

Should The State Pay Direct Support Professionals Higher Wages? Please take five minutes to complete this important anonymous survey that will help us better understand our workforce as you provide critical support to people with disabilities.

Q13 Would you like to make a suggestion or to share any personal story, experience, or information that you feel might be important to the organization and to the government regarding compensation?

Answered: 2,935 Skipped: 2,664

#	RESPONSES	DATE
1	Due to the low pay of this field, Consumers often go without the care needed and are put in dangerous situations.	1/16/2019 10:07 AM
2	Direct Support Professionals are professionals who deserve a livable wage, just the same as nurses, police officers, and teachers. Direct support professionals, however, are often overlooked and not thought about.	1/16/2019 10:00 AM
3	If we don't get more than min. wage \$12.00 hr. cost of living is very high in California. Gasoline is almost \$4.00 gal. At least give us a better tax break on our wages! For every \$ 700.00 I make about \$100.00 is taken out of my pay check. Thank you.	1/16/2019 9:47 AM
4	As owner and DSP as well, I always find myself putting hours to work in the facility as DSP outside of my Administrative duties because there is not enough staff. Staff are short lived at the job and literally quits without any notice at all. Typically, goes on their days off and calls in to quit. Administrator often finds themselves working in the facility at last minute and filling in for weeks till a replacement is found. This disrupts services in the care of the residents and creates havoc in the personal life of staff and licensees who have to suddenly change their plans. Hiring new staff is a very long and cautious process as there are many workers who do not understand how important it is to commit to the job for at least a year. Disruptions to staffing affects residents progress. It affects morale of other DSP who has to work double hard now to do the tasks. The extensive requirements prior to hiring creates a high cost for the facility. Health screening and TB test can cost anywhere from \$100.00 to \$ 300.00, First Aid and TB test clearance can be \$ 70.00 to 120.00, Fingerprint clearance about \$ 80.00. Roughly more than \$ 300.00 for all the pre-employment requirements. During employment CE units and DSP requirements are very costly. DSP certification incurs overtime for employers as the DSP are paid while attending classes and usually needed to work in the facility after their class usually at overtime rate. It is not uncommon to experience some of these DSP's quits their employment as soon as they get their certification to work for another facility because they befriended other DSP at the class who offered them job opportunity at another facility. This after their employer paid for their hirs to attend the class and incurred cost of overtime. Its a circle that is ongoing. CE units should be offered for free by regional centers, consultant firms facility uses, pharmacy, etc... and eliminate DSP 1 and 2 as it is a very costly training that does not make a staff any better at their job. Replace DSP with free classes with basic core knowledge	1/16/2019 8:17 AM
5	If it wasn't for my domestic partner I would be homeless due to not being able to afford rent utility or gas food	1/16/2019 8:01 AM
6	We need these services so adults with disabilities can have quality of life.	1/16/2019 7:35 AM
7	New state laws have not helped Caregivers in anyway, pay is not enough and these CA laws caused more harm than anything cutting our pay in half	1/16/2019 5:02 AM
8	As caregivers, we work long long long long hours just to love comfortable. I work 120 hrs a week!! Thats x3 full time jobs. And when I get sick, I gotta tough it out or my pay will Not be enough to pay for rent, cars, bills, etc. i love this Job but the pay isnt all that great. But the people who are here are the best people in the world. Down to earth, honest, hard working people.	1/15/2019 8:34 PM

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9	as a caregiver for people with disabilities, our tasks are to give total care to these clients who are profoundly handicapped by their conditions since birth. Most of whom are non verbal with profound mental retardation and non ambulatory. As a caregiver you have to keep all your senses open to be very effective caregiver and also physically capable of lifting them up in assisting them on their activities of daily living. Our duties are almost like nurses assisting them with their respiratory needs and medical needs following their doctors' order. Their plan of care has to be rigidly followed especially for clients who have both respiratory and seizure disorders. Our care is more than what nurses in institutions are doing but we are not compensate enough for the duties and responsibilities we take.	1/15/2019 8:13 PM
10	I like to be able to get a pay increase as the pay rate goes up annually.	1/15/2019 7:39 PM
11	Our community is suffering. I am working 90+ hours weekly and barely able to make ends meet. Many coworkers and friends who provide support to people with disabilities are working several jobs and many are on public assistance. Our clients suffer as a result. We need a pay raise. If fast food workers can get a pay increase, why can't we, the people who care for society's most vulnerable population?	1/15/2019 7:18 PM
12	I have not been able to afford to replace my car in over 9 months. Need a car to better serve the people I work with. Have been walking 20 to 30 miles a week because i live in a rural area with extremely limited public transit. Have not had a pay raise in over 3 years. Am in a constant state of angst over my finances.	1/15/2019 6:59 PM
13	Caregivers deserve better pay	1/15/2019 6:15 PM
14	I work extremely hard for the type of work that I do. I know I get underpaid for the type of work I do. I believe my compensation should be increased because we do a job that nurses do, we work with people with mental disabilities and it is taxing, and they can not live without our help.	1/15/2019 5:44 PM
15	It is hard to find caregivers for people with disabilities because there is not adiqute funding to support clients. Most of our current employees have 2-3 jobs.	1/15/2019 5:43 PM
16	I have my disabled sister living with me, I couldn't pay my bills if she didn't help with her SSID.	1/15/2019 5:37 PM
17	Us providers work hard for our clients. Some of us that hold higher positions are making almost the same amount per hour as the regular level providers.	1/15/2019 5:30 PM
18	Our organization can only afford to pay slightly over minimum wage. The job is far more demanding than typical minimum wage jobs such as retail or fast food. Yet these other jobs are more appealing to many applicants because they are easier and require less stringent application process. We find it very difficult to compete in the market place for employees.	1/15/2019 4:54 PM
19	Put yourself in a disabled persons place. Your totally or semi rely on support staff for everything you do. You need them to drive to the store and doctor appointments. Without funding to the direct support staff it's impossible for you to live a quality life. Politicians and lobbyists collect huge sums of money. Take vacations, have expensive houses and lavish lives. And if one of these people are faced with a sudden disability or child with disability. They get funding and they get supplies. While the rest of us hope they make the right choices for us. DO THE RIGHT THING!	1/15/2019 4:44 PM
20	No	1/15/2019 4:37 PM
21	Need more assistance. Wonderful job	1/15/2019 4:36 PM
22	I work over 70 hours a week and get zero overtime pay	1/15/2019 4:28 PM
23	This is a very important occupation that needs funding to operate efficiently.	1/15/2019 4:27 PM
24	Higher wage, medical assistance	1/15/2019 4:13 PM
25	no thank you	1/15/2019 4:09 PM
26	I have seen many great talent leave the organization due to lower paying wages. If organizations do not receive higher funding there will be many individuals affected by people choosing to find other better paying wage jobs. It's hard to work with just the paying wage this organization offers. People in Santa Barbara always have to have more than one job to live decently. If the right amount is not allocated then it will be very hard to recruit the appropriate type needed for these positions.	1/15/2019 3:50 PM

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27	As a behavioral specialist we find new techniques to work with the individuals but sometimes due to not being able to afford to care for our own without extra help makes it hard to want or need to be at the current job. We gain a lot of different aspects to working with clients with disabilities and it is the best work out there but not being compensated for the amount of work we put sometimes doubtfully means we are not being taken into consideration of our necessities!	1/15/2019 3:44 PM
28	This line of work requires way more pay than we are receive. The developmentally disabled DSP's are the backbone of quality care for challanged community. It would be nice to be given the financial compensation that we deserve.	1/15/2019 3:13 PM
29	Working in this kind of job is very stressful. You will do everything to your person served, like lifting. I suggest to increase the wages of the DSP.	1/15/2019 3:07 PM
30	We work tirelessly with our clients and always go above and beyond for them. But it's hard to work for them when it barely pays for my Bill's	1/15/2019 3:02 PM
31	My suggestion is that to many people who work for organizations that help students, individuals with disabilities, behavioral, are way under paid. They put in so much hard work to provide learning, teaching, and motivation for the people they work to help become productive in society and many can not afford to make it day to day, week to week, and month to month. I have seen a lot of turn around within the organization I work for because the pay is so low and I'm sure if it was sufficient in pay it would be able to have a low turn around. It is the year 2019 and it is time to increase the pay for all who are Direct Support Professionals, Teachers, and Care workers. Let's make the change for California.	1/15/2019 2:51 PM
32	We work hard and make sure our clients are taken care of and we don't make what we should for all that we do.	1/15/2019 2:39 PM
33	Not paid a living wage	1/15/2019 2:35 PM
34	To have better benefit and more pay' to bring it home	1/15/2019 1:27 PM
35	NA	1/15/2019 12:05 PM
36	Turn over is high in this field because people need to find higher paying job opportunities or more hours. And this really hurts each and every special needs individuals we work with when they have to deal with people leaving them all the time in new people showing up in their homes that they have to get used to and learn to trust. They feel abandoned and it's sad because it's not about them.	1/15/2019 9:00 AM
37	I feel promotions are rare	1/15/2019 8:42 AM
38	No	1/15/2019 12:11 AM
39	I have 35yrs of being a medical professional, with type 1 Diabetes in a catch 22 situation. I took this job hoping for full health insurance. If the health insurance under this job does not pay for my Medtronic pump for my diabetes when my three month probation is up, the pay is no where close to the cost of my living needs. Therefore, I will have to resign as to maintain insurance through Medi-cal.	1/14/2019 9:09 PM
40	No	1/14/2019 7:55 PM
41	Wages aren't liveable .minimum wages causes huge turnover of workers...scarcity of workers as well	1/14/2019 6:17 PM
42	It's very hard to only work one job with the low pay we get. And we dont feel safe any more when your not double staffed with a violent clients	1/14/2019 5:57 PM
43	We work hard	1/14/2019 5:10 PM
44	No	1/14/2019 4:45 PM
45	Minimum -wage is a non-liveable wage, especially living in San Diego County. No person working full-time should be forced to live at the Poverty Level...especially when caring for another human-being!	1/14/2019 4:42 PM
46	I feel the people we support deserve to have quality people support them. This wont happen unless the organization can provide adequate compensation to keep the staff turnover rate down	1/14/2019 4:29 PM
47	I LOVE MY JOB, BUT SOMETIMES IT IS VERY HARD TO NOT THINK ABOUT WORK WHEN YOU ARE HOME. THERE ARE MANY PEOPLE WITH DISABILILITIES THAT NEED HELP AND GET LOST IF IT WASN'T FOR THESE AGENCIES.	1/14/2019 4:24 PM

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48	A higher raise would be nice.	1/14/2019 3:50 PM
49	I receive medical, but I have been denied because appaerabtly I make to much money. Meaning I have a job. I take the public transportation because of the cost of rent and expenses, I'm unable to afford a vehicle. I'm forced to roommate due to high expenses. My son sleeps on the couch currently. I work with clience of all disabilities. I work in the community and in their home 6 days a week. When I'm not at that job that love dearly. I also babysit to have extra money. I love my job, but for the work that I do, higher compensation would be great. I should get paid more than minimum wage when I'm changing diapers, and cleaning urine. Working with low functioning adults that have behaviors.	1/14/2019 3:38 PM
50	no	1/14/2019 3:31 PM
51	In my opinion, providing direct support to individuals with disabilities should not be a minimum wage job. Staff members have a key role in these individuals lives. From either supporting them achieve their goals, providing personal care, helping them to be more involved in their communities, etc... The amount of time, not just the support itself, but the numerous meetings and training that each staff member has to be apart of. With this type of work only paying minimum wage, there is more of a chance that minimum wage doesn't always attract the best type of person to care for these individuals, especially with all the work that is involved. The disability community deserves the most support it can get and we should really consider the people that work with them be paid equally to the amount of work that is involved.	1/14/2019 2:54 PM
52	The turnover rate of new highers is astonishing. Nobody wants to do this grueling work for such low wages. This work takes patience and care. Stressed out poor people can't do the job properly. They need to be paid properly, with dignity so they can treat their clients with dign iy. Training new hires is costly. We are wasting precious funds on people who then walk out. If they knew they were getting paid a decent wage they would be willing to do the work	1/14/2019 2:48 PM
53	No	1/14/2019 2:45 PM
54	I live paycheck to paycheck and my special needs child has to have a care provider 24/7. Insurance only pays for 3/4 of the coverage for a home health aid. I get paid \$13.50hr for 40 hrs a week and then I get IHSS for roughly 30 hrs a week for my grandmother who is on hospice living with us. If it werent for my 2 incomes and aid through the government I would not survive. And before you judge about being a single mother I want to address that I wasn't always single my late husband passed due to a heart attack, thus I had to carry on and provide for the rest of us and Im doing the best I can with what little I receive.	1/14/2019 2:44 PM
55	None	1/14/2019 2:43 PM
56	This profession isnt just ajob that bwe clock in and clock out then it stops. the lovel of care we have for the individuals we serve goes well towards others as well. It is a privilege that HGHY has hired each of us to serve in unique and creative ways.	1/14/2019 2:22 PM
57	I drive for Uber/Lyft after I finish my shift as a DSP. I can make more money as a driver, but I like my job as a DSP. It would be great if I didn't need the second job to survive.	1/14/2019 12:34 PM
58	This work doesn't pay enough. Jobs with less responsibility pay way more. I like it, but I don't think I will switch to a different career.	1/14/2019 12:31 PM
59	I had no experience when I started this job. I love the work I do. It is important and hard work. I think it should pay more money.	1/14/2019 12:28 PM
60	no	1/14/2019 12:21 PM
61	Need a salary more than living wage!	1/14/2019 11:25 AM
62	no	1/14/2019 11:16 AM
63	I work very hard in my job	1/14/2019 11:11 AM
64	I have 3 family members with intellectual disabilities, I help them financially with things they can't get with their limited income. Even with SS, being in Santa Barbara is expensive, but services for them are better here, so we stay.I am over 65 but still need to work and still can't make ends meet. Please reinstate the 8% so we can breathe easier. Thank you	1/14/2019 11:07 AM
65	I work in the arena of education for all people of varying special needs because it is the future of a better world. Yet neither job pays a living wage, despite my qualifications so I must work 70 hours a week to live frugally in this county.	1/14/2019 10:34 AM

