



Alliance for the Betterment of  
Citizens with Disabilities

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**Empowering People: Providers Shaping Policies**

**Continue Transformative Investment in Our Agencies and our People**  
**Across the Board Increase for Division of Developmental Disabilities Community Providers'**  
**Community Care and Supports Programs.**

**6.5% for DDD Community Providers in Fiscal Year 2025. \$78M State Share**

Over the last number of years, The Murphy Administration and the New Jersey Legislature broke with tradition and provided our sector with leadership and support by repairing day service rates to include costs that were not in the original formula, upgrading wages paid to our DSPs and supervisors, and for the first time in a decade and a half providing an across the board increase of 3.25%<sup>1</sup> - proving that "things do not have to be the way they are."<sup>2</sup>

Since the history of IDD in the community has yet to be enacted, ABCD providers are tasked with preventing and minimizing permanent disability, insuring that people on both sides of the disabled divide can thrive in the same place and building a better system that stands up for human rights. As in any business, our agency executives, administrators, and managers exist to provide strategic and operational leadership, manage the running and functioning of services, and support and guide employees. Unfortunately, our inelastic Medicaid payment system means we cannot promptly respond to inflation, changes in supply and demand for services we purchase and provide or make course corrections when an unanticipated need emerges. As we all know, it is not only economic but political fluctuations that determine whether a person's resources and support are adequate for them to thrive in the community.

Despite last year's unprecedented increase of 3.25%, there is no sign of negative inflation to counter last year's whopping 8.7% inflation rate. As a result, we need assistance to catch up with the wages and costs 2023 left in its wake. For this reason, we ask for consideration of an across-the-board inflationary increase with an add on. In comparison to the generous targeted wage pass through of years past, this policy is the next step to better enable agency executives to provide strategic and operational leadership, manage services and support and guide employees. This will better allow them to:

- Retain all staff. Targeting only DSPs and their supervisors excludes other essential direct service workers like clinical staff, drivers, and the supervisors' supervisors without whom our system would collapse. To prevent possible discord, many agencies had to tap existing funds for staff who were not earmarked. These unfunded wage increases were particularly difficult for smaller agencies which have less of a cushion in which to offset additional costs.

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<sup>1</sup> Referred to as the Cost of Providing Care, DDD providers had not obtained an across-the-board increase since FY'08 at which time they received an increase of 1.5% and in FY'07, 1%. From FY '04 -FY'08, DDD providers received a cumulative increase of 7.5%; within that time frame the CPI rose more than three times that amount.

<sup>2</sup> Grant Neufeld medium.com

- Reward high performers. We found that spending all additional funds on a wage pass through for targeted employee groups reinforced minimal effort, rather than talent, motivation, and efficiency.
- Ensure adequate resources for safe and appropriate physical environments. Aging infrastructure abounds in both residential and day; roofs need to be repaired, sewer lines and vehicles replaced.

If we believe that as citizens, individuals with IDD must possess the means necessary to take advantage of opportunities and exercise their rights then we must commit to minimizing their and their support systems exposure to the vagaries of the economic or political scenes by enacting annualized investment increases.