$29,902	\$29,603	\$29,173

**Table 40**  
**The Self-Sufficiency Standard for Cumberland County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	318	417	417	417	417	580	417	417
Child Care	0	280	322	602	176	779	602	498
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	89	202	204	213	238	233	255	266
Miscellaneous	80	137	143	179	151	227	219	214
Taxes	165	215	239	286	206	448	419	405
Earned Income								
Tax Credit (-)	0	-139	-123	-162	-244	0	-9	-26
Child Care								
Tax Credit (-)	0	-52	-50	-92	-36	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-68	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.92	\$8.44	\$9.00	\$10.83	\$8.63	\$15.45	\$7.48 per adult	\$7.26 per adult
-Monthly	\$1,041	\$1,485	\$1,585	\$1,906	\$1,518	\$2,719	\$2,635	\$2,554
-Annual	\$12,498	\$17,820	\$19,016	\$22,875	\$18,217	\$32,622	\$31,614	\$30,651

**Table 41**  
**The Self-Sufficiency Standard for Decatur County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	215	270	484	227	711	484	497
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	92	212	214	223	248	243	265	276
Miscellaneous	80	130	137	167	155	216	206	213
Taxes	165	185	212	243	218	394	360	398
Earned Income								
Tax Credit (-)	0	-160	-141	-200	-232	-35	-61	-30
Child Care								
Tax Credit (-)	0	-48	-52	-67	-44	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-89	-74	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.94	\$7.72	\$8.37	\$9.79	\$8.95	\$14.25	\$6.78	\$7.20
-Monthly	\$1,045	\$1,358	\$1,474	\$1,724	\$1,576	\$2,509	\$2,385	\$2,534
-Annual	\$12,541	\$16,301	\$17,683	\$20,684	\$18,909	\$30,106	\$28,625	\$30,412

**Table 42**  
**The Self-Sufficiency Standard for Dekalb County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	254	304	558	154	713	558	459
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	86	191	193	202	227	222	244	255
Miscellaneous	79	132	138	172	146	214	211	207
Taxes	160	186	213	253	180	374	374	361
Earned Income								
Tax Credit (-)	0	-156	-138	-187	-260	-46	-42	-57
Child Care								
Tax Credit (-)	0	-51	-52	-77	-24	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-96	-61	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.87	\$7.84	\$8.48	\$10.17	\$8.19	\$13.96	\$7.04 per adult	\$6.83 per adult
-Monthly	\$1,032	\$1,380	\$1,492	\$1,789	\$1,441	\$2,456	\$2,477	\$2,406
-Annual	\$12,388	\$16,554	\$17,904	\$21,471	\$17,294	\$29,478	\$29,729	\$28,869

**Table 43**  
**The Self-Sufficiency Standard for Dyer County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	343	458	458	458	458	572	458	458
Child Care	0	292	345	637	172	809	637	516
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	82	177	179	188	213	208	230	241
Miscellaneous	81	140	146	184	152	227	224	217
Taxes	171	227	255	308	209	447	438	420
Earned Income								
Tax Credit (-)	0	-131	-112	-140	-241	0	0	-12
Child Care								
Tax Credit (-)	0	-50	-50	-88	-38	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-70	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.06	\$8.73	\$9.40	\$11.42	\$8.71	\$15.42	\$7.72 per adult	\$7.45 per adult
-Monthly	\$1,066	\$1,537	\$1,654	\$2,009	\$1,533	\$2,714	\$2,717	\$2,621
-Annual	\$12,798	\$18,446	\$19,849	\$24,114	\$18,396	\$32,572	\$32,608	\$31,450

**Table 44**  
**The Self-Sufficiency Standard for Fentress County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	242	289	531	82	613	531	372
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	89	202	204	213	238	233	255	266
Miscellaneous	80	132	138	171	140	206	210	200
Taxes	164	191	217	254	168	350	377	338
Earned Income								
Tax Credit (-)	0	-156	-138	-190	-276	-79	-46	-85
Child Care								
Tax Credit (-)	0	-52	-52	-74	-13	-84	-80	-78
Child Tax Credit (-)	0	-50	-50	-94	-53	-147	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.91	\$7.86	\$8.48	\$10.08	\$7.75	\$13.08	\$6.99	\$6.46
-Monthly	\$1,041	\$1,383	\$1,492	\$1,774	\$1,365	\$2,302	\$2,459	\$2,272
-Annual	\$12,488	\$16,601	\$17,900	\$21,288	\$16,377	\$27,626	\$29,505	\$27,270

**Table 45**  
**The Self-Sufficiency Standard for Franklin County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	552	400	400
Child Care	0	259	311	570	154	724	570	465
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	79	133	139	174	146	218	213	208
Taxes	163	194	222	262	187	402	389	374
Earned Income								
Tax Credit (-)	0	-153	-134	-181	-258	-27	-33	-50
Child Care								
Tax Credit (-)	0	-52	-50	-80	-26	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-98	-62	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.89	\$7.96	\$8.63	\$10.31	\$8.25	\$14.47	\$7.15 <i>per adult</i>	\$6.92 <i>per adult</i>
-Monthly	\$1,037	\$1,400	\$1,519	\$1,815	\$1,452	\$2,547	\$2,518	\$2,436
-Annual	\$12,441	\$16,805	\$18,227	\$21,784	\$17,428	\$30,566	\$30,213	\$29,233

**Table 46**  
**The Self-Sufficiency Standard for Gibson County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	283	336	619	204	823	619	540
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	92	212	214	223	248	243	265	276
Miscellaneous	80	137	143	180	153	228	220	218
Taxes	164	211	239	286	209	445	419	416
Earned Income								
Tax Credit (-)	0	-141	-122	-159	-238	0	-6	-12
Child Care								
Tax Credit (-)	0	-52	-50	-92	-40	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-71	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.93	\$8.38	\$9.06	\$10.91	\$8.77	\$15.44	\$7.52 <i>per adult</i>	\$7.43 <i>per adult</i>
-Monthly	\$1,044	\$1,474	\$1,595	\$1,921	\$1,543	\$2,718	\$2,647	\$2,617
-Annual	\$12,531	\$17,688	\$19,135	\$23,048	\$18,520	\$32,614	\$31,769	\$31,405

