

Fair Pay: Pass It On!

In Illinois, more than 27,000 individuals with intellectual and developmental disabilities live in community residential settings and rely on Direct Support Personnel (DSPs) to enhance their quality of life. From daily personal care (eating, grooming, and dressing) to teaching essential skills and attending to complex medical needs the work of DSPs is physically and emotionally demanding.

Over the past five budget cycles, Illinois has increased funding for these services by 52%—yet starting wages remain barely above minimum wage in many agencies, turnover is often 50% or more and vacancies are staggeringly high.



Disability Workforce Crisis Bill

SB 3607 (VILLANUEVA) | HB 4616 (EVANS)

Though agency reimbursement has increased to \$16.00 per hour for DSP services, the starting wage at many agencies is barely above minimum wage. This disparity exists because the state has funded increases earmarked for DSP wages, but has not always required community agencies to pass the wage increases through to workers.

A TWO-PART SOLUTION:

- 1 Fund a \$3.50/hour wage increase to bring DSP base wage rates to 150% of minimum wage.
- 2 Include strong, clear language in the Budget Implementation Bill and DHS guidance to ensure that dollars earmarked for wages are passed to all workers as an across-the board wage increase.

**A DIVERSE
WORKFORCE**

87% Women

60% People of Color

29% Immigrant

DATA FROM NATIONAL PHI REPORT.

Community Care Reporting Bill

HB 4647 (ROBINSON, CASTRO)

DATA NEEDED FOR EQUITY AND ACCOUNTABILITY:

- ✓ Enhances transparency and accountability by requiring state-funded providers to include the following data on their annual reports to DHS:
 - Turnover rates
 - Starting, median and highest wage for frontline workers
 - Race, gender and ethnicity of employees
- ✓ Requires annual certification of compliance with pass through requirements when such requirements are enacted through budget implementation legislation.
- ✓ Provides advocates, policymakers and legislators with the data needed to craft and evaluate policy to ensure effective and equitable allocation of resources.