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66	The turnover in this job is very high due largely to low pay. People get hired but they leave for other jobs that pay more. This is emotionally stressful on our clients, never knowing if or how long their newest worker will stay.. And we are usually short handed which adds stress for everybody.	1/14/2019 10:08 AM
67	without decent wages working in this field, many of our employees have moved away or found other employment so that they can pay their bills. If this increase goes through it may help people to be able to stay working with the disabled and give them the kind of care that they need and want.	1/14/2019 9:53 AM
68	I love helping people with needs, but I can't afford to live off the pay. It's hard work, but I love it. I hope don't have to leave and find a better paying job.	1/14/2019 9:31 AM
69	The better we can do your jobs the better we can support our clients, at times the challenge with people is things from outside of work affect their workers workplace mentality. Often this stems from financial needs that can put stress on the workers, which in turn can less support to clients. I'm not saying this is a money problem I. Saying this is a state of mind problem. Why would I work somewhere the money isn't good? Is many peoples 1 St thoughts in this world but they ha e yet to she how much this job has a big impact of the life's of the individuals we support and how we play a vital role in our community. I'm a stornj believer in Funding things that work.	1/14/2019 7:25 AM
70	Give us a raise please	1/14/2019 7:12 AM
71	have wages low than fast food chains is wrong as we have more responsibility	1/13/2019 10:16 PM
72	I think we need to make more money so that way we don't have to struggle with two jobs and we can actually have a life and be able to relax in our homes and not have to work two jobs to be able to survive. Now the question is would you do this type of work for 15:45 an hour?. Put yourself in our shoes	1/13/2019 8:45 PM
73	I think we need to make more money so that way we don't have to struggle with two jobs and we can actually have a life and be able to relax in our homes and not have to work two jobs to be able to survive. Now the question is would you do this type of work for 15:45 an hour?. Put yourself in our shoes	1/13/2019 8:43 PM
74	The mental health field is becoming the most relevant it has ever been. Because of this, those already working in the field should experience an increase of wage.	1/13/2019 7:58 PM
75	I personally have done fine financially: I am single, I have no dependents, I have always had two part-time jobs (together I work a 60 hour work week) and although I am by no means "rich", I am comfortable and have been able to purchase and do things I have wanted to do. BUT I am concerned about the hourly pay rate: who it attracts to this field, the turnover of staff. I see far to many questionable employees. Management feeling they have to take who applies because they need workers. Clients do suffer by having poor quality staff (even if they "couch" themselves as professional. Much of the DSP work is done in isolation; the quality of the care provider is critical. Many of my "co-workers" are people I would not hire to work with a loved one. Really makes me sad.	1/13/2019 5:59 PM
76	N/A	1/13/2019 5:31 PM
77	provides community support services to dually diagnosed adults living with psychiatric disorders and intellectual disabilities. All services support the successful integration into their communities.	1/13/2019 4:10 PM
78	As a direct service support provider, often times we are operating above and beyond our scope of practice. Providing counseling, medication outreach and crisis intervention.	1/13/2019 9:55 AM
79	Give my employer more money	1/13/2019 9:52 AM
80	Better options for the workers financially	1/13/2019 9:42 AM
81	The staff working at TPCP are a passionate group of people that genuinely care about serving this vulnerable population. Unfortunately, the high staff turnover negatively impacts our clients in that it limits consistency and reliability. We are constantly in the midst of training at least one new person on a regular basis. The low pay contributes to this high turnover. A wage increase would not only benefit our staff, but also our clients and the surrounding community.	1/13/2019 9:38 AM
82	please don't ignore where the help is needed	1/13/2019 9:30 AM

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83	I have worked for my company for over 11 years. I received a raise in my first year and then we had a company wide merit freeze which did not allow me to receive another raise for 6 years. I have three kids and the cost of living has gone up each year but not my pay. I have co-workers that make just about as much as me and they have need here fewer years than myself. I feel that the turnover here is increasing due to people feeling like they are given large amount of work with little time to complete it all as well as not enough pay.	1/13/2019 8:36 AM
84	We need higher pay so that employees are more willing to stay long term. We do not get raises each year nor are raises something that happens often. This does not foster an environment where people want to invest into the company and stay for a long time.	1/13/2019 8:26 AM
85	The training and administration work we do is worth a higher wage than what we currently are paid. The training that is required is mandatory so that we are able to provide excellent and professional services. We are randomly required to have a PSR inspection, random field visits and end of the month paper work turned in after inspected. We are required to coach three clients and give of ourselves, physically, emotionally and intellectually with all the administrative work required of us daily.. personally I'm shocked at the low wages paid for the service provided. It is only the care and concern we as coaches have for our clients that keep us in this line of work.. It has been expressed by many coaches that they want to make a difference in the lives of our clients. And for that I hope higher wages are taken into consideration.. Thank you	1/12/2019 10:26 PM
86	It would be helpful to see living situations adjusted to affordable rentals in order to live by work.	1/12/2019 8:22 PM
87	I think that it is unfair how disability services are generally only offered to Caucasian people, this is wrong. When I was growing up and going to school, it was obvious I had a lot of issues, yet I was never offered any help in school. I ended up dropping out at 16. And when I was still a minor, and in a hospital I again was not offered any services and testing as the other children were. Instead I was trolled by staff, and was told that I need to "kill myself", because that is what "Jesus wanted" . This is curious to me as the hospital was secular, and therefore no religious affiliation, whatsoever. So is access to healthcare only for Caucasian people? In my experience, it seems that that is the case. As a result of my disabilities and my lack of accessibility to healthcare and testing, I have always, including today live with the help of food stamps, or General Assistance(welfare program/grants), and SSI, sometimes 2 of these at a time. I have lived in extreme poverty for most of my life. When I asked for help as an adult, (I was still covered under my family's plan) I was again denied. My conclusion is health care is only for Caucasians in American, even when you are paying for it as in the case of myself and my family, the name of our HMO was Kaiser. I like working with people with disabilities. I like it, it is very rewarding, fun, and it feels good helping others in my community, and feeling like I am contributing to society in helping others to also be self sufficient. I have a lot of patience, and respect for others, however I wished people would have been kinder to me, helped me, and allowed me to access the system I and my family was/ is paying into. If I am not racist with my clients why are companies allowed to be racists with others? Why does California law, and the federal government allow companies such as Kaiser to be so racist? Racism is very wrong. Besides all of this, I was also assaulted at Kaiser, when I tried to report it I was asked to leave immediately that no one could "help me, and to never contact anyone at Kaiser again"! Why is this allowed in America? Am I not an American citizen?!!! I am expected to help others but no one is able to help me, why? I say America is better than this!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!	1/12/2019 7:28 PM
88	I receive a pay check twice a month I work 120 hours plus each pay period and I bring home only \$1500 At the most usually less than that after taxes. I can't even afford my own place. I even started driving for lyft to make ends meet. I love my job I enjoy going to work everyday but it's not enough to survive.	1/12/2019 4:46 PM
89	This is God's work. We require higher pay	1/12/2019 2:29 PM
90	I have been providing direct care since I was 19 years old and have always been paid minimum wage. My injuries have been many and many days I work in spite of great pain. However, I can not afford to retire because I won't have enough money to live on. I feel slighted, as I have cared for others nearly all my life, but no one is caring for me.	1/12/2019 2:26 PM
91	I am fortunate to be married and my husband makes a good income. If I was not, I would be struggling to make ends meet especially with the price of housing in my area.	1/12/2019 11:40 AM

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92	I believe all of the employees from Oaks of Hebron go above and beyond what they are tasked with as care providers. From my experience I and all of my coworkers treat our clients not just as persons with developmental disabilities but as friends and family. We are definitely under compensated for the work that we do. The only reason why we are able to muster up the strength to continue the type of work we do is that we know we are actually making a positive impact on our clients lives.	1/12/2019 11:10 AM
93	N/a	1/12/2019 9:24 AM
94	Lifeshouse...the clients...the staff.... When you work directly with people you create a bond with them. Staff or resident... In this field of work ..when you're working in someone's home you build a very special relationship. Almost like a second family. As much love and enjoyment I have working for lifeshouse... as soon as I'm done with my overnight shifts I leave there and go straight to my school job (Timothy Murphy School). I've been with them on and off for a couple of years. Sometimes it's too much working 2 jobs... I've taken breaks from Timothy Murphy school. When I have just one job I have the time and energy to be able to focus on my family. My son is 15 and getting older quickly. My mom is 76 and needs help daily. It's sometimes hard to find the balance financially and the time to take care of my family. If Lifeshouse raise the compensation it would be tremendously helpful	1/12/2019 9:06 AM
95	Working a New Dawn is awesome-I get to help people have more positive control over their lives. I hope that someday this field will be seen as a career choice and that the pay and benefits will reflect that choice!	1/12/2019 8:48 AM
96	We, who provide direct support to adults with developmental and/or physical disabilities, are providing a direct line to their community, wellbeing, and therefore, self-esteem.	1/12/2019 6:04 AM
97	I can't afford rent in town and have to live in a boat against harbor regulations	1/11/2019 10:25 PM
98	We provide a service that helps people become independent and foster personal experiences. Yet I've seen many co-workers have two or more jobs in order to make a living wage for themselves and their loved ones. We strive to help give a voice to others who may need help to express their message.	1/11/2019 9:48 PM
99	working with individuals with disabilities for 10 years. have seen much growth and learning from many.	1/11/2019 9:20 PM
100	I love my job so much but still need to find outside work in order to support myself. The job can be extremely draining so juggling two jobs with school is extremely difficult.	1/11/2019 9:20 PM
101	No	1/11/2019 9:19 PM
102	no	1/11/2019 8:58 PM
103	no	1/11/2019 8:57 PM
104	Not at the noment.	1/11/2019 8:52 PM
105	Rates for services are not sufficient to pay direct support staff or administrators a livable wage. Turnover is high and clients are not receiving the best service when they are constantly trying to adjust to a new staff. If you take care of the staff the staff will take care of the clients.	1/11/2019 8:34 PM
106	The importance behind in-home support for those who aren't able to care for themselves. I feel as though the serivces for those with disabilities go under noticed, and the funding should be supported for the organization!	1/11/2019 8:30 PM
107	None	1/11/2019 8:05 PM
108	My grandson Onyx has improve so much thank so much for all that United Cerebral Palsy is doing great job from all of the Staff and Special thanks to the respite	1/11/2019 7:15 PM
109	I have been in this field a long time. I have dealt with people who scream and hit and wear you down day after day. Then I have to go to work at another job right after. I don't get a break to take care of myself and spend time with the people I love because I can't pay my bills. It's exhausting. I love my job and want to keep doing it. I just wish I got paid more.	1/11/2019 7:07 PM
110	Not at this moment	1/11/2019 6:49 PM
111	I am a caregiver for my brother	1/11/2019 6:35 PM