**Table 47**  
**The Self-Sufficiency Standard for Giles County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	infant preschooler	preschooler schoolage
Housing	345	428	428	428	428	535	428	428
Child Care	0	265	312	577	178	755	577	491
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	89	202	204	213	238	233	255	266
Miscellaneous	82	137	143	178	152	220	217	214
Taxes	173	212	238	278	208	415	410	404
Earned Income Tax Credit (-)	0	-141	-123	-168	-240	-17	-15	-25
Child Care Tax Credit (-)	0	-52	-50	-90	-38	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-70	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.14	\$8.38	\$9.01	\$10.68	\$8.71	\$14.73	\$7.40 per adult	\$7.27 per adult
-Monthly	\$1,080	\$1,475	\$1,586	\$1,880	\$1,534	\$2,593	\$2,604	\$2,557
-Annual	\$12,961	\$17,700	\$19,029	\$22,556	\$18,404	\$31,114	\$31,244	\$30,689

**Table 48**  
**The Self-Sufficiency Standard for Grainger County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	220	243	463	151	615	463	395
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	88	198	200	209	234	229	251	262
Miscellaneous	80	129	133	164	146	205	203	202
Taxes	165	183	197	233	191	351	345	347
Earned Income Tax Credit (-)	0	-161	-153	-210	-257	-79	-76	-78
Child Care Tax Credit (-)	0	-46	-52	-60	-26	-84	-84	-83
Child Tax Credit (-)	0	-50	-50	-84	-62	-147	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.91	\$7.65	\$7.97	\$9.53	\$8.27	\$13.07	\$6.57 per adult	\$6.55 per adult
-Monthly	\$1,040	\$1,347	\$1,402	\$1,678	\$1,456	\$2,300	\$2,313	\$2,304
-Annual	\$12,475	\$16,166	\$16,829	\$20,133	\$17,467	\$27,600	\$27,758	\$27,652

**Table 49**  
**The Self-Sufficiency Standard for Greene County, TN, 2002**

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult +	2 Adults +	2 Adults +
						infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	303	354	657	202	858	657	555
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	76	159	161	170	195	190	212	223
Miscellaneous	78	134	140	179	147	226	218	214
Taxes	161	200	227	284	195	443	417	404
Earned Income								
Tax Credit (-)	0	-150	-131	-164	-254	0	-11	-27
Child Care								
Tax Credit (-)	0	-52	-50	-92	-29	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-64	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.81	\$8.05	\$8.72	\$10.77	\$8.36	\$15.32	\$7.45 per adult	\$7.24 per adult
-Monthly	\$1,022	\$1,417	\$1,534	\$1,896	\$1,471	\$2,697	\$2,624	\$2,549
-Annual	\$12,265	\$17,008	\$18,413	\$22,751	\$17,651	\$32,359	\$31,488	\$30,589

**Table 50**  
**The Self-Sufficiency Standard for Grundy County, TN, 2002**

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult +	2 Adults +	2 Adults +
						infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	272	330	601	212	814	601	542
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	79	134	141	177	152	225	216	216
Taxes	163	199	230	273	206	436	403	409
Earned Income								
Tax Credit (-)	0	-149	-128	-171	-241	0	-20	-19
Child Care								
Tax Credit (-)	0	-52	-50	-87	-38	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-70	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.89	\$8.09	\$8.82	\$10.58	\$8.70	\$15.23	\$7.33 per adult	\$7.35 per adult
-Monthly	\$1,037	\$1,424	\$1,553	\$1,862	\$1,531	\$2,680	\$2,580	\$2,587
-Annual	\$12,441	\$17,083	\$18,635	\$22,340	\$18,376	\$32,162	\$30,961	\$31,048

**Table 51**  
**The Self-Sufficiency Standard for Hamblen County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	319	419	419	419	419	557	419	419
Child Care	0	325	367	692	237	929	692	604
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	88	198	200	209	234	229	251	262
Miscellaneous	80	142	147	188	157	240	227	224
Taxes	164	233	256	325	222	487	449	444
Earned Income								
Tax Credit (-)	0	-127	-111	-125	-227	0	0	0
Child Care								
Tax Credit (-)	0	-50	-50	-88	-48	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-76	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.91	\$8.89	\$9.44	\$11.84	\$9.07	\$16.44	\$7.87 per adult	\$7.77 per adult
-Monthly	\$1,040	\$1,564	\$1,661	\$2,083	\$1,596	\$2,893	\$2,769	\$2,733
-Annual	\$12,484	\$18,767	\$19,932	\$25,001	\$19,150	\$34,713	\$33,233	\$32,800

**Table 52**  
**The Self-Sufficiency Standard for Hancock County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	309	389	389	389	389	514	389	389
Child Care	0	242	289	531	191	722	531	481
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	88	198	200	209	234	229	251	262
Miscellaneous	79	130	136	169	149	215	208	209
Taxes	159	183	208	246	195	380	365	375
Earned Income								
Tax Credit (-)	0	-159	-143	-195	-250	-44	-53	-48
Child Care								
Tax Credit (-)	0	-48	-52	-71	-32	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-92	-66	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.82	\$7.72	\$8.30	\$9.94	\$8.46	\$14.02	\$6.88	\$6.95
-Monthly	\$1,025	\$1,359	\$1,461	\$1,750	\$1,490	\$2,468	\$2,423	\$2,448
-Annual	\$12,297	\$16,307	\$17,531	\$21,004	\$17,878	\$29,613	\$29,072	\$29,373

**Table 53**  
**The Self-Sufficiency Standard for Hardeman County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	275	317	591	199	790	591	516
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	82	177	179	188	213	208	230	241
Miscellaneous	79	133	138	174	149	221	213	212
Taxes	160	191	215	262	194	412	388	386
Earned Income								
Tax Credit (-)	0	-154	-138	-181	-250	-17	-32	-38
Child Care								
Tax Credit (-)	0	-52	-52	-81	-31	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-99	-65	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.84	\$7.92	\$8.48	\$10.33	\$8.45	\$14.73	\$7.16 <i>per adult</i>	\$7.09 <i>per adult</i>
-Monthly	\$1,028	\$1,394	\$1,492	\$1,818	\$1,487	\$2,593	\$2,521	\$2,497
-Annual	\$12,333	\$16,729	\$17,906	\$21,821	\$17,840	\$31,115	\$30,256	\$29,962

**Table 54**  
**The Self-Sufficiency Standard for Hardin County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	270	290	560	172	733	560	463
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	92	212	214	223	248	243	265	276
Miscellaneous	80	136	139	175	150	219	214	210
Taxes	165	207	222	266	200	405	395	383
Earned Income								
Tax Credit (-)	0	-145	-135	-179	-247	-26	-29	-44
Child Care								
Tax Credit (-)	0	-52	-50	-82	-33	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-99	-67	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.94	\$8.25	\$8.60	\$10.38	\$8.53	\$14.51	\$7.20 <i>per adult</i>	\$7.01 <i>per adult</i>
-Monthly	\$1,045	\$1,453	\$1,514	\$1,827	\$1,502	\$2,553	\$2,536	\$2,468
-Annual	\$12,541	\$17,432	\$18,169	\$21,926	\$18,019	\$30,640	\$30,432	\$29,613

