



Alliance for the Betterment of
Citizens with Disabilities

Empowering People: Providers Shaping Policies

Increase for Direct Care Workers and Supervisors Serving Individuals with Intellectual and Developmental Disabilities in the Community

For years we have borne witness to the nationwide acute shortages in direct care workers. Direct Support Professionals (DSP) work directly with I/DD to enable them to lead a self-directed life and are accurately referred to as the “backbone of the support system.” It is therefore imperative that the DSP wage truly reflect the responsibilities they hold. But there were negative consequences to this narrow strategy not the least of which was the response of supervisors and managers, the “glue of the support system,” who were demoting themselves to be DSPs due to the shrinking pay differential and opportunity to collect overtime. It is for these reasons we were very grateful to the Governor for his commitment in FY’22 to new funding to ensure DSPs are paid above the state’s increasing minimum wage and to raise wages of managers and other senior members of the DD frontline workforce.

This year we faced two concurrent crises: Covid and a critical labor shortage. Despite the strain our managers, supervisors and DSPs faced, for over a year and a half they remained vigilant and were able to maintain the relatively low incidences of Covid among the population we serve. Covid is dangerous, but so are the situations our industry faced because of a strained and overburdened workforce who care for people who depend on them. We respectfully request that the DSP/Supervisor increases continue in the FY’23 Budget as the minimum wage is raised in January of the fiscal year.¹

November 19, 2021

¹ \$42 million (State share).