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112	A lot of time is wasted in training new staff. Staff would likely stay longer if the position paid better. We often have to rely on college students that frequently graduate & move on. They are not as motivated to help individuals learn new skills, as they are not fully invested in the position, it is just a short term/temp job to them. The longer the individual works w the recipient the better they are able to help them learn new skills.	1/11/2019 6:19 PM
113	Direct care personnel are selfless in their actions and sometimes provide more than they are asked for. They love to work with our clients but sometimes must turn to second or even third jobs to make ends meet for their families and/children. I've witnessed Direct Care Personnel spend their own money on consumers or share their own meals with those they support not taking into consideration their own budgets because they care for them like family. We sometimes seem to take advantage of the fact that there are people who will work this field making minimum wage, but they do it out of love and compassion. They deserve much more.	1/11/2019 6:02 PM
114	Simply stated, the cost of food has risen substantially but not salaries or other compensations. Food Bank is a life- saver.	1/11/2019 6:00 PM
115	I started in this field in 1995 at Sonoma Developmental Center. My pay was \$10/hourly.. That was 24 years ago. It has risen by only \$5.45. Entry level fry cooks at In and Out Burger make more than people providing invaluable care for our most vulnerable populations. Burgers are important but where are our priorities? We lose strong, caring employees to other fields because they cannot bring home a living wage doing this kind of work without a second and third jobs. The unliveable nature of the low pay of direct support professionals is greatly exacerbated by the deepening wage and cost of living disparity in Bay Area communities.	1/11/2019 5:19 PM
116	The nonprofit company I work for does not provide any retirement benefits. We have a high turnover rate and requires dedicated employees to fill in the gaps on 24 hour care if they can. The problem comes with hiring. We have a high turnover rate along with potential employees that do not disclose felony records or that this line of work is not for them until after they have been trained. This comes in as a great loss for our company and a continued cycle of hiring out of desperation; which only creates low morale and more dedicated employees leaving our organization. Our disabled clients deserve more continuity in care. Can the governor provide state standards; which nonprofit organizations comply too? This would result in a continuity in care and a reduced turnover rate.	1/11/2019 4:58 PM
117	My job requires me to be mentally ,physically and emotionally healthy. To be able to support the special needs clients that we work with. We are also required to have transportation and insurance to be able to help support our clients to and from doctor appointments, groceries shopping, laundry Etc..	1/11/2019 4:48 PM
118	The work that we do is meaningful to us, and very helpful to our clients. Some of which would otherwise be in a situation that would not be beneficial to them personally. Especially since we have clients that are fairly independent, but still need that extra help, and us helping them gives them that extra support that makes a difference. We also have other clients that really DO need the level of care and assistance we provide, not to mention the trust that is built over time. All that being said, it is still a challenging field to work in, and living in the city we live in, it can be challenging to 'get ahead' a little. If a increase in pay, even if a little, were possible it would Really help make a personal difference to the staff of this agency. We like where we work, and work with good people (clients, co-workers, and management), but an increase in compensation really would make a positive difference.	1/11/2019 4:47 PM
119	I have a work both direct support as an Instructional Coach, as well as a Coordinator AND I am the office manager in charge of hiring. It is very difficult to hire decent staff that can stay on board after schooling due to the pay rates. A person can make more as a waitress or the same at a fast food joint. Being responsible for peoples health and well being deserves better pay. Even though I wear three hats and am paid decently in comparison to my cohorts, my husband and I still struggle to make ends meet and we both work two jobs. Even if medical insurance could be covered for the whole family that would help. Those costs along with the lack of pay increases have been a major setback and we are struggling greatly.	1/11/2019 4:46 PM
120	Our program does not provide a 401k program for our staff. We have a high turnover rate; which takes way from dedicated employees. There is a lot of money spent on hiring, background checks, and training only to have the employee quit or fail the fetting process. This puts added strain on current employees and drives up the cost of the nonprofit. If the state could provide information on how to hire dependable employees and provide added compensation to dedicated employees this would greatly enhance the services my company provides and increase work morale.	1/11/2019 4:45 PM

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121	I have worked for New Dawn Support Services for 21 1/2 years and would not change jobs. This job is amazing. Watching individuals grow and gain their independence is one of the most rewarding things I have ever done. More Money for increasing wages for those working with the disabled would be my only request.	1/11/2019 4:44 PM
122	N/A	1/11/2019 4:43 PM
123	This job requires a sensitive awareness to the dignity and respect of persons w/ extraordinary attributes.	1/11/2019 4:33 PM
124	I have worked with adults with disabilities for over 25 years I've always held a supervisor position however I still provide services one to one. I believe in the teachers wanting a raise for their hard work that they do but we always get left out parents trust us with the lives of their children's we will help them with domestic skills being out in the community social skills personal hygiene we always get left out we deserve a raise I work hard my staff work hard we believe in the dreams goals that people with disabilities have we believe in their accomplishments.	1/11/2019 4:30 PM
125	I have worked with adults with disabilities for over 25 years I've always held a supervisor position however I still provide services one to one. I believe in the teachers wanting a raise for their hard work that they do but we always get left out parents trust us with the lives of their children's we will help them with domestic skills being out in the community social skills personal hygiene we always get left out we deserve a raise I work hard my staff work hard we believe in the dreams goals that people with disabilities have we believe in their accomplishments.	1/11/2019 4:30 PM
126	It is important that Direct Support Professionals are paid above minimum wage overall for the expenses needed to cover for transportation vehicle repairs as well as for furthering resources for persons with disabilities.	1/11/2019 4:27 PM
127	I am a hard worker and works effectively with little direction; I am dependable when it comes to attendance and paperwork ; possessed positive attitude, optimistic, jolly and friendly.	1/11/2019 4:19 PM
128	I am a hard worker and works effectively with little direction; I am dependable when it comes to attendance and paperwork ; possessed positive attitude, optimistic, jolly and friendly.	1/11/2019 4:17 PM
129	It would be much appreciated if DSPs are paid more than minimum wages. Its quite difficult to stay long working one job that pays minimum wage without benefits.	1/11/2019 4:16 PM
130	Lifeshouse is a wonderful non profit, providing support to our community of people with a variety of needs.	1/11/2019 4:14 PM
131	I Am Very GRATEFUL To Be Able To Do This Job & I Plan To Continue To Work In The Support Of Persons With Disabilities Until The Day That I RETIRE Thanks For The Opportunity	1/11/2019 4:01 PM

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132	<p>My job on a regular basis is not very physically demanding although it can be when providing hand over hand supports to individuals who dont want to do what might be the best choice when taking care of themselves or completeing tasks to help progress their lifestyles ie paying bills, washing laundry, showing up at doctor appointments, overseeing/double checking medication passes, helping control diet and cooking plans. Working with 1 on 1 with individuals can be fun and a large challenge. Some individuals like to sit inside and are quite immobile yet others can be out in the community making new friends and finding their own way through life. I for instance work with a gentleman that is fairly young and will go out into the community and chat with anybody that he comes across. My friend is very kind hearted and truthfully wants to make everyone happy but this gets him taken advantage of and usually in bad situations with shady or untrustworthy people who try to take his money or just stay at his house for days or offer him drugs in trade for things he has in his possetion. I try to inform him his "Friends" are only after their own best interests. My friend will then get very upset to the point of hostility and I have to disengage in conversation and give a little personal space to him. I work with another young gentleman who has severe mental psychosis, I will call him friend2 for sake of ease in reading this. Friend2 likes to listen to rap music and "freestyle" rap himself. I often just go for walks through the neighborhood while with friend2. Friend2 doesn't engage in a lot of conversation but mostly walks around the house speaking to his "voices" or making up rap song lyrics. Somtimes sitting with friend2 he will get Very hostile after talking to the voices in his head and attack his Staff. Friend2 does not do this every day or all the time but he does have these behaviors that come out. I have to be adept at reading the situation when walking in to unseen situations with individuals from outside our company. This could mean prompting the person I'm with to take another street due to some unsavory looking people up the road that have offered drugs and alcohol in the past or spending money on appropriate things such as food and bills. At the end of each day I do my best to give as much information I can to whoever I might be with at the time to do what is best for themselves and their own best interests. I cannot however force my opinion on somebody who does not want to hear it and it essentially THIER CHOICE to chose what they please. I might want them to make a choice for both of our benefit if the choice can avoid a larger issue. I can talk until I'm blue in the face but sometimes it just gets me yelled at, profanities sworn at me, objects thrown at me, punched, slapped, kicked, spit on or anything else that might me stop prompting. We also have to clean up after the folks who cannot or will not take care of themselves. I also have another gentleman who is getting elderly these days " friend3", who does not bathe frequently enough. We constantly argue over when the last time he bathed was. Friend3 gets very upset when asked to do simple around the house work like making his own meals and light cleaningie wiping counter and washing dishes after using them. I usually gets lots of verbal abuse after asking friend3 to make his own sandwich, friend3 is very capable of doing this and is a master manipulator he will say anything to get out of doing things himself. My job is a lot of fun but can be very taxing both physically and emotionally. Administratively I just wish people would show up. I have more of a problem getting people to feel appreciated enough to want to keep showing up and have good attendance. Thanks for listening.</p>	1/11/2019 3:56 PM
133	This work is very demanding and not paid according	1/11/2019 3:43 PM
134	No	1/11/2019 3:21 PM
135	n/a	1/11/2019 3:07 PM
136	<p>My partner and I work a combined 20 hours a week to barely get by, paycheck to paycheck. Right now we only have one car because his alternator needs to be replaced. Which for most wouldn't be a big deal, but for us it's meant his car sitting in the driveway waiting. Meanwhile we're still paying \$325 on the loan for a car we can't drive. Still paying for insurance. Our children never go without and that's our priority.</p>	1/11/2019 3:01 PM
137	<p>My organize has suspended merit increases for at least 10 yrs now. My expenses continue to rise and my wages do not. I have been a dedicated service member to people with disabilities for over 20 yrs and I am considering a job change this year for the first time as I cannot afford to pay my bills.</p>	1/11/2019 2:43 PM
138	<p>Availability of superiors is very important. We all play a key role in the lives of those we support and to be successful as an agency everyone should be on the same page. It is very important to be available to complete and perform your job duties so that those who need your input, approval or guidance may get what they need in order to be successful in the workplace and in providing supports.</p>	1/11/2019 2:36 PM

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139	I feel that the last 5 to 7 years of employment, agencies like this have been shifting/slashed forced into providing care to individuals that are in need of a higher level of care the the agencies are able to safely provide.At little to no compensation to the front line staff and supervisors. I fear things will unfortunately not change until someone gets hurt. History has shown this to be true. I fell in love with this work 22 years ago and now feel I have little if any positive affect on the individuals supported, due to spending most time on crisis calls with individuals requiring a higher level of care than the agencie can provide, this in my opinion takes away from the success of the individuals ment to be supported at this level. All in the name of saving California some cash with cheap supports at the cost of the individual and working class	1/11/2019 2:28 PM
140	the state should provide more funds for the staff in this field because we do more then one job in one day, we would get one outside company that works and they would make more then us when we are in the field everyday. at lest 5 to 7 jobs. I hope this is what you are wanting to know.	1/11/2019 2:27 PM
141	I feel that the last 5 to 7 years of employment, agencies like this have been shifting/slashed forced into providing care to individuals that are in need of a higher level of care the the agencies are able to safely provide.At little to no compensation to the front line staff and supervisors. I fear things will unfortunately not change until someone gets hurt. History has shown this to be true. I fell in love with this work 22 years ago and now feel I have little if any positive affect on the individuals supported, due to spending most time on crisis calls with individuals requiring a higher level of care than the agencie can provide, this in my opinion takes away from the success of the individuals ment to be supported at this level. All in the name of saving California some cash with cheap supports at the cost of the individual and working class	1/11/2019 2:27 PM
142	N/A	1/11/2019 2:07 PM
143	We lose a lot of talented, caring, qualified people because they cannot live even a meager existence on the compensation they receive for this incredibly important and worthwhile work.	1/11/2019 1:59 PM
144	I believe we should be paid more for the job description that we do.	1/11/2019 1:54 PM
145	The work of direct support professionals is severely undervalued in California. This needs to change, we have great, caring, passionate individuals who work hard. They need to be compensated accordingly.	1/11/2019 1:51 PM
146	NA	1/11/2019 1:48 PM
147	I love my job I would just like to be able to feel and live comfortably with one job. I am a single mother of two working two jobs just to provide for my family and afford my rising rent	1/11/2019 1:35 PM
148	Not really	1/11/2019 1:34 PM
149	No budget cuts please	1/11/2019 1:34 PM
150	I love my job. I love helping people and making a difference in even small ways. However, I give a lot of myself to this line of work. It is a job that requires one to be "on" at all times and that can be tiring. But because I do not make a liveable wage for my area, my children and I would not eat or have a home unless I worked a second, and sometimes third, job. I have seriously considered giving up this line of work all together because the pay is too low to survive and live somewhat comfortably. I have so little time for my kids because my life is consumed with working to only barely make ends meet at the end of the month. It is honestly a shame.	1/11/2019 1:27 PM
151	All of my money goes into feeding my client and I. Food fuel and medicine are the only things I can afford. It is impossible for me to save money. And I'm 52	1/11/2019 1:26 PM
152	I have worked for this program for 27 years, the wages for direct care staff arte not enough to live on. I cannot pay bills, buy groceries and have anything left over for day to day expenses. The reason I work here is because of the clients, certainly not for the money. I know after talking with staff throughout the year's that many people leave simply because they cannot support themselves on what they earn.	1/11/2019 1:22 PM
153	I have many years of experience in this field and feel the compensation should be higher due to the level of care that is provided to the clients we serve. Just need to make enough to live and not have to work a second job. I do love working in this population and it makes me happy.	1/11/2019 1:16 PM
154	none	1/11/2019 1:11 PM
155	Higher hourly pay.	1/11/2019 1:10 PM
156	none	1/11/2019 1:03 PM
157	this job should be more than \$20 per hour.	1/11/2019 12:59 PM

