



# PANEL ON THE IMPACT OF THE JUSTICE CENTER ON HUMAN RESOURCES – ADVOCACY STRATEGIES

HUMAN RESOURCES PROFESSIONALS CONFERENCE – MAY 1, 2019





“To build a culture of individual responsibility, people must trust in the reliability and reasonableness of justice...The worse government fails, the more our instinct is to put legal shackles on it...Instead of holding people accountable when something goes wrong, we demand law to guarantee something like that will never happen again...”

The Death of Common Sense: How Law is Suffocating America,  
by Philip K. Howard, 1994

# REAL CHANGES

## For 2018:

- Vacancy rates of DSPs at 14.3%;
  - 80% increase since 2014
- Turnover rate of 26.4%;
  - 42% increase since 2014
- 12 million OT hours logged
  - 88% increase since 2014

(Source: 2018 bFair vacancy survey with data from 159 non-profit agencies representing 82,000 DSPs.)

# REAL IMPACT

## From the 2017 provider survey on the Justice Center:

- Less than 10% of agencies surveyed indicated that they have witnessed an improvement in the quality of life for the people they support as a result of the Justice Center's implementation.
- Almost all (98%) respondents had in fact fired/removed staff for allegations of abuse/neglect prior to the Justice Center's implementation. Similarly, prior to the Justice Center's implementation, 99% had involved law enforcement when a crime was thought to be committed.
- 57.6% indicate the Justice Center activities have decreased their ability to recruit and retain staff.
- 42% report Justice Center delays have been disruptive to their organization.
- 1 in 3 agencies reported that the Justice Center staff have used their law enforcement authority in a manner that threatened and intimidated staff.

## Our anecdotal experience:

We are hearing increased stories of clinicians and other staff specifically retiring or not taking jobs in our agencies due to the Justice Center's involvement/oversight.

# ULTIMATE IRONY FOR EMPLOYERS?

## Our Vision

People with special needs shall be protected from abuse, neglect and mistreatment. This will be accomplished by assuring that the state maintains the nation's highest standards of health, safety and dignity; and by **supporting the dedicated men and women who provide services.**

# THE JUSTICE CENTER – THEN VS. NOW

## Operation Budget:

- The Justice Center began on 6-30-13 and the final **2013-14 budget included \$44.53 million in State Operations.**
- The 2019-2020 Governor's budget recommended a \$57.64 million in all funds an increase of \$1.2 million / 2.2% from 2018-19 and a cut of \$507,000 (7 FTEs) which the Assembly restored.
- The **final 2019-20 Justice Center budget was \$58.15 million – increasing the Justice Center's budget by over 30% since it began.**

## # of Employees:

- 2013-14 278 FTEs
- 2019-20 430 FTEs