**Table 55**  
**The Self-Sufficiency Standard for Haywood County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	331	441	441	441	441	552	441	441
Child Care	0	279	300	578	193	771	578	493
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	82	177	179	188	213	208	230	241
Miscellaneous	80	137	140	177	153	221	216	213
Taxes	167	214	229	276	211	422	408	402
Earned Income								
Tax Credit (-)	0	-140	-130	-171	-239	-13	-19	-28
Child Care								
Tax Credit (-)	0	-52	-50	-88	-39	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-71	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.96	\$8.41	\$8.77	\$10.60	\$8.75	\$14.85	\$7.35 per adult	\$7.22 per adult
-Monthly	\$1,049	\$1,480	\$1,543	\$1,865	\$1,539	\$2,613	\$2,586	\$2,541
-Annual	\$12,589	\$17,762	\$18,514	\$22,377	\$18,472	\$31,358	\$31,028	\$30,495

**Table 56**  
**The Self-Sufficiency Standard for Henderson County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	273	312	585	154	739	585	466
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	92	212	214	223	248	243	265	276
Miscellaneous	80	136	141	177	148	219	216	210
Taxes	166	209	232	276	197	411	408	387
Earned Income								
Tax Credit (-)	0	-143	-128	-171	-252	-22	-19	-42
Child Care								
Tax Credit (-)	0	-52	-50	-88	-30	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-65	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.94	\$8.29	\$8.83	\$10.60	\$8.40	\$14.60	\$7.35 per adult	\$7.04 per adult
-Monthly	\$1,046	\$1,459	\$1,554	\$1,865	\$1,479	\$2,569	\$2,586	\$2,478
-Annual	\$12,551	\$17,510	\$18,650	\$22,384	\$17,747	\$30,826	\$31,037	\$29,732

**Table 57**  
**The Self-Sufficiency Standard for Henry County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	289	364	364	364	364	480	364	364
Child Care	0	285	339	623	189	812	623	528
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	78	164	167	175	200	195	218	229
Miscellaneous	76	129	135	173	143	217	212	208
Taxes	150	179	205	258	177	394	383	372
Earned Income								
Tax Credit (-)	0	-163	-146	-185	-267	-33	-39	-52
Child Care								
Tax Credit (-)	0	-45	-52	-78	-19	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-96	-57	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.58	\$7.60	\$8.21	\$10.21	\$8.00	\$14.30	\$7.08	\$6.89
-Monthly	\$982	\$1,337	\$1,445	\$1,797	\$1,407	\$2,517	\$2,491	\$2,427
-Annual	\$11,778	\$16,042	\$17,338	\$21,563	\$16,889	\$30,204	\$29,891	\$29,124

**Table 58**  
**The Self-Sufficiency Standard for Hickman County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	326	431	431	431	431	568	431	431
Child Care	0	266	318	584	126	710	584	444
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	80	136	142	178	146	218	217	209
Taxes	165	207	235	275	186	399	406	375
Earned Income								
Tax Credit (-)	0	-144	-125	-169	-259	-29	-17	-49
Child Care								
Tax Credit (-)	0	-52	-50	-89	-25	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-61	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.94	\$8.28	\$8.95	\$10.64	\$8.22	\$14.41	\$7.37 per adult	\$6.94 per adult
-Monthly	\$1,045	\$1,457	\$1,575	\$1,872	\$1,446	\$2,536	\$2,593	\$2,441
-Annual	\$12,535	\$17,480	\$18,900	\$22,466	\$17,353	\$30,435	\$31,121	\$29,297

**Table 59**  
**The Self-Sufficiency Standard for Houston County, TN, 2002**

Monthly Costs	Adult	Adult +						
		Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	276	325	601	139	740	601	463
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	79	134	140	176	144	217	215	208
Taxes	164	201	228	274	184	399	405	375
Earned Income								
Tax Credit (-)	0	-149	-131	-173	-263	-32	-22	-53
Child Care								
Tax Credit (-)	0	-52	-50	-86	-22	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-59	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.88	\$8.08	\$8.72	\$10.53	\$8.10	\$14.33	\$7.31 per adult	\$6.89 per adult
-Monthly	\$1,035	\$1,423	\$1,535	\$1,854	\$1,425	\$2,522	\$2,572	\$2,425
-Annual	\$12,423	\$17,072	\$18,414	\$22,248	\$17,100	\$30,259	\$30,865	\$29,101

**Table 60**  
**The Self-Sufficiency Standard for Humphreys County, TN, 2002**

Monthly Costs	Adult	Adult +						
		Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	331	400	400	400	400	528	400	400
Child Care	0	288	333	621	170	791	621	503
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	86	191	193	202	227	222	244	255
Miscellaneous	81	135	141	179	148	222	218	212
Taxes	167	204	230	279	191	422	410	389
Earned Income								
Tax Credit (-)	0	-146	-129	-166	-254	-10	-14	-36
Child Care								
Tax Credit (-)	0	-52	-50	-91	-28	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-63	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.99	\$8.21	\$8.82	\$10.72	\$8.34	\$14.92	\$7.42 per adult	\$7.11 per adult
-Monthly	\$1,054	\$1,445	\$1,552	\$1,886	\$1,468	\$2,627	\$2,611	\$2,503
-Annual	\$12,645	\$17,342	\$18,625	\$22,633	\$17,617	\$31,520	\$31,332	\$30,039

**Table 61**  
**The Self-Sufficiency Standard for Jackson County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	289	364	364	364	364	480	364	364
Child Care	0	224	256	479	96	575	479	351
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	89	202	204	213	238	233	255	266
Miscellaneous	77	126	131	162	138	197	201	194
Taxes	155	174	189	228	163	342	338	315
Earned Income								
Tax Credit (-)	0	-167	-158	-215	-282	-103	-83	-107
Child Care								
Tax Credit (-)	0	-41	-50	-56	-8	-84	-84	-77
Child Tax Credit (-)	0	-48	-50	-82	-50	-135	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.68	\$7.44	\$7.78	\$9.41	\$7.59	\$12.42	\$6.48	\$6.15
-Monthly	\$1,000	\$1,309	\$1,370	\$1,655	\$1,336	\$2,186	\$2,281	\$2,166
-Annual	\$12,001	\$15,707	\$16,435	\$19,864	\$16,028	\$26,233	\$27,369	\$25,986