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158	It is difficult, if not impossible, to support oneself in this county on the current salary. Many of my co-workers live in other counties and travel long distances to work.	1/11/2019 12:56 PM
159	none	1/11/2019 12:55 PM
160	not at this time.	1/11/2019 12:51 PM
161	This is a post retirement job for me. I could not afford to do this any other way	1/11/2019 12:41 PM
162	We do a lot to support our clients. The compensation should be much higher.	1/11/2019 12:35 PM
163	An increase in my pay rate would help out a lot. I am currently living paycheck to paycheck and unable to afford a lot due to the increase of living expenses with the amount we are paid. Thank you for your consideration.	1/11/2019 12:31 PM
164	Lifehouse is a great company	1/11/2019 12:31 PM
165	I feel that we are under paid, we take care of peoples lifes, provide important support, and make sure they take thier meds.	1/11/2019 12:26 PM
166	We spend a lot of time dedicating our selves to the population that we serve, not because we have to but because we have the heart to want to help those individuals who are not able to advocate for themselves. Because of the intensive work we do and situations we deal with when helping this population, it is nice to be provided with a wage increase for all that we do.	1/11/2019 12:23 PM
167	In the six years I've worked with people with physical & mental disabilities in Supported Living. I see the growth & impact this program has had in the peoples lives. Teaching, assisting & guiding them through daily life. Helping them to reach their independent living goals. Being there in support has given the people I serve the confidence to try things in daily life that would have not otherwise tried without the support. Things like basic hygiene skills & cooking. Striving to be a contributing part of the community as equals. Gives great pride to the people I serve.	1/11/2019 12:21 PM
168	I have found work in warehouse's which offer a higher pay, but i enjoy the satisfaction of helping my clients with disabilities.	1/11/2019 12:16 PM
169	The only way I have been able to work here even part time is because I have an outside job and a wife who basically supports me.	1/11/2019 12:12 PM
170	N/A	1/11/2019 12:10 PM
171	No	1/11/2019 12:08 PM
172	As minimum wage rises so does the cost of living in Sacramento. Our county was #4 out of the top 10 for rising rent/housing in the US in 2018.	1/11/2019 12:08 PM
173	My rent just increased to almost \$1300 per month for a one bedroom apartment. Gas is expensive and food is getting more expensive. All aspects of life are getting more expensive. We use our cars, so there is wear and tear on our cars and having to fill up multiple times a week is very costly.	1/11/2019 12:05 PM
174	As an employer I find it impossible to hire qualified individuals to provide the quality of care our facility requires at minimum wage, however we can not financially afford to pay hire wages for the number of hours/days that we are required to provide care and supervision services.	1/11/2019 12:03 PM
175	I work with those who are dually diagnosed with mental illness as well as an intellectual or physical disability. My job as a social worker is to help make my clients reach normalcy and be able to succeed within the community without needing extensive help. My caseload is full and I am not compensated for the type of work I consistently do, by using my own personal vehicle to drive clients around, spend my own money to help those I serve that are unable to get food or basic necessities. Not to mention I have gone to school and currently continuing my education solely so I can be paid more, so I do not have to live paycheck to paycheck and work multiple jobs and go without seeing my children.	1/11/2019 11:53 AM
176	Great job but due to increasing cost of living not a lot of pay	1/11/2019 11:48 AM
177	No	1/11/2019 11:46 AM
178	I personally have a spouse that is no longer able to work due to a heart condition, and a minor child to support, with a house payment I'm struggling to meet every month, I love working with the people i serve and our pay wage is horrible. A pay increase would be helpful	1/11/2019 11:45 AM

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179	People who are working with disabled or mental health clients are not doing this work just to receive monies. They are people who are compassionate, caring and generous. They often are not compensated well for the jobs they are completing yet remain committed to continuing to assist others in times of need or even for a lifetime. I think these people are vital to the well being of our society. They provide a bridge for mental health clients to resources, housing and community activities that they may not be able to participate in without assistance. Most people I work directly with chose this line of work because of the commitment they feel to others to provide others the best possible life available to them. Compensation becomes important to workers to show workers that the work they are doing is valued by society and by the clients they serve. Without compassionate workers who can manage mental health needs we risk losing an important part of the people of our world.	1/11/2019 11:41 AM
180	It is a great program	1/11/2019 11:38 AM
181	It is a great program	1/11/2019 11:38 AM
182	Low wages lead to high turnover and less effective services.	1/11/2019 11:35 AM
183	Competitive compensation attracts qualified and motivated individuals	1/11/2019 11:31 AM
184	We expect a high level if care but are providing low wages. If we want quality service we need to provide wages to attract and retain staff	1/11/2019 11:29 AM
185	we should get paid according to according to our job performnace and what we do	1/11/2019 11:29 AM
186	I need to work extra hrs I can pay everything and I don't asked for to the government for food stamp anything of that.	1/11/2019 11:27 AM
187	I believe we should get paid a little more or whenever we have to use our cars we should be able to get more reimbursed. The reason being gas prices go up and if I am driving thirty minutes to a function or to take my client to a place he or she wants to go, getting paid the amount we currently do, does not help much neither the reimbursement amount. We are getting paid little in comparison to what we have to do at times and or when we have to use our vehicles.	1/11/2019 10:59 AM
188	None	1/11/2019 10:57 AM
189	I have to work a second job to make ends meet. I like this field I have worked for over 15 years however as much as I like it I sometimes want to leave due to the pay rate.	1/11/2019 10:54 AM
190	Dear Gavin Newsome I think you're an incredible and just politician and I'm looking forward to seeing you become president soon. In the meantime, I work in a field with little thanks and a lot of giving on my part. We work hard, providing daily for the needs of people who cannot do for themselves. I believe with a higher pay rate, higher compensations, we would get in better quality staff for a better care experience. Also the population of people with special needs is rising and rising quickly. When I first entered the field years ago it was 1:200, now it's closer to 1:50. Please increase our budget. We have less people working for more people and that needs to be remedied. Thank you	1/11/2019 10:48 AM
191	N/A	1/11/2019 10:40 AM
192	I'd like to understand how direct support workers make less money per hour then the people that they support.	1/11/2019 10:25 AM
193	We provide direct support to people with dissabilities wich should be paid according to the responsibilities	1/11/2019 10:15 AM
194	I work 6 days a week as a single mother, about 62 hours (not including any overtime I may have to pick up) between 3 jobs and it's still not enough to afford living here. I have no help from my child's father and do not have enough possible income to be able to continue putting myself through school.	1/11/2019 10:06 AM
195	Everybody loves rate increases but with the expenses in the Silicon Valley; its not sufficient enough to cover these expenses. I have three jobs but still I am still a paycheck to paycheck status in the Bay Area. Budget cuts are unacceptable. The rich becomes richer and the poor becomes poorer.	1/11/2019 10:03 AM
196	I love this job I really wish I got paid more.	1/11/2019 9:42 AM
197	This field has been under funded, and or on a rate freeze for most of the 20 years I have been employed in this field. It is incredibly difficult to keep quality employees who not only have a caring nature with intregrity, but also the education and discipline necessary to competently document information, review and implement plans, and support people in a Person Centered way.	1/11/2019 9:02 AM

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198	In my experience working in this field, I have noticed and it has been discussed the very high employee turnover rate. This is a field that mainly people with a passion stay in and only if they are able to with other available finances. This is not a field that seems able to support an individual or family financially.	1/11/2019 8:23 AM
199	No	1/11/2019 8:05 AM
200	The program is really good!!!	1/11/2019 5:24 AM
201	I have known many respite providers who work a lot and support families and clients of special needs. I would agree that it is important to receive a living/fair wage. As a family member to a person who receives respite, it is really supportive and needed. It is also a job that requires a lot of trust which is important to consider because when we have a high turn over, it is difficult not only for the families, but also to clients. I would agree that providing a more livable/fair wage would help maintain wonderful/hard working/qualified/ big hearted people with out agency/community and familes. Thank you for advocating and thinking on how to support respite providers and work better.	1/10/2019 6:52 PM
202	I've been doing respite for about 27 years. It would be so nice to get a raise, thank you.	1/10/2019 6:41 PM
203	I don't think the government has had the pleasure of working "Hands on" directly with people with disabilities. I am most certain that this line of work is under paid. With that said majority of people I work with wouldn't say they work with the disabled community for pay. This is the kind of work you do from the heart, but we should be recognized and not forgotten.	1/10/2019 6:37 PM
204	No nothing at this time. Would like some kind of training with children of different disability to know how to handle them.	1/10/2019 6:34 PM
205	This population is only getting bigger. Please look at all alternatives before cutting budgets	1/10/2019 6:18 PM
206	No, everything is fine!	1/10/2019 6:16 PM
207	I would like to share how important it is to our clients to have this service to give their parents a break. I would also like you to know how difficult it is to deal with some of the clients. It would really make difference to get paid more and keep quality people working for the disabled.	1/10/2019 6:12 PM
208	Personal story. Believe what you want to see. I believe strongly in God praying is powerful things my believe is to listen to friends Max talk and his has started talking more and miracles in him are starting to show. Helping his mom and courage her to take one day at a time and not give up. She always thanks me and tells me she can't pays me enough what I do in her family. Support. Time. When she calls me I be there to support her.	1/10/2019 6:10 PM
209	Some formal training would be helpful Enjoy working with families and creating relationships, building them. Love the staff and management, supportive, helpful.	1/10/2019 6:06 PM
210	Able to take out of town trip once a month if parents have planned something special.	1/10/2019 6:04 PM
211	i would love to stay employed with the company im currently with but unfortunately the means provided to me by my employer doesnt allow me to stay here for a longer period of time. I need to be able to make enough money to sustain myself and my family.	1/10/2019 5:33 PM
212	I currently work two jobs. It is a struggle with the current pay and great benefits that I receive at Southside to make ends meet with one job. I would like to see the pay increase per hour for both the providers and administrators for Southside and other organizations that help adults with disabilities. Being offered paid sick leave and paid time off as separate categories would benefit all employees as well. A lot of employees come in sick because they do not have sick leave to take off. More artists and employees get sick and are absent due to this.	1/10/2019 3:57 PM
213	Na	1/10/2019 3:48 PM
214	I feel that some of the jobs our clients do should be getting paid more because its a lot of work and is equal to the amount of work that the minimum wage jobs are doing. So they should reevaluate these jobs so our clients get paid for the amount of work they do.	1/10/2019 2:52 PM
215	All the training we need for our jobs, paperwork and lots of responsibilities that are required for our jobs. We need more compensation, raises. We do more than one job at any given time.	1/10/2019 2:49 PM
216	Very important jobs and assistance to a large community that needs our help and support.	1/10/2019 2:47 PM

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217	I am a retired teacher of 32 years who needs to supplement my pension. I am also the mother of a 23 year old who lives at home and can only get part-time work. Many of our clients make more per hour than we do. It is disheartening and I'd appreciate my schooling responsibilities and efforts recognized.	1/10/2019 2:45 PM
218	At times our schedules run into past our time. Paper work. Times have to talk with supervisors. A lot of times have to do the work ourselves for the clients. So we don't lost the job. Our clients at times aren't able to do the jobs and are taken out anyway.	1/10/2019 2:42 PM
219	My health is getting worse, I need better medical benefits. I also would like to make more money to help my children.	1/10/2019 2:36 PM
220	I make only \$13.25/hr after 11 years here, I need more money for living.	1/10/2019 2:34 PM
221	Living wages boost employee morale. Having employees who are happy and financially relaxed coming to work improves the quality of services the clients receive.	1/10/2019 2:34 PM
222	Only until I was in my mid 40s is when I made more than \$14/hr (and still not making what the work equates to). I am nearly 50 years old, rent a small place, work a part-time job to pay LA County lifestyle. It is very difficult and frustrating, however I enjoy and feel great working with the disabled population. Moving to another state is an option.	1/10/2019 2:32 PM
223	I feel that compensation for the employees are not fair. As a case manager with a graduate degree, I am making less than or equal to other instructors which I don't think is fair. Everyone's jobs and roles are important but the way in which everone is paid should be fair since my job responsibilities are more complex than supervision during working hours. It makes me feel not valued as I need to explore my options to get a salary that fits my educational and professional background.	1/10/2019 2:30 PM
224	We do the work and help the people that society tends to ignore, judge, and look down upon. We help those who are unable to help themselves. We give to these people and treat them with the respect they deserve. For most of them, this day program is all they have and all they look forward to in their lives. We deserve to make at least a little bit more money than we are currently making, because the staff here do not do this job for money, we do it because we love to bring happiness and joy to these people. We perform selfless acts day in and day out.	1/10/2019 2:27 PM
225	Implementing bonuses.	1/10/2019 2:24 PM
226	Maybe we don't put our lives on the line like Firefighter or police, but we take care of lives nonetheless. Education can be hard work, but special education, lack of a better phrase, is MORE difficult. This is why there NEEDS to be a pay raise for paraeducators.	1/10/2019 2:18 PM
227	I strongly believe the state should pay DSPs higher wages. I have observed the extent and laborious work this field demands. This fielf requires endurance, compassion, and dedication to better serve other individuals. It is a job that entails daily supervision, safety awareness, and well-being of others. I believe this field merits an increase of pay and recognition of the endless responsibilities while caring for consumers.	1/10/2019 2:00 PM
228	I think direct staff should be paid more because it's hard to work with some of the clients we serve. It takes a lot of patience, and compassion because some clients are not willing or able to perform without our complete and sometimes special attention.	1/10/2019 1:53 PM
229	We work hard to assist our clients to learn and become as independent as possible. As a job coach, I am seeing my clients wages at their jobs steadily increasing because of the changes of minimum wage, however we are not receiving enough for the special work that we do. The cost of living is ever increasing and its just really disappointing to see all these changes and not feel like our services are being paid their worth. I have over 20 years of experience in this field and feel that gets overlooked.	1/10/2019 1:51 PM
230	I feel that the clients that I assist should not be making more than the job coach. Sadly this is true, I advocate for my clients and they have now received more compensation and better benefits. While I on the other hand have been working here for 2.5 years with no increase in wages.	1/10/2019 1:47 PM
231	I feel that people who work directly with clients that are disabled work very hard, both mentally and physically and deserve to be compensated. Thank you	1/10/2019 1:44 PM
232	I personally feel the pay isn't enough. Being here almost 8 years and because of the increase in minimum wage. I am currently making minimum wage. I feel those that work directly with clients should be getting paid more because it's our services that bring in a lot of the money.	1/10/2019 1:38 PM

