



# **DSP WAGE FUNDING IMPLEMENTATION**

## **GUIDANCE FROM #BFAIR2DIRECTCARE COALITION AND PROVIDER ASSOCIATIONS**

### **#bFair2DirectCare Coalition**

**Alliance of Long Island Agencies (ALIA)  
Cerebral Palsy Associations of New York State (CP of NYS)  
Developmental Disability Alliance of Western New York (DDAWNY)  
InterAgency Council of Developmental Disabilities Agencies, Inc. (IAC)  
NYS Association of Community Residential Agencies (NYSACRA)  
NYSARC, Inc.  
New York State Rehabilitation Association (NYSRA)  
Self-Advocacy Association of NYS (SANYS)**

# RATIONALE FOR THE GUIDANCE

- Key #bFair2DirectCare Campaign Talking Points:
  - + **These are NOT minimum wage jobs; and**
  - + **All DSPs must earn a living wage.**
- The campaign was based on our “ask” of achieving a living “starting” wage of \$17.72 per hour downstate and \$15.54 in the rest of the state over six years;
- State budget language providing the 3.25% increases gives too much flexibility;
- We need to use more, **but not all**, of this new funding to raise the wages of our lowest paid DSPs and to also raise starting wages.

# BUDGET LANGUAGE OVERVIEW

- ...funds shall be used: (1) to help alleviate the recruitment and retention challenges of direct care staff, direct support professionals and clinical staff employed in eligible programs;
- and (2) to continue and to expand efforts to support the professionalism of the direct care workforce.
- Each local government unit or direct contract provider receiving such funding shall have flexibility in allocating such funding to support salary increases to particular job titles to best address the needs of its direct care staff, direct support professionals and clinical staff.

# WILL ACROSS-THE-BOARD INCREASES ACHIEVE THE TARGETED LIVING WAGE?

<u>3.25% Each Year</u>							
1/1/2018	4/1/2018	1/1/2019	1/1/2020	1/1/2021	1/1/2022	Living Wage	Shortfall
\$ 10.40	\$ 10.40	\$ 11.10	\$ 11.80	\$ 12.50	\$ 12.50		
\$ 0.34	\$ 0.69	\$ 1.04	\$ 1.38	\$ 1.73	\$ 2.08		
\$ 10.74	\$ 11.09	\$ 12.14	\$ 13.18	\$ 14.23	\$ 14.58	\$ 15.44	\$ (0.86)
\$ (0.15)	\$ (0.29)	\$ (0.43)	\$ (0.58)	\$ (0.72)	\$ (0.86)		
\$ 13.00	\$ 13.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00		
\$ 0.42	\$ 0.85	\$ 1.27	\$ 1.69	\$ 2.11	\$ 2.54		
\$ 13.42	\$ 13.85	\$ 16.27	\$ 16.69	\$ 17.11	\$ 17.54	\$ 17.72	\$ (0.18)
\$ (0.03)	\$ (0.06)	\$ (0.08)	\$ (0.11)	\$ (0.14)	\$ (0.19)		
\$ 11.00	\$ 11.00	\$ 12.00	\$ 13.00	\$ 14.00	\$ 15.00		
\$ 0.36	\$ 0.72	\$ 1.07	\$ 1.43	\$ 1.79	\$ 2.15		
\$ 11.36	\$ 11.72	\$ 13.07	\$ 14.43	\$ 15.79	\$ 17.15	\$ 17.72	\$ (0.57)
\$ (0.09)	\$ (0.19)	\$ (0.28)	\$ (0.37)	\$ (0.46)	\$ (0.58)		