**Table 62**  
**The Self-Sufficiency Standard for Jefferson County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	318	413	413	413	413	528	413	413
Child Care	0	305	354	658	212	870	658	565
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	76	159	161	170	195	190	212	223
Miscellaneous	78	135	141	180	150	227	219	216
Taxes	159	203	230	286	198	442	418	408
Earned Income								
Tax Credit (-)	0	-147	-129	-160	-248	0	-7	-19
Child Care								
Tax Credit (-)	0	-52	-50	-92	-33	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-66	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.80	\$8.18	\$8.82	\$10.89	\$8.51	\$15.39	\$7.51 per adult	\$7.34 per adult
-Monthly	\$1,020	\$1,439	\$1,552	\$1,917	\$1,497	\$2,709	\$2,644	\$2,585
-Annual	\$12,245	\$17,268	\$18,629	\$23,009	\$17,968	\$32,502	\$31,730	\$31,025

**Table 63**  
**The Self-Sufficiency Standard for Johnson County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	276	321	597	111	707	597	432
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	83	181	183	192	217	212	234	245
Miscellaneous	79	133	139	175	141	213	214	204
Taxes	159	191	216	261	163	366	387	343
Earned Income								
Tax Credit (-)	0	-153	-136	-179	-275	-53	-30	-74
Child Care								
Tax Credit (-)	0	-52	-50	-82	-13	-80	-80	-84
Child Tax Credit (-)	0	-50	-50	-99	-53	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.84	\$7.96	\$8.56	\$10.39	\$7.77	\$13.78	\$7.20 <i>per adult</i>	\$6.61 <i>per adult</i>
-Monthly	\$1,028	\$1,400	\$1,507	\$1,828	\$1,368	\$2,426	\$2,534	\$2,326
-Annual	\$12,336	\$16,804	\$18,087	\$21,935	\$16,416	\$29,110	\$30,404	\$27,913

**Table 64**  
**The Self-Sufficiency Standard for Lake County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	289	364	364	364	364	480	364	364
Child Care	0	271	316	587	202	789	587	517
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	82	177	179	188	213	208	230	241
Miscellaneous	76	129	134	170	146	216	209	208
Taxes	153	181	203	254	189	394	377	378
Earned Income								
Tax Credit (-)	0	-163	-148	-191	-259	-37	-47	-50
Child Care								
Tax Credit (-)	0	-45	-52	-73	-25	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-93	-61	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.62	\$7.60	\$8.12	\$10.04	\$8.22	\$14.21	\$6.96	\$6.93
-Monthly	\$989	\$1,338	\$1,429	\$1,768	\$1,446	\$2,501	\$2,451	\$2,438
-Annual	\$11,865	\$16,058	\$17,153	\$21,214	\$17,353	\$30,008	\$29,407	\$29,258

**Table 65**  
**The Self-Sufficiency Standard for Lauderdale County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	405	405	405	405	528	405	405
Child Care	0	259	303	561	204	765	561	506
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	82	177	179	188	213	208	230	241
Miscellaneous	79	131	137	172	150	218	211	211
Taxes	163	191	215	259	203	406	384	392
Earned Income								
Tax Credit (-)	0	-156	-140	-187	-247	-26	-41	-38
Child Care								
Tax Credit (-)	0	-51	-52	-76	-34	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-96	-67	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.85	\$7.84	\$8.40	\$10.16	\$8.55	\$14.49	\$7.05 <i>per adult</i>	\$7.09 <i>per adult</i>
-Monthly	\$1,030	\$1,379	\$1,479	\$1,788	\$1,505	\$2,551	\$2,480	\$2,497
-Annual	\$12,362	\$16,551	\$17,751	\$21,460	\$18,057	\$30,610	\$29,764	\$29,964

**Table 66**  
**The Self-Sufficiency Standard for Lawrence County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	271	320	591	202	792	591	521
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	89	202	204	213	238	233	255	266
Miscellaneous	80	135	141	177	152	223	216	215
Taxes	165	204	231	275	209	433	406	408
Earned Income								
Tax Credit (-)	0	-147	-129	-172	-241	-4	-20	-23
Child Care								
Tax Credit (-)	0	-52	-50	-87	-38	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-70	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.92	\$8.17	\$8.81	\$10.57	\$8.69	\$15.10	\$7.33 <i>per adult</i>	\$7.29 <i>per adult</i>
-Monthly	\$1,041	\$1,438	\$1,551	\$1,860	\$1,530	\$2,658	\$2,579	\$2,567
-Annual	\$12,498	\$17,254	\$18,614	\$22,316	\$18,360	\$31,894	\$30,950	\$30,808

**Table 67**  
**The Self-Sufficiency Standard for Lewis County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	260	309	569	195	764	569	504
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	89	202	204	213	238	233	255	266
Miscellaneous	80	134	140	175	151	221	214	213
Taxes	164	198	226	266	205	416	394	398
Earned Income Tax Credit (-)	0	-150	-132	-179	-243	-17	-30	-30
Child Care Tax Credit (-)	0	-52	-50	-82	-36	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-99	-69	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.91	\$8.05	\$8.70	\$10.37	\$8.63	\$14.76	\$7.20 <i>per adult</i>	\$7.19 <i>per adult</i>
-Monthly	\$1,041	\$1,416	\$1,530	\$1,825	\$1,520	\$2,597	\$2,533	\$2,531
-Annual	\$12,488	\$16,992	\$18,365	\$21,903	\$18,234	\$31,166	\$30,397	\$30,369

**Table 68**  
**The Self-Sufficiency Standard for Lincoln County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	406	406	406	406	528	406	406
Child Care	0	285	339	624	164	788	624	502
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	79	136	143	180	148	222	219	213
Taxes	164	208	237	286	194	425	418	396
Earned Income Tax Credit (-)	0	-143	-124	-161	-253	-9	-8	-32
Child Care Tax Credit (-)	0	-52	-50	-92	-29	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-64	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.90	\$8.29	\$8.98	\$10.86	\$8.38	\$14.95	\$7.50 <i>per adult</i>	\$7.17 <i>per adult</i>
-Monthly	\$1,038	\$1,459	\$1,581	\$1,911	\$1,475	\$2,631	\$2,638	\$2,524
-Annual	\$12,450	\$17,514	\$18,969	\$22,930	\$17,694	\$31,570	\$31,660	\$30,283