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233	I work multiple jobs to make sure my monthly bills are covered. I would like a job where I can work one job and be able to get the proper rest needed for my age.	1/10/2019 1:36 PM
234	One job is not enough to pay the bills.	1/10/2019 1:34 PM
235	Its difficult to work one job because I'm underpaid.	1/10/2019 1:33 PM
236	As a direct service professional, working in a day program, the day to day activities of the people we support is entrusted to us daily. The clients spend more time with us than at home. Clients come to program sick when they should be home, because residential facilities do not want to pay for staff to be at home to take care of them. Often when the program tries to reach a home they give so many excuses as to why they cannot pick up a sick client. Consequently, staff becomes sick and have to take time off from work that can last more than a day and seriously impact their finances. Many of the people that I work with are single parents and have 2nd jobs to assist them in taking care of their families. They are not earning a living wage. The cost of medical is too high and some staff cannot insure their family members because of this. With the cost of living in California being what it is, it is almost deplorable to ask people to work for minimum wage - poverty level. Child care is astronomical. DSPs have to pay; and by that token, the State want the best of care for the people we support on a daily basis, but rationalize the rates that programs receive to provide this service. I worked two jobs at my initial employer in this field. I had three children to support. Fortunately for me, I had a support group. Many of the people do not have that same luxury, but are dedicated to what they do. Help them to earn a decent, living wage to be able to take care of their families - where they can be home evenings and weekends nurturing their young children to grow up to make a difference in this world.	1/10/2019 1:31 PM
237	In order for me to make extra money so I can maintain a comfortable living, I have to work a second job which makes me work 7 days/week. It would be nice to have one job to cover my bills and have at least one or two days to relax.	1/10/2019 1:24 PM
238	Salary	1/10/2019 1:20 PM
239	Need to raise salary standard for higher degree such as MA -DR. Degree	1/10/2019 1:17 PM
240	Prices and wages are going up but we stay the same. It is hard to make ends meet with just this job. A raise would help us make ends meet.	1/10/2019 1:16 PM
241	I work with a lot of single mothers who struggle to pay their bills. An increase of any kind to their payment would be greatly appreciated. As care providers, it is a thankless job, and any increase in pay in even the slightest would be great.	1/10/2019 1:15 PM
242	more money would be helpful	1/10/2019 1:13 PM
243	Prices are getting raised and our pay is the same making it hard to live	1/10/2019 1:07 PM
244	Prices are getting raised and our pay is the same making it hard to live	1/10/2019 1:06 PM
245	It is very difficult to pay monthly bills on compensation received. Unable to get a second job because of family obligation of helping to care for an elderly parent.	1/10/2019 1:01 PM
246	As a community skills assistant and with the rise of the cost of living it is hard to always make ends meet. Our program relies on government assistance to keep running.	1/10/2019 12:59 PM
247	As a single mother of 4 paying rent, bills, food ect. It is very hard for me with the amount that I make as a community skills assistant. I have to ask the government for assistance like medi-cal for my children and for myself and also cal-fresh. It is very hard to pay my bills every month and short on food for my kids.	1/10/2019 12:58 PM
248	with this kind of job that we do we do not get paid enough. so, we have to get public assistance	1/10/2019 12:56 PM
249	N/A	1/10/2019 12:53 PM
250	Direct service professionals do not get paid much we have to rely on government assistance to make ends meet.	1/10/2019 12:51 PM
251	n/a	1/10/2019 12:49 PM
252	N/A	1/10/2019 12:47 PM
253	No	1/10/2019 12:27 PM
254	Higher pay rates for employees would really help with employee longevity	1/10/2019 11:16 AM

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255	Providing support services is a very challenging profession. However, it is an awesome reward to see someone advance forward in their abilities and improve their quality of life. Therefore, the compensation of wages for those that dedicate their skills to helping improve the lives of others while struggling to provide for their own families should be compensated accordingly.	1/10/2019 11:16 AM
256	I feel day programs are a vital support to many of our students.	1/10/2019 11:10 AM
257	As a DSP I am working in a field that I feel is necessary but having to work two jobs to provide for my family is pushing me out of this field.	1/10/2019 11:05 AM
258	Often times when I ask our clients when the best part of their experience is, they say that love when they have good support. Likewise, when I ask them what's the worst part, they say when good support leaves. Currently at my full-time Direct Support job, I do not make a living wage. The "so-so" DSPs will come and go, but it breaks my and our clients' hearts when the good ones have to leave. Additionally -- and I believe a much more insidious effect -- our low wages affect the perception of the very population we are serving. For example, whenever I tell someone what I do, the usual response is, "that sounds so rewarding." I know they are not talking financially. By having this association, the career and role of DSP is delegitimized, and along with it, so too is the population to whom we provide service, a population that consistently has to fight for visibility. In short, low wages serve to further stigmatize and industry and population that already seeks visibility and legitimacy, and I believe by providing higher wages, the DSP role would be taken more seriously and, in turn, help to provide legitimization to an already disenfranchised group of people.	1/10/2019 11:02 AM
259	I work over 40 hours a week, but I am not eligible for full time benefits because the bulk of my hours are overnight. 3 overnight hours equate to 1 hour of full time eligibility.	1/10/2019 11:01 AM
260	I strongly believe that the people being hired should be qualified and screened very diligent because of the nature of the job and really try to understand how this field works not just someone's recommendation. I've seen quite to many people who are not fit for this type of field/job. While I understand that clients/organizations have to budget funds, hiring and offering better pay is something that should be done. It will attract better qualified candidates.	1/10/2019 10:22 AM
261	I work enough hours a week to equal three full-time jobs just to pay rent, utilities and buy food and gas. Many of the hours I work are overtime exempt because of service industry rules, so I'm told. I'm unable to save for retirement.	1/10/2019 9:58 AM
262	With the responsibility and work that this job entails a good appropriate compensation is always welcome.	1/10/2019 9:24 AM
263	we are paid a low rate but overtime is my savior. if not for that i wouldn't be making enough here.	1/10/2019 9:14 AM
264	This is a great organization to help parents or gaurdians who have children or family members that have disabilities to help them with coping skills.	1/10/2019 8:50 AM
265	We are on the front lines of care, we need higher wages	1/10/2019 8:25 AM
266	none	1/10/2019 3:24 AM
267	I think direct care staff should be getting paid more for the job we do at least 17 to 20 dollars. It's hard making a little money. Thank you.	1/10/2019 1:11 AM
268	I am a mother of 3 and as a married woman I still have trouble paying bills. Our job is not only something we truly love but we can get easily injured in everyday we do so much for our clients that we care for and at times really great staff leave our company because of the pay. It's not enough to support our families and its only hurting the clients because they loke staff	1/10/2019 1:10 AM
269	Pay more money and more staff to work.	1/10/2019 1:05 AM
270	Pay more dudes we should get paid more than 15 dollars an hour. You guys are cheap UCP is cheap.	1/10/2019 1:02 AM
271	This is concerning raises. I feel it's not fair that staff that's been here long is making the same amount or better yet getting minimum wage as the new highers I feel it's not fair it makes us feel disapointed.	1/10/2019 1:00 AM
272	Every year the cost of living and the cost of care increase. Fifteen dollars an hour is not enough. Tired of living paycheck to paycheck. I am not a single mother but I do have 2 kids. Thanks	1/10/2019 12:59 AM
273	I feel like we should get paid more.	1/10/2019 12:52 AM

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274	I think it's good to try to pay more for the service we provide to our costumers because it's very difficult to clean and hard to do the clients every time they get bigger.	1/10/2019 12:45 AM
275	We as a care giver we can get pay better.	1/10/2019 12:41 AM
276	- We should have 4 personal days (paid) a year. - We should have activity directors (AKA me) (Not a DIP role) - Higher pay.	1/10/2019 12:40 AM
277	We take care of the clients we do laundry x 15 clients every day. We do cooking. We need to have a better salary. Thanks.	1/10/2019 12:38 AM
278	I work 2 full time jobs and I'm check to check to make ends meet. It's a struggle.	1/10/2019 12:37 AM
279	I work 2 jobs to support myself and my husband my husband recieves SSI. We are struggling to make morgage payment plus to keep our car maintained in good condition and plus car payments just so I can come to work from Lancaster.	1/10/2019 12:35 AM
280	I strongly suggest more donation advertizing. Keep in mind care staff is your eyes and ears and we do so much as this job will never be easy but we put our heart into it and stay for the clients sake. It would kindly help if your company offered child care assistance or college assistance.	1/10/2019 12:33 AM
281	More donation advertisement also college course assistance.	1/10/2019 12:31 AM
282	No.	1/10/2019 12:30 AM
283	Taking care of other people with special needs is a huge responsibility, all employees working with disable people should get paid more than any other companies.	1/10/2019 12:28 AM
284	Most direct support professionals make minimum wage which is not enough to support oneself in Los Angeles County.	1/10/2019 12:27 AM
285	I wish this company to have a consideration for the staff they work more the 10 years pay more for senior staff, and not equal for a new staff. Thanks.	1/10/2019 12:25 AM
286	Well they call what we do caregivers but we do more than just care for them, we also cook, clean their houses, help the nurses, we go to their appointments, advocate for them when they're in the hospital, we also feed them, do all their personal care, they I think they should consider all that we do for the same pay not only that but we don't get to do or work 40 hrs a week.	1/10/2019 12:23 AM
287	Yes. I will like for PM- to be able to have 8hrs because our days are not stable and jump between 2 weeks. Plz we only wish to have a stable paycheck.	1/10/2019 12:20 AM
288	Pay according to the economy.	1/10/2019 12:17 AM
289	In my opinion I think it's absurd that a McDonald's employee makes the same if not more than a employee who works for a disabled person. I think it is obvious how much more patience, love and attention the disabled community needs. A higher pay will not just help the employee who works for a disabled person but the disabled person as well. Thank you.	1/10/2019 12:16 AM
290	Equitable compensation bust morale and loyalty to the organization!	1/10/2019 12:13 AM
291	The work that we do here is life changing. Please remember that to these clients, we are their families.	1/10/2019 12:12 AM
292	We do actually work harder than it seems helping clients with their needs. Not a lot of people can handle or tolerate diaper change /and/or hygiene related and clients mood swing or attitude. I believe we deserve a higher pay.	1/10/2019 12:11 AM
293	Wages are low, hard to live on this wages!	1/10/2019 12:09 AM
294	Raising 2 children with disability and 2 jobs in order to support us is quite hard. We may have a roof over our heads but it doesn't give us as a family much quality time, nor do we get to do much extra curricular activities. Raise to 15\$ would definitely help and as they get older cost of	1/10/2019 12:08 AM
295	I personally appreciate whoever took the inicitave of giving care to these needy clients in African countries these facilities do not exist, and where they exist "corruptm" is the add of the day. I loved the job and wish to be an example of I happen to move back to Africa.	1/10/2019 12:05 AM
296	The other company that I'm working is giving starting pay higher that of UCP. Both companies are non-profit and working with developmental disability individuals.	1/9/2019 11:59 PM
297	I have no suggestion.	1/9/2019 11:57 PM
298	I love working with the people here in the facility,	1/9/2019 11:55 PM

