



DSP WAGE FUNDING IMPLEMENTATION

COPA HR CONFERENCE BACKGROUND

APRIL 2018

#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)

PASSED IN 2017-18 NYS BUDGET

- The successful #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 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.

WHAT EXACTLY IS OUR LIVING WAGE PLAN?

<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.

THE #BFAIR INCREASES

- There was a first increase on 1/1/18 for 100 and 200 codes and another increase on 4/1/18 for 100, 200, and 300 codes.
- Both increases were for 3.25%.
- All providers must ensure that new minimum wage funds, separate from this funding, are not inadvertently supplanted with #bFair2DirectCare funding.

**NOW LET'S HEAR
HOW YOUR
COLLEAGUES ARE
USING #BFAIR
FUNDS . . .**