**Table 69**  
**The Self-Sufficiency Standard for Macon County, TN, 2002**

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult +	2 Adults +	2 Adults +
						infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	236	282	518	154	671	518	435
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	79	130	136	168	146	210	207	205
Taxes	162	183	206	244	185	367	362	356
Earned Income								
Tax Credit (-)	0	-160	-145	-198	-260	-61	-58	-66
Child Care								
Tax Credit (-)	0	-47	-52	-68	-24	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-90	-61	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.87	\$7.69	\$8.24	\$9.86	\$8.19	\$13.56	\$6.82	\$6.71
-Monthly	\$1,034	\$1,353	\$1,451	\$1,735	\$1,442	\$2,386	\$2,401	\$2,363
-Annual	\$12,403	\$16,241	\$17,408	\$20,820	\$17,303	\$28,636	\$28,817	\$28,351

**Table 70**  
**The Self-Sufficiency Standard for Marshall County, TN, 2002**

Monthly Costs	Adult	Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult +	2 Adults +	2 Adults +
						infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	348	453	453	453	453	572	453	453
Child Care	0	303	313	616	177	793	616	490
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	82	142	144	183	153	227	222	215
Taxes	172	232	242	298	209	441	429	406
Earned Income								
Tax Credit (-)	0	-126	-120	-148	-238	0	0	-21
Child Care								
Tax Credit (-)	0	-50	-50	-92	-40	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-71	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.11	\$8.90	\$9.12	\$11.21	\$8.78	\$15.36	\$7.65 per adult	\$7.32 per adult
-Monthly	\$1,076	\$1,567	\$1,606	\$1,972	\$1,545	\$2,704	\$2,693	\$2,575
-Annual	\$12,914	\$18,798	\$19,269	\$23,670	\$18,543	\$32,446	\$32,319	\$30,900

**Table 71**  
**The Self-Sufficiency Standard for Maury County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	396	528	528	528	528	661	528	528
Child Care	0	330	377	707	169	876	707	546
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	89	202	204	213	238	233	255	266
Miscellaneous	87	153	159	201	161	245	240	230
Taxes	189	281	307	384	240	503	489	460
Earned Income								
Tax Credit (-)	0	-92	-75	-69	-210	0	0	0
Child Care								
Tax Credit (-)	0	-48	-46	-80	-41	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-85	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.54	\$10.11	\$10.73	\$13.33	\$9.54	\$16.88	\$8.38 <i>per adult</i>	\$7.98 <i>per adult</i>
-Monthly	\$1,152	\$1,779	\$1,888	\$2,346	\$1,679	\$2,970	\$2,951	\$2,810
-Annual	\$13,821	\$21,348	\$22,652	\$28,156	\$20,150	\$35,644	\$35,409	\$33,714

**Table 72**  
**The Self-Sufficiency Standard for McMinn County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	530	400	400
Child Care	0	290	339	629	176	806	629	516
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	79	136	142	180	149	224	219	213
Taxes	162	206	232	282	192	430	413	394
Earned Income								
Tax Credit (-)	0	-144	-126	-162	-252	-2	-9	-30
Child Care								
Tax Credit (-)	0	-52	-50	-92	-30	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-65	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.89	\$8.27	\$8.91	\$10.83	\$8.41	\$15.15	\$7.48 <i>per adult</i>	\$7.19 <i>per adult</i>
-Monthly	\$1,036	\$1,455	\$1,569	\$1,907	\$1,480	\$2,666	\$2,632	\$2,532
-Annual	\$12,431	\$17,466	\$18,823	\$22,879	\$17,766	\$31,996	\$31,588	\$30,384

**Table 73**  
**The Self-Sufficiency Standard for McNairy County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	296	333	630	205	835	630	538
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	92	212	214	223	248	243	265	276
Miscellaneous	80	138	143	182	153	229	221	217
Taxes	164	217	238	291	209	448	424	415
Earned Income								
Tax Credit (-)	0	-137	-123	-155	-238	0	-1	-13
Child Care								
Tax Credit (-)	0	-50	-50	-92	-40	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-71	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.93	\$8.53	\$9.04	\$11.03	\$8.77	\$15.54	\$7.58 <i>per adult</i>	\$7.42 <i>per adult</i>
-Monthly	\$1,044	\$1,501	\$1,590	\$1,942	\$1,544	\$2,734	\$2,669	\$2,614
-Annual	\$12,531	\$18,014	\$19,084	\$23,301	\$18,530	\$32,810	\$32,026	\$31,363

**Table 74**  
**The Self-Sufficiency Standard for Meigs County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	289	364	364	364	364	480	364	364
Child Care	0	314	368	682	252	934	682	620
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	77	135	141	181	153	232	221	220
Taxes	152	200	229	289	205	458	421	425
Earned Income								
Tax Credit (-)	0	-148	-128	-155	-240	0	-2	-2
Child Care								
Tax Credit (-)	0	-52	-50	-92	-38	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-70	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.65	\$8.14	\$8.84	\$11.01	\$8.72	\$15.81	\$7.57 <i>per adult</i>	\$7.58 <i>per adult</i>
-Monthly	\$994	\$1,432	\$1,556	\$1,938	\$1,534	\$2,782	\$2,664	\$2,667
-Annual	\$11,934	\$17,185	\$18,667	\$23,258	\$18,406	\$33,381	\$31,973	\$32,001

**Table 75**  
**The Self-Sufficiency Standard for Monroe County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	315	354	669	188	857	669	542
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	79	138	143	184	150	229	223	216
Taxes	163	218	240	301	198	450	431	409
Earned Income Tax Credit (-)	0	-136	-121	-145	-248	0	0	-19
Child Care Tax Credit (-)	0	-50	-50	-92	-33	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-67	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.89	\$8.55	\$9.07	\$11.28	\$8.51	\$15.58	\$7.68 <i>per adult</i>	\$7.35 <i>per adult</i>
-Monthly	\$1,037	\$1,505	\$1,597	\$1,985	\$1,498	\$2,742	\$2,703	\$2,587
-Annual	\$12,441	\$18,054	\$19,161	\$23,822	\$17,980	\$32,903	\$32,430	\$31,049

**Table 76**  
**The Self-Sufficiency Standard for Moore County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	289	364	364	364	364	480	364	364
Child Care	0	344	360	703	246	949	703	605
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	77	138	140	184	152	234	223	219
Taxes	154	215	229	302	207	467	433	424
Earned Income Tax Credit (-)	0	-139	-130	-146	-241	0	0	-7
Child Care Tax Credit (-)	0	-52	-50	-92	-37	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-70	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.66	\$8.46	\$8.77	\$11.27	\$8.69	\$15.95	\$7.68 <i>per adult</i>	\$7.51 <i>per adult</i>
-Monthly	\$996	\$1,490	\$1,543	\$1,984	\$1,529	\$2,808	\$2,703	\$2,644
-Annual	\$11,953	\$17,876	\$18,517	\$23,812	\$18,349	\$33,693	\$32,431	\$31,726