# GLIDE PATH TO THE LIVING WAGE

## LIVING WAGE ROLL-OUT

Starting Wages	1/1/2018	4/1/2018	1/1/2019	1/1/2020	1/1/2021	1/1/2022	
Rest of State	\$ 10.40	\$ 10.40	\$ 11.10	\$ 11.80	\$ 12.50	\$ 12.50	Minimum wage
	\$ 0.49	\$ 0.98	\$ 1.47	\$ 1.96	\$ 2.45	\$ 2.94	Living Wage adj
	\$ 10.89	\$ 11.38	\$ 12.57	\$ 13.76	\$ 14.95	\$ 15.44	Revised Starting wage
	4.71%	9.42%	13.24%	16.61%	19.60%	23.52%	
NYC	\$ 13.00	\$ 13.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	Minimum wage
	\$ 0.45	\$ 0.90	\$ 1.35	\$ 1.80	\$ 2.25	\$ 2.72	Living Wage adj
	\$ 13.45	\$ 13.90	\$ 16.35	\$ 16.80	\$ 17.25	\$ 17.72	Revised Starting wage
	3.46%	6.92%	9.00%	12.00%	15.00%	18.13%	
LI/Westchester	\$ 11.00	\$ 11.00	\$ 12.00	\$ 13.00	\$ 14.00	\$ 15.00	Minimum wage
	\$ 0.45	\$ 0.90	\$ 1.35	\$ 1.80	\$ 2.25	\$ 2.72	Living Wage adj
	\$ 11.45	\$ 11.90	\$ 13.35	\$ 14.80	\$ 16.25	\$ 17.72	Revised Starting wage
	4.09%	8.18%	11.25%	13.85%	16.07%	18.13%	

# MULTI-YEAR ADVOCACY STRATEGY

- We need another four #bFair2DirectCare increases to reach a living wage for all;
- Our primary advocacy focus starts with the Division of the Budget and Governor's Office to convince them to request these funds in the Governor's Executive Budget;
- Our credibility as a field in how we use the 3.25% #bFair2DirectCare funding is critical to accomplishing this.

# MULTI-YEAR ADVOCACY STRATEGY, CONT'D.

- Major new funding initiatives typically occur in the Executive Budget phase of the budget process;
- The #Fair2DirectCare Coalition's success in getting these funds added during the Legislative phase of the process was historic and required heroic effort;
- Our aim at succeeding during the Executive Budget phase will be challenging and how we have used the new funds will be scrutinized.

# RECOMMENDED BOARD RESOLUTION LANGUAGE

- We strongly recommend you do **NOT** adopt a 3.25% across-the-board increase;
- We recommend you state your intention to achieve a DSP living wage of no less than \$15.44 or \$17.72 (depending upon your region) as a starting wage over a multi-year period, and indicate your need for ongoing increases to accomplish this;
- We recommend you indicate your starting wages for DSPs will also be increased (and by how much).



# **RECOMMENDED BOARD RESOLUTION LANGUAGE, CONT'D.**

- We recommend you specify how additional funds will be targeted toward lowest paid DSPs, such as:
  - by adopting a flat increased dollar amount per hour for all DSPs (which results in a higher percentage for lower paid);
  - by adopting a flat annual amount of increase for all DSPs (which also results in a higher percentage for lower paid).

# **RECOMMENDED BOARD RESOLUTION LANGUAGE, CONT'D.**

- If you can achieve our targeted year one benchmark for all low paid DSPs and still have funds remaining, specify how you will use these for eligible staff;
- If your agency circumstances also necessitate targeting other than lowest paid DSPs (for example, Assistant Residence Managers), we recommend you explain this need but use discretion.

# WHEN TO GIVE #BFAIR INCREASES?

- We need to be sure that new minimum wage funds, separate from this funding, are not inadvertently supplanted with #bFair2DirectCare funding;
- We do not know the exact methodology for distributing the funds, nor do you know your specific impact yet;
- Therefore, we recommend that you should wait to take action until more information is received from DOH on both initiatives (e.g., OPWDD instructions and forms for use of #bFair funding; a DOH survey in which to report number of positions/hours beneath the new minimum wage).

# #BFAIR CAMPAIGN V. COLA

- The campaign has garnered more than \$180 million in new funding for our lowest wage workers and clinical staff;
- The 4/1/16 .2% COLA had a total value of \$8 million;
- The 4/1/17 COLA of .8% would have had a total value of \$32 million had it been enacted;
- The choice is clear – we must “stay the course” with the campaign.

# **FOR QUESTIONS...**

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