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299	I have been working in UCP Chatsworth for almost 13 years. I have been very faithful and very loyal to the company. I didn't go to look for another job because I'm enjoyig working here w/ the clients w/ the staff, since the time I came here in America and now I'm promoted to lead staff position. I'm working very hard. I work whenever they need me. So, I suggest that staff like me who had been working very long should be given a more higher wage to satisfy my interests and needs.	1/9/2019 11:50 PM
300	Just give us competitive raise. That's it. Thank you.	1/9/2019 11:45 PM
301	Increase in wages because of inflation.	1/9/2019 11:44 PM
302	Because of too much inflation we need a bit of increase.	1/9/2019 11:43 PM
303	I am a mother with grow up children one is a retired veteran from Coast Guard with PTSD and other illness, and she also has a disable child so I help financially, I couldn't do it with only one job. "Rent is sky high" :(1/9/2019 11:42 PM
304	My suggestion will be that it is necessary that we get the necessary compensations for the raised the rents are getting higher and the food the bills transportation it is necessary that we all get equal raised its not fare that other people is getting rases and we are not.	1/9/2019 11:37 PM
305	It's impossible to live on our own with the pay that we get. Minimum wage goes up, but so do the prices of everything (rent, gas, food) so it doesn't even matter if we get raises. We're all still going to struggle I get paid the same as someone who does less work than I do. Direct support professionals deserve more pay than someone working at a fast food establishment.	1/9/2019 10:51 PM
306	I've been working for UCP for more than 7 years and I enjoy working here but the pay is hard to survive. Everything is going up we should at least get paid 15 already.	1/9/2019 10:46 PM
307	Not enough compensation to make a living wage.	1/9/2019 10:45 PM
308	I need a higher rate of pay because of cost of living.	1/9/2019 10:44 PM
309	I enjoy working here but as a CNA I would love to receive CEU by the company because I can loose my CNA if I don't receive 24 hours per year. Also I think we should get paid \$15.99 D in hour.	1/9/2019 10:42 PM
310	I love working here at UCP, but to provide for myself and my small child I literally work up to 3 separate jobs (Including here). I also feel that being a CNA/ doing caregiving work takes immense energy and perhaps if we were compensated more, we'd just need one job and therefore be more energetic and present for our clients. Also, falling upong hard time and/or possibly homelessness, displacement makes it extremely difficult to show up and perform positively at work. Please provide CNA'S w/ CEU's Thank you for allowing us to input!	1/9/2019 10:40 PM
311	I don't make enough to work just 1 job.	1/9/2019 10:36 PM
312	I enjoy what I do in UCP but the wage is low and it's hard to survive with that wage when everything is going high food, gas, rent.	1/9/2019 10:33 PM
313	I have started at ucp- chatsworth since 2006 and would get paid \$9.00 a hour. I think every 6 months to a year we should have a raise no matter what is going on in the company it is difficult to work with disabled clients especially on our bodies. From these 12 years of dedication 4 years we received no raise. The struggle have been difficult.	1/9/2019 10:30 PM
314	No.	1/9/2019 10:27 PM
315	As our pay/salary goes up (increase) all our vital needs goes up, it's getting more difficult to cope with daily expenses.	1/9/2019 10:26 PM
316	More donation advertizing college course assistance for growth child care.	1/9/2019 10:22 PM
317	I am a struggling college student, working part time. I work hard and as much as I can.	1/9/2019 10:19 PM
318	Before having my second job I would ask my coworkers if they can lend me money to cover my bills and other expenses.	1/9/2019 10:14 PM
319	I work a part time job at Subway to make more money to pay rent and bills, and sometimes at work we help each other out if we need it. Really grateful for my coworkers and we trust each other.	1/9/2019 10:13 PM

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320	I have been in this field for 35 years, I love what I do but I've always had to have a second job because being a caregiver does not pay enough to live a normal life. The last couple of years I had to move into a garage that was turned into a small room because my rent at my apartment was too expensive to live there anymore. I have only one income now because I'm too tired of working two jobs now.	1/9/2019 10:11 PM
321	I would like to add that we DSP workers tend to go above and beyond for _____ of taking care of a life with so little pay. I am thankful to be working on this field but the pay difference would be better for us who has been here going from 4 years to 20 years of employment we should get at least \$2.00 to \$3.00 more for our dedication and our ability to care for our clients. Please don't classify the workers of 5yrs-20 yrs with the new hires as in pay difference. We who has been working for so many years of outstanding service has been loyal to the company should get more pay and not classify us to the new hires pay differencial. We dedicated workers deal w/ behaviors, cooking, bathroom, hygiene, showers, med passing under a RN supervision, client on client SIB, and assisting to clients need that we of staff of loyal service should get pay more for what we do on a daily day basis. Thank you.	1/9/2019 9:56 PM
322	More funding	1/9/2019 9:02 PM
323	I love supporting the people we serve with their college education, social and vocational skills, and living a fully integrated life of inclusion. I don't think I can do this job though unless I had my years of education, training, professional job experience in other industries, and hours of para-professional development: in other words - it's not like anyone can just walk in and be part coach, part tutor, part therapist, part home support, part mentor, etc for the advanced skills we teach in the community colleges or in the film and media program. Working at Costco at the entry level, I could make over \$1.50 more an hour than I get paid as a community college coach. If I went back to any of my old industries (environment, apparel) I could make 5x as much in salary and have just as good of benefits in PTO, if not better. But this work moves people forward every single day - so I stay. When students get their paychecks from working on a film crew, when students make the Dean's List, when students tell me that I actually hear their hopes and dreams for a life of independence and creativity... I get a reward.	1/9/2019 7:07 PM
324	I suggest that they should increase the hourly rate to direct care staff, so that we are more inspired to work!	1/9/2019 6:29 PM
325	Increase	1/9/2019 6:27 PM
326	No	1/9/2019 6:26 PM
327	No thank you.	1/9/2019 6:16 PM
328	As of now I can't think of it but as I will definitely let you know. Thank you.	1/9/2019 6:14 PM
329	I think they should pay us more because not anybody like or can do these job it requires a lot of patient and also skills but a lot of compasion to the disabled persons you have to put yourselves in their shoes to understand them I think the government shouldn't cut the budget.	1/9/2019 5:54 PM
330	I suggest that might be important that they will provide or give us a raise every year so staff will motivate more.	1/9/2019 5:51 PM
331	I feel like my job is doing a great help for our client and I think it is just fair enough that we could get a higher compensation than what I am getting right now, to suffice my everyday expenses and monthly bills.	1/9/2019 5:48 PM
332	Los Angeles County is very expensive to rent housing and the cost of living keeps rising. In order to keep experienced employees, who know our clients, employees must be able to care for their families on wages their job provides.	1/9/2019 5:46 PM
333	Living expenses are constantly increasing in order to be able to live and prosper. An increas in compensation to employees should increase as well.	1/9/2019 5:43 PM
334	Husbands and wives choose to have a low-income to have a compension to the government, they will not they will not strive to work they choose to have a low has and some not to work only one is working to comply with the compensation to the government and it was unfair for the husbands and wife which is working hard to earn	1/9/2019 5:41 PM
335	What the company pays is not enough with all responsibilities we have with our consumers. I feel we should be making more.	1/9/2019 5:36 PM
336	Compared to other organizations we need more compensation for the assistance we provide. We can barely afford to live in California everything is expensive. We are living check by check.	1/9/2019 5:34 PM

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337	Need higer wages to complete school living expensive is getting higer need an increase.	1/9/2019 5:29 PM
338	Seria una muy buena ayuda si nos pudieran subir nuestro sueldo para proveer a nuestras familias.	1/9/2019 5:05 PM
339	Increase salary	1/9/2019 5:03 PM
340	Increase our salary	1/9/2019 5:02 PM
341	Increase	1/9/2019 5:01 PM
342	I suggest that they should increase the hourly rate to direct care staff, so that we are more inspired to work!	1/9/2019 4:59 PM
343	Wage Increase!	1/9/2019 4:57 PM
344	We need salary increase	1/9/2019 4:56 PM
345	I Higher minimum wage to be able to support the needs of my family.	1/9/2019 4:53 PM
346	(None) Salary Increase!	1/9/2019 4:49 PM
347	I love my job! It is the most rewarding job I have ever had but my 15 year old daughter has to work to help me out. I feel like my whole life has prepared me for this position and I am so happy to be a part of what I see as one of the most important jobs there is. Please help us keep doing what we do because we are all getting better and better at what we do. The best is yet to come.....	1/9/2019 4:48 PM
348	Salary Increase would be a great help. Thanks!	1/9/2019 4:48 PM
349	increase!!!	1/9/2019 4:46 PM
350	Working with children with disability has been such a learning experience and I love the field I am in. I only wish to grow from here and make a good living any increase in compensation will help. Thank you	1/9/2019 4:46 PM
351	I believe we as caregivers deserve better pay because even though we have no degree/certs we still do what a person that has one does and more.	1/9/2019 4:37 PM
352	Wage Increase!	1/9/2019 4:35 PM
353	We need salary Increase	1/9/2019 4:34 PM
354	I higher minimum wage to be able to support the needs of my family!	1/9/2019 4:29 PM
355	(None) Salary Increase!	1/9/2019 4:26 PM
356	Salary Increase would be a great help. Thanks!	1/9/2019 4:25 PM
357	Increase!!!	1/9/2019 4:23 PM
358	Increase salary.	1/9/2019 4:22 PM
359	Increase our salary	1/9/2019 4:20 PM
360	n/a	1/9/2019 3:45 PM
361	Accessible, affordable training for staff to learn how to work with the consumers and their behaviors.	1/9/2019 3:27 PM
362	Not at this time	1/9/2019 3:19 PM
363	Better pay for direct support professionals	1/9/2019 3:12 PM
364	Working with consumers is difficult at times and some of us have difficult situations at home. It would be nice to be able to have less stress in our income with higher pay. Employees would be able to function more effectively. This would improve the company altogether.	1/9/2019 12:55 PM
365	Our job is not easy & not very doable for most people to do or even want, we take care of human beings & shape their futures in your community. Working hands on, volunteering, teaching, guiding & helping mental wise with a challenging group of people that make part of our community all over the world is not a minimum wage job or be anything close to that.	1/9/2019 12:34 PM
366	No	1/9/2019 12:31 PM
367	We work very hard to take care, and supervise, and teach disabled clients. When taking care + supervising, and doing our job to deal with many clients at the same time, and adding being understaffed sometimes, it makes it harder and challenging for us, and especially if you include having to do a lot of computer and paperwork, it feels like we should be paid more.	1/9/2019 12:23 PM

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368	Working full-time with current wages in the bay area is at the poverty level. With housing prices and/or rent, plus gas and normal expenses to live makes it very difficult to provide for families adequately.	1/9/2019 12:19 PM
369	As the minimum wage increases, my salary remains the same so the ratio and value of my salary to minimum wage decreased from 2.5 to 1.75	1/9/2019 12:17 PM
370	None	1/9/2019 12:16 PM
371	I have worked in this field for over 30 years and the pay has not changed much. Making this profession less desirable. It is about time to make a change to make people want to work.	1/9/2019 12:15 PM
372	There are times at work when I have gotten harassed by my client and even bitten by him.	1/9/2019 12:13 PM
373	Hard to keep up with the cost of living	1/9/2019 12:13 PM
374	We shouldn't be making less money per hour than fast food workers	1/9/2019 12:12 PM
375	no	1/9/2019 12:10 PM
376	I love my job and the clients but I can't afford to live on this wage. I barely make enough to pay my rent so I'm consistently struggling for gas and food. The paying periods should be fix because always late on rent cause we get paid on the 5th.	1/9/2019 12:09 PM
377	Yes I believe that if wages were higher...more on a scale of cost of living & also other employer scales. The turn around rate would be lower. Therefore employees that are still w/company would be able to spend more time with their families and taking care of there lives at home	1/9/2019 12:08 PM
378	It is very difficult to support not only myself but my child on the wages provided. I believe the work we do is worth much more then minimum wage.	1/9/2019 11:54 AM
379	I feel we are under-paid for the job position.	1/9/2019 11:53 AM
380	I feel we are under-paid for the job position.	1/9/2019 11:53 AM
381	As a single mother can not afford to support my families on this income alone. But I love to work for Arc of Riverside. I love to helped my clients, and worked hard every single day.	1/9/2019 11:53 AM
382	Even for only myself, the wage we make barely covers my monthly bills along with food and gas to come to work. I had to eventually stop taking my college classes because I could no longer afford them with the pay from this job. I love the job that I do and the thought of having to leave to a job that pays better but I do not enjoy saddens me.	1/9/2019 11:47 AM
383	No	1/9/2019 11:44 AM
384	No	1/9/2019 11:41 AM
385	As a single mother the wages we make I can barely afford my bills every month. I feel that if we did make a little bit more we would be able to live better. I don't receive food stamps or child support I have 2 daughters and barely making ends meet to pay rent and feed us. Sometimes I have to borrow just to pay a bill my light has been shut off...	1/9/2019 11:38 AM
386	We do a lot for our clients that is not recognized that is not what we are looking for. We do it because we love our clients and helping them every day. We stay because we love our clients.	1/9/2019 11:35 AM
387	We do a lot for our clients that is not recognized, that is not what we are looking for. We do it because we love our clients, and helping them every day. We stay because we love our clients. We do not stay for the pay. Most of us cannot afford to....	1/9/2019 11:33 AM
388	I am suggesting staff meetings for the team which would be very useful may once a month	1/9/2019 11:30 AM
389	I have the heart and ability to care for clients. The work can be challenging at times and for what I do the pay is not fair. I work two jobs to make a decent income and due to that, it takes time away from myself and family.	1/9/2019 11:30 AM
390	As a single mother I struggle financially because I do not make enough income in my current job being a DSP. I have to rely on another part time job and child support as well in order to pay for all of my necessities which causes to be apart from my child which has a learning disability and has just been diagnosed with a mental illness and requires to take medication and see a psychologist every week. Since I have to work often I struggle to find a babysitter to look out for my son when lam not around and to also pay for childcare since I do not make enough to support my family on my own living in California. I enjoy what I do because its beneficial to the population we serve and the community however its not enough compensation in the state of California.	1/9/2019 11:27 AM