**Table 77**  
**The Self-Sufficiency Standard for Morgan County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	286	342	628	151	779	628	493
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	88	198	200	209	234	229	251	262
Miscellaneous	80	136	143	180	146	222	219	212
Taxes	162	205	235	283	185	417	414	385
Earned Income								
Tax Credit (-)	0	-144	-124	-161	-258	-13	-8	-38
Child Care								
Tax Credit (-)	0	-52	-50	-92	-26	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-62	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.89	\$8.26	\$8.97	\$10.85	\$8.24	\$14.85	\$7.49 <i>per adult</i>	\$7.08 <i>per adult</i>
-Monthly	\$1,037	\$1,453	\$1,579	\$1,910	\$1,450	\$2,613	\$2,635	\$2,494
-Annual	\$12,446	\$17,435	\$18,947	\$22,914	\$17,399	\$31,361	\$31,624	\$29,924

**Table 78**  
**The Self-Sufficiency Standard for Obion County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	319	408	408	408	408	541	408	408
Child Care	0	290	338	628	119	747	628	457
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	79	170	172	181	206	201	223	234
Miscellaneous	79	134	140	178	141	217	217	206
Taxes	162	202	229	280	174	400	412	368
Earned Income								
Tax Credit (-)	0	-149	-131	-168	-272	-31	-15	-59
Child Care								
Tax Credit (-)	0	-52	-50	-90	-16	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-55	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.84	\$8.11	\$8.75	\$10.68	\$7.86	\$14.35	\$7.40	\$6.80
-Monthly	\$1,029	\$1,427	\$1,540	\$1,879	\$1,384	\$2,526	\$2,604	\$2,393
-Annual	\$12,344	\$17,127	\$18,482	\$22,549	\$16,608	\$30,318	\$31,246	\$28,717

**Table 79**  
**The Self-Sufficiency Standard for Overton County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	217	254	472	87	558	472	341
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	89	202	204	213	238	233	255	266
Miscellaneous	80	129	134	165	140	200	204	197
Taxes	164	183	202	235	170	356	349	327
Earned Income								
Tax Credit (-)	0	-161	-148	-207	-275	-92	-71	-95
Child Care								
Tax Credit (-)	0	-47	-52	-62	-14	-84	-80	-72
Child Tax Credit (-)	0	-50	-50	-86	-54	-141	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.91	\$7.66	\$8.11	\$9.62	\$7.79	\$12.73	\$6.65	\$6.32
-Monthly	\$1,041	\$1,348	\$1,428	\$1,693	\$1,371	\$2,241	\$2,340	\$2,224
-Annual	\$12,488	\$16,179	\$17,133	\$20,316	\$16,453	\$26,888	\$28,080	\$26,682

**Table 80**  
**The Self-Sufficiency Standard for Perry County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	320	400	400	400	400	528	400	400
Child Care	0	233	277	511	150	660	511	427
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	79	130	135	167	145	209	206	204
Taxes	164	183	206	243	186	365	361	355
Earned Income								
Tax Credit (-)	0	-161	-146	-200	-261	-65	-60	-69
Child Care								
Tax Credit (-)	0	-47	-52	-67	-24	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-89	-60	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.90	\$7.68	\$8.21	\$9.81	\$8.17	\$13.46	\$6.79	\$6.67
-Monthly	\$1,038	\$1,351	\$1,445	\$1,727	\$1,438	\$2,369	\$2,391	\$2,349
-Annual	\$12,451	\$16,210	\$17,337	\$20,727	\$17,259	\$28,424	\$28,689	\$28,191

**Table 81**  
**The Self-Sufficiency Standard for Pickett County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	289	364	364	364	364	480	364	364
Child Care	0	281	342	623	139	762	623	481
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	89	202	204	213	238	233	255	266
Miscellaneous	77	132	139	176	142	216	215	207
Taxes	155	194	225	274	176	393	405	373
Earned Income								
Tax Credit (-)	0	-154	-133	-173	-270	-37	-22	-55
Child Care								
Tax Credit (-)	0	-52	-50	-86	-17	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-56	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.68	\$7.90	\$8.67	\$10.53	\$7.92	\$14.19	\$7.31	\$6.86
-Monthly	\$1,000	\$1,391	\$1,526	\$1,854	\$1,394	\$2,498	\$2,572	\$2,416
-Annual	\$12,001	\$16,691	\$18,309	\$22,247	\$16,727	\$29,973	\$30,863	\$28,986

**Table 82**  
**The Self-Sufficiency Standard for Polk County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	289	364	364	364	364	480	364	364
Child Care	0	280	326	606	227	833	606	552
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	77	131	137	174	150	222	213	214
Taxes	153	188	212	262	199	421	389	397
Earned Income								
Tax Credit (-)	0	-157	-141	-181	-247	-11	-33	-29
Child Care								
Tax Credit (-)	0	-51	-52	-80	-33	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-98	-67	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.66	\$7.81	\$8.39	\$10.31	\$8.53	\$14.90	\$7.15 per adult	\$7.21 per adult
-Monthly	\$995	\$1,375	\$1,477	\$1,815	\$1,501	\$2,622	\$2,517	\$2,537
-Annual	\$11,944	\$16,500	\$17,724	\$21,781	\$18,017	\$31,458	\$30,207	\$30,438

**Table 83**  
**The Self-Sufficiency Standard for Putnam County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	333	428	428	428	428	589	428	428
Child Care	0	300	336	636	160	796	636	496
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	89	202	204	213	238	233	255	266
Miscellaneous	81	140	145	184	150	230	223	215
Taxes	170	229	249	305	204	457	437	409
Earned Income Tax Credit (-)	0	-130	-116	-144	-245	0	0	-22
Child Care Tax Credit (-)	0	-50	-50	-92	-35	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-68	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.04	\$8.77	\$9.26	\$11.32	\$8.59	\$15.66	\$7.70 per adult	\$7.30 per adult
-Monthly	\$1,064	\$1,544	\$1,629	\$1,993	\$1,511	\$2,756	\$2,709	\$2,571
-Annual	\$12,763	\$18,523	\$19,554	\$23,916	\$18,133	\$33,073	\$32,514	\$30,856

**Table 84**  
**The Self-Sufficiency Standard for Rhea County, TN, 2002**

Monthly Costs	Adult	Adult +						
		infant	preschooler	infant preschooler	schoolage teenager	infant schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	308	364	364	364	364	485	364	364
Child Care	0	273	318	591	194	785	591	512
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	78	131	136	172	147	218	211	209
Taxes	159	185	209	258	189	398	382	379
Earned Income Tax Credit (-)	0	-159	-143	-186	-257	-30	-40	-46
Child Care Tax Credit (-)	0	-49	-52	-77	-27	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-96	-62	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.81	\$7.75	\$8.31	\$10.20	\$8.28	\$14.40	\$7.07	\$6.98
-Monthly	\$1,023	\$1,364	\$1,463	\$1,794	\$1,457	\$2,534	\$2,487	\$2,457
-Annual	\$12,270	\$16,368	\$17,557	\$21,532	\$17,482	\$30,404	\$29,847	\$29,482

**Table 85**  
**The Self-Sufficiency Standard for Roane County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	540	400	400
Child Care	0	312	354	665	129	794	665	483
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	76	159	161	170	195	190	212	223
Miscellaneous	78	134	140	180	140	221	219	207
Taxes	160	202	226	285	169	415	418	368
Earned Income								
Tax Credit (-)	0	-148	-132	-161	-275	-17	-8	-58
Child Care								
Tax Credit (-)	0	-52	-50	-92	-13	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-54	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.80	\$8.13	\$8.71	\$10.85	\$7.78	\$14.74	\$7.49	\$6.82
-Monthly	\$1,021	\$1,431	\$1,533	\$1,910	\$1,369	\$2,595	\$2,638	\$2,402
-Annual	\$12,255	\$17,177	\$18,392	\$22,925	\$16,430	\$31,135	\$31,655	\$28,826

**Table 86**  
**The Self-Sufficiency Standard for Scott County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	250	299	549	139	688	549	437
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	76	159	161	170	195	190	212	223
Miscellaneous	78	128	134	168	141	209	207	202
Taxes	159	178	201	245	170	362	363	343
Earned Income								
Tax Credit (-)	0	-164	-148	-197	-273	-66	-57	-78
Child Care								
Tax Credit (-)	0	-44	-52	-69	-15	-80	-80	-84
Child Tax Credit (-)	0	-50	-50	-90	-55	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.80	\$7.57	\$8.12	\$9.87	\$7.85	\$13.42	\$6.83	\$6.54
-Monthly	\$1,020	\$1,332	\$1,429	\$1,738	\$1,381	\$2,362	\$2,406	\$2,303
-Annual	\$12,245	\$15,982	\$17,142	\$20,855	\$16,569	\$28,343	\$28,867	\$27,635

**Table 87**  
**The Self-Sufficiency Standard for Sequatchie County, TN, 2002**

Monthly Costs	Adult	Adult +						
		Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	238	329	567	207	774	567	536
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	87	195	197	206	231	226	248	259
Miscellaneous	79	131	141	174	152	221	213	215
Taxes	163	186	229	262	204	415	388	406
Earned Income								
Tax Credit (-)	0	-158	-129	-182	-243	-16	-34	-21
Child Care								
Tax Credit (-)	0	-49	-50	-80	-37	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-98	-69	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.89	\$7.77	\$8.82	\$10.29	\$8.66	\$14.77	\$7.14 per adult	\$7.31 per adult
-Monthly	\$1,037	\$1,367	\$1,552	\$1,812	\$1,524	\$2,599	\$2,512	\$2,575
-Annual	\$12,441	\$16,401	\$18,621	\$21,741	\$18,283	\$31,188	\$30,149	\$30,898

**Table 88**  
**The Self-Sufficiency Standard for Smith County, TN, 2002**

Monthly Costs	Adult	Adult +						
		Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	289	364	364	364	364	480	364	364
Child Care	0	281	331	612	189	801	612	520
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	76	131	137	174	146	218	213	210
Taxes	154	188	214	265	189	405	393	384
Earned Income								
Tax Credit (-)	0	-158	-141	-181	-259	-27	-33	-44
Child Care								
Tax Credit (-)	0	-50	-52	-81	-25	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-98	-61	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.65	\$7.77	\$8.39	\$10.32	\$8.21	\$14.48	\$7.16 per adult	\$7.00 per adult
-Monthly	\$994	\$1,368	\$1,477	\$1,816	\$1,444	\$2,548	\$2,521	\$2,465
-Annual	\$11,926	\$16,416	\$17,726	\$21,798	\$17,330	\$30,576	\$30,253	\$29,585

**Table 89**  
**The Self-Sufficiency Standard for Stewart County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	278	329	607	166	773	607	495
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	79	134	140	177	147	220	216	211
Taxes	162	199	227	272	189	411	402	384
Earned Income								
Tax Credit (-)	0	-149	-131	-172	-256	-19	-21	-41
Child Care								
Tax Credit (-)	0	-52	-50	-87	-27	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-63	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.87	\$8.08	\$8.74	\$10.56	\$8.29	\$14.68	\$7.32 per adult	\$7.05 per adult
-Monthly	\$1,034	\$1,422	\$1,539	\$1,859	\$1,459	\$2,583	\$2,577	\$2,482
-Annual	\$12,403	\$17,060	\$18,469	\$22,308	\$17,509	\$31,001	\$30,921	\$29,780

**Table 90**  
**The Self-Sufficiency Standard for Trousdale County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	333	442	442	442	442	556	442	442
Child Care	0	247	300	547	176	723	547	476
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	85	188	190	199	224	219	241	252
Miscellaneous	81	135	142	175	152	218	214	213
Taxes	167	203	232	266	205	400	394	395
Earned Income								
Tax Credit (-)	0	-146	-127	-178	-241	-29	-28	-31
Child Care								
Tax Credit (-)	0	-52	-50	-83	-38	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-70	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$6.00	\$8.19	\$8.88	\$10.41	\$8.69	\$14.42	\$7.22 per adult	\$7.18 per adult
-Monthly	\$1,056	\$1,442	\$1,562	\$1,831	\$1,530	\$2,538	\$2,541	\$2,527
-Annual	\$12,668	\$17,299	\$18,748	\$21,978	\$18,356	\$30,458	\$30,498	\$30,322