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391	There needs to be a team building training class yearly, some supervisors do not get along. Supervisors should be included in consumer's meetings to help create accurate goals for their files.	1/9/2019 11:27 AM
392	I would like to have an opportunity to be more involved in client's meetings. I feel like us as supervisors know the clients very well and have great insight on their habits and behaviors. Teamwork training as a workshop.	1/9/2019 11:25 AM
393	are job is not just instructing we are also caregivers. i feel as our pay rate should be higher more than minimum wage we don't even get \$12.00 an hour here. Its people that work at McDonald and burger king that makes more than us and our job requires way more hans on , and physical assistance.	1/9/2019 11:20 AM
394	Higher wages for all	1/9/2019 11:17 AM
395	Higher wages	1/9/2019 11:17 AM
396	Higher wages	1/9/2019 11:16 AM
397	I need to make more money because I always struggle with my every day needs like bills, groceries, and my mortgage.	1/9/2019 11:15 AM
398	Having to work two jobs to pay my bills can get very difficult specially around holidays. I sometimes have to come to work with only a few hours to sleep because I need keep both jobs. This year was very hard because I has relaying on the extra bonus. I ended up having to work so many extra hours at my second job.	1/9/2019 11:14 AM
399	We need more money with this salary I don't even make enough to get my own apartment. Rent is too expensive.	1/9/2019 11:14 AM
400	I think the staff should be getting paid more because of what we do. We wouldn't be able to make it with only one job unless we are married or depending on your partner's salary.	1/9/2019 11:12 AM
401	I think the staff that works here do a lot for little pay so I think we should get what we deserve, please.	1/9/2019 11:11 AM
402	Giving us a higher pay can help us to have a better financial help to our family most especially to the needs of our kids.	1/9/2019 11:09 AM
403	I as a single parent with 3 kids, almost every day I'm struggling with my financially situation, and the money that I make doesn't enough. for my daily expenses, including house rent, and utility bill and etc.	1/9/2019 11:08 AM
404	I work hard but it is not enough money to live in California state because California living cost too high. Increase a wages please so we survive a life in California.	1/9/2019 11:05 AM
405	Increase our salary to meet our daily financial expenses due to higher prices.	1/9/2019 11:03 AM
406	I have been a Direct Support Profesional for the past 19 years. In this field I have learn a lot from the individuals we served, as well I have seen many individuals grow with the support of direct support professional like my self. It takes a lot to assist an individual to succeed. It is not a job like a retail store where a product is sold and you're done. In this field, we assist our individuals from beginning to end and continue to be a part of their life by teaching, assisting, and guiding them to a successful and meaningful life. The staff that work within this field need to have the heart, patience, love, desire, and willingness to work in this field. As well as knowing you will have to work a second job. When I am asked where do you work? or what field are you in? I proudly respond I am direct support professional. Having that said these people automatically believe I am earning BIG dollars, although I love what I do for a living, sadly I am not earning the BIG dollars. When you ask: Should The State Pay Direct Support Professionals Higher Wages? My answer to that is: I invite you to come to our Non-Profit Organization and tour for a day or two, see all we do and you decide wether we need an increase in wage or not. Our job speaks for its self, more than words can.	1/9/2019 11:02 AM
407	I think that the government must give us higher compensation for this kind of job. It is risky taking our beloved consumers also they have to give us higher pay because our salary can't match our needs. Everything is going high and we can't qualify for any government assistance.	1/9/2019 11:02 AM
408	Please help our organization with funds.	1/9/2019 11:02 AM
409	Raises regular for staff	1/9/2019 10:58 AM

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410	Programs like Daystar Should be better founded to be able to pay us a decent check where we only have to work one job.	1/9/2019 10:41 AM
411	we love are job. But we need to make it out in the wold with a fair paying job.	1/9/2019 10:33 AM
412	The Antelope Valley is the lowest paying area for this type of work, with the rising cost of EVERYTHING we deserve to be paid a competitive wage, for the joy, happiness and care we bring our consumers daily, out of the kindness of our hearts, its only FAIR.	1/9/2019 10:29 AM
413	I have 3 children - 1 disabled, and my wage is simply not enough to survive. Many times throughout the year I must borrow money in order to get back and forth to work in between paychecks... Starting wage @ In-N-Out is more than we get.	1/9/2019 10:28 AM
414	I have been here for 35 years and I started at five dollars and I only make eleven dollars and some cents now. I can't retire because it is not enough. We should increase every six months until we reach our cost of living.	1/9/2019 10:26 AM
415	I suggest to have an increase of \$15 an hour for next year in order to cover my necessities in life.	1/9/2019 10:21 AM
416	I suggest to have an increase every 3 or 6 months until we reach the wage of \$15 an hour.	1/9/2019 10:20 AM
417	We suggest to have an increase every 6 months until we reach the wage of \$15 an hour.	1/9/2019 10:19 AM
418	none	1/9/2019 10:18 AM
419	My daughter and myself live with my mother as I do not make enough to live in a two bedroom apartment and get by. I was left half of a house but can't afford to live in it. We use the rental income to get by. It is hard for us to find new employees and keep them due to the wages and cost of living in the bay area.	1/9/2019 10:16 AM
420	I raised 6 children on low income and county assistance. Now that my children are grown, I still do not have the income needed to be off of housing assistance nor pay for the remaining tuition it takes to complete the one class I need for my BA degree. The student loan I have is about to go into default.	1/9/2019 10:13 AM
421	N/A	1/9/2019 10:12 AM
422	I've been with this employer for just under 5 years but have worked with the disabled population for 10 + years. This is work that I love, but it is disheartening to struggle financially and have to supplement my income from outside sources to give my family the life they deserve. I shouldn't be working 65 hours a week and taking away precious time from my children just to decently provide for them. A wage increase is much needed and would be greatly appreciated. Thank you.	1/9/2019 10:10 AM
423	NO	1/9/2019 10:09 AM
424	Providing Life Care to people with disability is a rewarding job, it is not a job that everyone could do. But completely essential to the individuals who need our service. From my experience workers in our field are not paid enough to live off our own wages by ourselves. Workers in our industry have very challenging duties. Many of our clients need help with more than just physical needs. They also require emotional and mental support. We the workers experience extremes of these individuals who we assist. Such as mental break downs, aggression and instability. This not do to us the workers not helping our clients enough. But do to them dealing with their disabilities and how it affects their daily living making it difficult to do many simple essential activities for living. Experiencing all these emotional and physical needs our clients have can burn workers out. Because our job requires us to put on many hats, meaning that I'm not just a life guide/care giver, Im also an impromptu therapist, nurse, friend, role model, dietitian and many other roles. The amount of work and responsibilities we have as life guides/ care givers does not match the amount we are paid. We are taking care of another human being but still not paid enough to take care of ourselves.	1/9/2019 10:08 AM
425	I have been working in this field a long time and with the same agency, my pay rate has not gone up in accordance with livable wages in the bay area. The agency I work for has had to increase beginners pay rates to attract new staff but those of us who have worked here along time have not gotten equitable pay raises. I've worked for my agency 13 years and only make \$2.80 more than new employees.	1/9/2019 10:08 AM
426	NO	1/9/2019 10:06 AM

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427	My starting wage per hour @ the Arc in 2002 was \$10.49. In 2018 I make \$12.00 per hour. I have cerebral palsy & therefore a lifetime of experience with living with a disability. It is difficult to find other employment in this county and I do not want to live elsewhere. Assisting other people with disabilities requires much more than just babysitting. I would be willing to advocate for higher wages & accept questions in person.	1/9/2019 10:06 AM
428	It's not easy to get by on this much income and it's difficult to find an affordable place to rent (apartment or house).	1/9/2019 10:03 AM
429	This is such a great job. Unfortunately, to take care of people with disabilities it pays so little. It will be highly appreciated to be able to earn more for all the work we do.	1/9/2019 9:56 AM
430	I know this the people I work for and with are such hard working dedicated people who care so much for the clients they have and for the company also.	1/9/2019 9:54 AM
431	Any additional funds would be very helpful for the employees of this great organization.	1/9/2019 9:51 AM
432	Yes	1/9/2019 9:49 AM
433	I feel my position is extremely underpaid. We deal with many outbursts which can effect our personal health due to a stress-related job.	1/9/2019 9:48 AM
434	Working as a support worker is like working as a social service worker without the pay.	1/9/2019 9:44 AM
435	I live with my adult daughter and her disabled husband and 2 grandchildren. If not for their help and support financially, I would need to work a second job or have other live-in help financially to maintain the expenses of buying and living in my home. By living together, we support each other financially.	1/9/2019 9:42 AM
436	Simply put, I don't consider my earnings or compensation a true living wage in California. High taxes and living expenses makes our earnings inadequate.	1/9/2019 9:40 AM
437	With the fire in Paradise housing has gone up. Need to keep up in my situation.	1/9/2019 9:38 AM
438	As a DSP I believe that our line of work is underpaid. DSP's are very important to the population we serve. We help with daily living activities, delicate(?) behaviors, feedings, brief changes, help build the self-esteem to advocate for themselves and so many more. I encourage anyone reading these sentences to come out and spend a day with us. I hope this helps with the decision to a higher compensation. Thank you for your time.	1/9/2019 9:35 AM
439	I fell like sometimes they waste money on small unnecessary things instead of saving the little we they receive for a raise or bonus. I understand that it is a non profit but we don't make money as it is.	1/9/2019 9:27 AM
440	I am making just above minimum wage with a bachelors and a student loan debt of 50,000. I have three children and pay for children out of pocket. These job have high turnover because it doesn't pay enough for anyone to live on.	1/9/2019 9:18 AM
441	I work 3 jobs to make ends meet and pay off my car loans, student loans, medical bills. Any increase would make a huge difference. Thank you.	1/9/2019 9:17 AM
442	NONE	1/9/2019 9:07 AM
443	I feel as if our population doe not matter when it comes to financial support. We have a high turn around rates due to the low wages and overworked staff. As a result, our clients do not receive the proper and consistent support they deserve.	1/9/2019 8:51 AM
444	JOB CAN BE DIFFICULT AND STRESSFUL DEPENDING ON THE LEVEL OF DISABILITY.	1/9/2019 8:44 AM
445	I am a life skill coach primarily and in the job we do a lot of coaching, teaching, and assistance with the diasable so that they can be more independent. It's a lot of hard work and requires 100% focus and attention towards them. On top of that we are required to write up lesson plans for the clubs they will be taking with us. It can be very time consuming doing that and not getting paid for the time usually. We are taking care of them throughout the day for very little compensation.	1/9/2019 8:20 AM
446	N/a	1/9/2019 8:08 AM
447	The company provides classes that help the students with life skills so they can be more independent.	1/9/2019 7:46 AM
448	To get a better pay	1/9/2019 7:20 AM

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449	My current wage does not provide me enough money to pay my rent and purchase groceries. I currently work two additional jobs so that I may keep a roof over my head.	1/9/2019 7:01 AM
450	I trueque do enjoy the direct survice I provide to my current client but the pay is very poor. Do to the poor pay I have an additional job to pay for the basic needs. An increase of pay will definitely help.	1/9/2019 3:26 AM
451	Yes, any compensation helps. We work very hard providing care to the people we support. I feel like there would be more people helping if the pay was higher with medical benefits.	1/9/2019 2:21 AM
452	As a Dsp we provide great service to diasable adults and children but we need better paid it is hard work .	1/9/2019 1:55 AM
453	I currently live on a budget of \$300 a month total for gas and food expenses every month just to balance out my budget. With this pay rate, it's pretty hard to get around especially with the rising cost of everything in the bay area	1/9/2019 12:43 AM
454	I make little more than minimum wage. We are living paycheck to paycheck.	1/9/2019 12:33 AM
455	As a direct service provider working in the disabled community, my clients can be challenging and wonderful all at the same time. When I started this work years ago I came home each night emotionally and physically drained. A position like this requires special qualities like perseverance, adaptability, great patience and some spontaneity. In addition to this DSP's also need to be well organized. The ability to be well-organized AND spontaneous is an interesting combination, but we do it because we love what we do. Often, times I find myself working off the clock finishing up things we had to break away from due to maladaptive behavior, resistance or a physical issue. Success is slow going, but seeing my clients smile after succeeding at something new is a great reward. It takes a special person to do this job well, and when agencies find them they want to keep them. But no matter how wonderful our clients smiles are, we have to acknowledge that those smiles won't pay the bills.	1/8/2019 11:21 PM
456	No	1/8/2019 10:25 PM
457	We deserve to make a living wage. I know so many co-workers that are adults (myself included) and live with their parents. A lot also are Lyft/Uber drivers. After a full 40 hour work week I want to spend my weekend relaxing, not driving all night with Lyft just to be able to afford my car payments. About 1/3 of the clients that I support make more money than me. We're not looking to get rich. We just want to be able to help people and help our communities and live comfortably. It's very ironic that we support our clients in living on their own when so many of us can't afford to do it ourselves.	1/8/2019 10:17 PM
458	Working for people with disabilities is a very rewarding experience for me.	1/8/2019 9:27 PM
459	N/A	1/8/2019 9:23 PM
460	Common sense	1/8/2019 8:39 PM
461	The compensation should be much higher than it is. Living costs are increasing rapidly without wages being adjusted properly for our sector.	1/8/2019 8:35 PM
462	I have always had to work two jobs or a lot of overtime in this profession to make ends meet. I have a very poor quality of life on this income and I have very little personal time or work-life separation.	1/8/2019 8:34 PM
463	No	1/8/2019 7:39 PM
464	I have worked 19 years in the field of supporting adult, children's and disable adult	1/8/2019 7:28 PM
465	On different levels we are caregivers, we are teachers, we are friends, we are supervisors, and we are a support system to adults with disabilities. In order to coach different clubs we become chefs, craftsmen, athletic trainers, and so much more. We do multiple different jobs and play many different roles throughout the day. This is a difficult job, it's tiring and our efforts often go unrecognized. Many people don't even know what this kind of job is and what working with our clients is like. It's hard, but it's a job we love to do because every success and every little victory is a joy and a reward. Still, we can't pay our bills and we can't buy our groceries with those little victories. We want to continue doing this work and helping this community; but, in order to do that this needs to be a job that we can make a living at.	1/8/2019 7:20 PM
466	Higher wages. What we provide to individuals is important and direct support professionals are vital to these individuals' lives	1/8/2019 7:06 PM
467	No	1/8/2019 6:05 PM