**Table 91**  
**The Self-Sufficiency Standard for Van Buren County, TN, 2002**

Monthly Costs	Adult	Adult +						
		Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	289	364	364	364	364	480	364	364
Child Care	0	197	240	437	115	551	437	354
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	89	202	204	213	238	233	255	266
Miscellaneous	77	124	129	158	139	195	197	194
Taxes	155	166	184	215	169	333	318	318
Earned Income Tax Credit (-)	0	-173	-162	-227	-277	-112	-101	-105
Child Care Tax Credit (-)	0	-36	-46	-48	-12	-88	-84	-74
Child Tax Credit (-)	0	-44	-50	-76	-53	-131	-100	-100
Self-Sufficiency Wage -Hourly	\$5.68	\$7.24	\$7.65	\$9.08	\$7.74	\$12.17	\$6.24 per adult	\$6.18 per adult
-Monthly	\$1,000	\$1,275	\$1,346	\$1,597	\$1,361	\$2,142	\$2,197	\$2,176
-Annual	\$12,001	\$15,297	\$16,156	\$19,167	\$16,337	\$25,708	\$26,362	\$26,118

**Table 92**  
**The Self-Sufficiency Standard for Warren County, TN, 2002**

Monthly Costs	Adult	Adult +						
		Adult + infant	Adult + preschooler	Adult + infant preschooler	Adult + schoolage teenager	Adult + infant preschooler schoolage	2 Adults + infant preschooler	2 Adults + preschooler schoolage
Housing	318	411	411	411	411	528	411	411
Child Care	0	301	359	659	192	851	659	551
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	86	191	193	202	227	222	244	255
Miscellaneous	79	138	145	184	151	228	223	218
Taxes	161	213	243	298	200	445	428	413
Earned Income Tax Credit (-)	0	-139	-118	-147	-245	0	0	-13
Child Care Tax Credit (-)	0	-52	-50	-92	-35	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-100	-68	-150	-100	-100
Self-Sufficiency Wage -Hourly	\$5.88	\$8.44	\$9.18	\$11.24	\$8.59	\$15.49	\$7.66 per adult	\$7.43 per adult
-Monthly	\$1,034	\$1,486	\$1,616	\$1,977	\$1,511	\$2,726	\$2,696	\$2,615
-Annual	\$12,408	\$17,836	\$19,390	\$23,729	\$18,135	\$32,709	\$32,355	\$31,376

**Table 93**  
**The Self-Sufficiency Standard for Wayne County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	318	400	400	400	400	528	400	400
Child Care	0	246	292	538	218	757	538	510
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	89	202	204	213	238	233	255	266
Miscellaneous	80	132	138	171	153	220	210	214
Taxes	165	194	220	258	214	415	383	403
Earned Income								
Tax Credit (-)	0	-154	-137	-187	-236	-19	-42	-27
Child Care								
Tax Credit (-)	0	-52	-50	-76	-41	-80	-80	-80
Child Tax Credit (-)	0	-50	-50	-95	-72	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.92	\$7.92	\$8.53	\$10.14	\$8.82	\$14.69	\$7.03 per adult	\$7.23 per adult
-Monthly	\$1,041	\$1,394	\$1,501	\$1,785	\$1,553	\$2,585	\$2,476	\$2,545
-Annual	\$12,498	\$16,724	\$18,008	\$21,425	\$18,634	\$31,020	\$29,712	\$30,545

**Table 94**  
**The Self-Sufficiency Standard for Weakley County, TN, 2002**

Monthly Costs	Adult	Adult +		Adult +	Adult +	Adult +	2 Adults +	2 Adults +
		infant	preschooler	infant preschooler	schoolage teenager	infant preschooler schoolage	infant preschooler	preschooler schoolage
Housing	289	364	364	364	364	480	364	364
Child Care	0	264	315	579	151	729	579	466
Food	176	257	266	345	461	464	496	544
Transportation	214	217	217	217	217	217	415	415
Health Care	79	170	172	181	206	201	223	234
Miscellaneous	76	127	133	169	140	209	208	202
Taxes	152	177	200	249	170	369	370	350
Earned Income								
Tax Credit (-)	0	-166	-151	-196	-276	-63	-54	-76
Child Care								
Tax Credit (-)	0	-42	-52	-70	-13	-80	-80	-84
Child Tax Credit (-)	0	-49	-50	-91	-53	-150	-100	-100
Self-Sufficiency Wage								
-Hourly	\$5.60	\$7.50	\$8.04	\$9.93	\$7.77	\$13.51	\$6.88 per adult	\$6.58 per adult
-Monthly	\$986	\$1,319	\$1,415	\$1,747	\$1,367	\$2,377	\$2,420	\$2,315
-Annual	\$11,828	\$15,830	\$16,979	\$20,962	\$16,403	\$28,523	\$29,043	\$27,784

**Table 95**  
**The Self-Sufficiency Standard for White County, TN, 2002**

<i>Monthly Costs</i>	<i>Adult</i>	<i>Adult + infant</i>	<i>Adult + preschooler</i>	<i>Adult + infant preschooler</i>	<i>Adult + schoolage teenager</i>	<i>Adult + infant preschooler schoolage</i>	<i>2 Adults + infant preschooler</i>	<i>2 Adults + preschooler schoolage</i>
<i>Housing</i>	289	364	364	364	364	480	364	364
<i>Child Care</i>	0	270	320	590	117	707	590	437
<i>Food</i>	176	257	266	345	461	464	496	544
<i>Transportation</i>	214	217	217	217	217	217	415	415
<i>Health Care</i>	89	202	204	213	238	233	255	266
<i>Miscellaneous</i>	77	131	137	173	140	210	212	203
<i>Taxes</i>	154	187	213	260	166	360	385	346
<i>Earned Income Tax Credit (-)</i>	0	-158	-140	-184	-277	-62	-37	-76
<i>Child Care Tax Credit (-)</i>	0	-50	-52	-79	-12	-80	-80	-84
<i>Child Tax Credit (-)</i>	0	-50	-50	-97	-53	-150	-100	-100
<i>Self-Sufficiency Wage -Hourly</i>	<b>\$5.67</b>	<b>\$7.79</b>	<b>\$8.41</b>	<b>\$10.25</b>	<b>\$7.73</b>	<b>\$13.52</b>	<b>\$7.10</b> <i>per adult</i>	<b>\$6.58</b> <i>per adult</i>
<i>-Monthly</i>	<b>\$998</b>	<b>\$1,371</b>	<b>\$1,480</b>	<b>\$1,804</b>	<b>\$1,361</b>	<b>\$2,380</b>	<b>\$2,501</b>	<b>\$2,316</b>
<i>-Annual</i>	<b>\$11,981</b>	<b>\$16,450</b>	<b>\$17,755</b>	<b>\$21,643</b>	<b>\$16,329</b>	<b>\$28,558</b>	<b>\$30,008</b>	<b>\$27,790</b>