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468	Compensation does not match the level of professionalism, care and work required to adequately serve individuals with disabilities.	1/8/2019 5:42 PM
469	N/a	1/8/2019 5:39 PM
470	This field needs to be better funded so the workers feel more valued and stay longer. Higher retention would lead to better quality support for our clients.	1/8/2019 5:22 PM
471	I believe we are underpaid and unappreciated	1/8/2019 5:16 PM
472	The compensation and number of allotted hours is simply not enough to care for these children and adults to be sure they are getting what they need to function in this society	1/8/2019 5:15 PM
473	I work a 40 hour week and my income is the exact same amount of money as my rent..it feels sad that my work is important to so many people but i am not getting bye	1/8/2019 5:14 PM
474	No	1/8/2019 5:13 PM
475	The turn around in this job is high. clients get a disservice because people are constantly changing, leaving after a year of service. If we had a higher wages, we'd have a better reason to stay.	1/8/2019 4:59 PM
476	This is a very challenging job with little pay. Higher compensation would reflect the difficulty of the job.	1/8/2019 4:57 PM
477	My suggestion is to raise the pay wage to \$20.00 an hour. Caregivers need to make a livable wage to support their families.	1/8/2019 4:29 PM
478	I think it is unreasonable that the state can avoid paying city minimum wage through IHSS, this seems to skirt the law and makes it very difficult for us to find providers willing to take such a low wage.	1/8/2019 4:26 PM
479	If new hires are aiming for or already have a college degree, they usually only last here a number of weeks or maybe a couple of months before they move on to better paying jobs. So, finding good quality instructors is always a challenge. For instructors who have car problems, its difficult to continue the job. For me, I'm paying back student loans, home loans and car loans and have had car problems & problems with each major home appliance, which has made staying employed her as a difficult choice.	1/8/2019 4:24 PM
480	I travel 30 miles outside my city to work for a company that pays a little over minimum wage, \$13.25 and I also work part time retail job. Total work week is between 54hrs and 60 plus hours to be able to make a living wage in Orange County.	1/8/2019 4:23 PM
481	This job needs to pay me for all the stuff we have to deal with. This job can be difficult and not just any person can do it.	1/8/2019 4:17 PM
482	In order to provide a life for my child, I have had to resort to credit cards in order to purchase food, clothes and pay for unexpected expenses through out the years. My job is my primary source of income and it pays my bills but times get rough and my family lives pay check to pay check which gives a lot of stress.	1/8/2019 4:15 PM
483	I would like to suggest that they caregivers should get paid at least \$15 to start. They spend most of their time with clients that really depend on them treating them with respect and dignity. The person receiving care also will get a better quality of care. Fast food workers are getting better pay then most of the caregivers and that's just unfortunate.	1/8/2019 4:12 PM
484	I am in an unhappy relationship and a big reason why is financial. I, as a full time working student/mom cannot make it alone. Please understand it is the majority of people that struggle with money. My hopes are one day is to be a strong independent woman.	1/8/2019 4:07 PM
485	I have a sister who is disabled and benefits would be a perfect asset. Dealing with family members/conservators who are disabled can be challenging at times.	1/8/2019 4:02 PM
486	As the mother of 3 special needs children, I know first-hand how important it is to find quality care givers. As the Regional Manager Assistant at a government funded direct care agency, I see how challenging it is to hire quality staff at current government funded rates of pay. This is especially challenging where I live; the California Bay Area where the tech industry dominates the job market and the cost of living is exceptionally higher than the national average. Direct caregivers are more than employees, they become a lifeline and often the greatest source of comfort for those in need and their families. Those with genuine compassion to help and serve the often alienated disabled population deserve higher compensation. And the disabled population deserve quality care.	1/8/2019 3:57 PM

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487	We as direct support staff work really hard for low pay. I enjoy and love what I do. But I really think we deserve a better pay to help out our population.	1/8/2019 3:54 PM
488	I am honored to assist our population as it is growing. I also feel we as LSC, should be compensated and not be overlooked. Organizations such as ours allow individuals with intellectual and developmental disabilities reach their goals and continue striving in life.	1/8/2019 3:51 PM
489	The cost of housing is rising so high and the pay is not, I am considering moving out of state just to survive.	1/8/2019 3:49 PM
490	Direct support staff work exceptionally hard day in and day out. We go home mentally drained and hurting backs everyday. I tell my children to do something better with their lives because working so hard, for such low pay, is no way to live. The truth is that I love what I do and the people that I serve. I just wish the business of providing care to others compensated more for all the hard work put in.	1/8/2019 3:49 PM
491	I am aware that staff here have a very difficult time on the current salaries provided, and many do have to work 2nd jobs to make a living in this county.	1/8/2019 3:44 PM
492	It would help us if we would get paid more so we would not have to live paycheck to paycheck and have 2 jobs. We would not have to have 2 jobs and be tired.	1/8/2019 3:43 PM
493	An increase in pay would really be beneficial to my family of 6. It is very hard to afford to support everyone with a \$12/hr pay rate.	1/8/2019 3:42 PM
494	The amount of work we do and the risks to our well being is worth more. Living check to check. We get by but sometimes barely or the credit cards come out. Especially in school days are 14 hours long.	1/8/2019 3:40 PM
495	We should receive a raise because California has become very expensive to live and afford for daily necessities. Everything has went up but not the pay.	1/8/2019 3:38 PM
496	I work two jobs in the same field and still hard times.	1/8/2019 3:32 PM
497	It is really hard to support a family not making enough money to support your kids and pay rent, bills etc.	1/8/2019 3:29 PM
498	I rely heavily on outside self employment due to the fact that this job does not pay enough to survive. I only work 3 days but even if I were to work 40 hours a week & earn an estimated \$1600 net pay, how am I supposed to pay my rent or mortgage that is \$1400 or more? People also have car payments & health care cost. Take all of the above & then some more into consideration.	1/8/2019 3:27 PM
499	I have to work 2 jobs to make ends meet as a Single Mother.	1/8/2019 3:26 PM
500	I have been at my job 17 years and it make what a lot of people start other jobs at today. I stay doing what I do because I enjoy working with the clientele we serve at . It is a rewarding job, just not when it comes to the money we make so please consider upping the amount of money given to the service providers.	1/8/2019 3:25 PM
501	Working one job as a disability service provider still left me unable to pay my bills. I even received all government assistance - food stamps, section 8. Now I have to work 2 jobs which doesn't allow me to see my kids as much. My second job is also as a disability service provider. Rents are up, food is up. We are very under paid and it's sad because I love the service.	1/8/2019 3:20 PM
502	Extra compensation will provide an opportunity to invest in health and wellness. Caring for mind, body & soul. Strength to carry on the works bestowed upon me as a man of the most high. Invest in your people, to thrive on in the lord.	1/8/2019 3:17 PM
503	Working with the disabled can be very taxing and I believe staff should be paid appropriately	1/8/2019 3:17 PM
504	As a direct care staff, we take care of real people's lives, invest in their health and build caring relationships with them and their families. As staff, we make sure their life needs get met like housing, doctor appts, bills, family (kids) and just general needs. Yet we get paid like we work drive though at McDonalds. The way me as staff take care of our individuals, I wish we as staff are taken care of the same in return.	1/8/2019 3:15 PM
505	I cannot afford to live independently off of my current wages	1/8/2019 3:10 PM
506	I like my job and enjoy what I do but there are times where I feel like my pay rate should be higher	1/8/2019 3:07 PM
507	Please give us more money \$	1/8/2019 3:01 PM

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508	It is a struggle as an HR person to try and recruit and hire people in a high cost area and pay minimum wage when the Regional Center/State are only paying us the state minimum. The local county mandates a higher minimum wage so we continue to operate at a loss and may have to scale back services.	1/8/2019 2:57 PM
509	If I could just make ends meet..	1/8/2019 2:56 PM
510	Don't get paid enough for the work we do.	1/8/2019 2:55 PM
511	This line of work is very rewarding, but not credited enough!	1/8/2019 2:54 PM
512	I feel that we don't get paid what we should (enough) for our job/duties we do on a daily basis.	1/8/2019 2:53 PM
513	Due to the field of work I do, I feel like we deserve more money per hour. Thank you!	1/8/2019 2:51 PM
514	It has been struggle keeping staff aboard do the wages, and not enough pay to support a families.	1/8/2019 2:49 PM
515	It takes a lot of compassion, patience and love to work with and for the field of work. As minimum wage is increasing so is the cost of living, making it harder to continue working in this field at such low wages. It scares me to think of leaving this job to be a waitress because it pays more. If this is a possibility, who or will there be anyone to work in this field if wages do not increase.	1/8/2019 2:48 PM
516	This job should be earning a living wage. Most of us rely on partners and/or second or third jobs or other assistance to make ends meet. We should not have to be living from paycheck to paycheck with barely to no monetary savings plan for our senior years, and with no retirement plan, its going to be a scary road.	1/8/2019 2:47 PM
517	Due to the raise of minimum wage and the rising cost of living in my county it is becoming difficult to rely on this one income alone. Our staffs hourly wage could really benefit by going up even a dollar or two.	1/8/2019 2:44 PM
518	I feel that I work because I love what I do. Not a paycheck, but I do need a living wage. The cost of Living has increased dramatically. I would to stay in California.	1/8/2019 2:42 PM
519	our clients make more than some of our staff.	1/8/2019 2:27 PM
520	I work very hard and absolutely love what I do. Working with the special needs community is my passion (I have a brother that is learning disabled). I went to college and received my degrees, yet working with this job I hardly get paid above minimum wage. There is no way I would be able to survive on this job alone. If it weren't for my free lance side job and for my husband (mainly my husband), I would not be able to live where I do, nor anywhere else really. Prices on living expensises keep going up, yet our pay has not.	1/8/2019 2:15 PM
521	HIGHER WAGES	1/8/2019 2:01 PM
522	I had the privilege of starting as a DSP in this field I feel the struggles our DSP's go through day in and day out trying to make ends meet but not willing to leave the field because they know that the individuals that we serve truly need our assistance. We do what we need to do to make them feel part of the community and as a person. Specially those DSP's that work with individuals with behavior challenges in Community Settings. It requires a special person to do the job getting paid minimum wage again struggling to sustain their families.	1/8/2019 2:01 PM
523	MORE SICK TIME HOURS	1/8/2019 1:58 PM
524	While the work is incredibly rewarding due to the relationships formed with the residents, there is a significant financial challenge. Due to limited funds staff well intentioned, good hearted staff have to leave in order to get a higher paying job elsewhere. This impacts the residents so significantly. Residents get numb to the hurt that their beloved staff have to leave and they have to get used to a new caregiver. Our residents have such innocent and beautiful hearts and the government needs to recognize this and show that the developmentally disabled population matters by providing more funding.	1/8/2019 1:56 PM
525	HIGHER WAGES	1/8/2019 1:52 PM
526	N/A	1/8/2019 1:50 PM
527	HIGHER WAGES,MORE VACATION,MORE SICK PAY	1/8/2019 1:46 PM
528	HIGHER WAGES	1/8/2019 1:44 PM
529	HIGHER WAGES MORE SICK LEAVE MORE HOLIDAYS AND MORE VACATIONS	1/8/2019 1:42 PM
530	INCREASE PAY RATE, REQUIRE MORE VACATION DAYS.	1/8/2019 1:39 PM

Should The State Pay Direct Support Professionals Higher Wages? Please take five minutes to complete this important anonymous survey that will help us better understand our workforce as you provide critical support to people with disabilities.

531	no	1/8/2019 1:36 PM
532	WE NEED MORE FUND/RAISE MORE SICK LEAVES AND VACATIONS	1/8/2019 1:34 PM
533	WE NEED MORE FUND/RAISE MORE SICK LEAVES AND VACATIONS	1/8/2019 1:32 PM
534	Increase more money due Bay Area living too expensive	1/8/2019 1:22 PM
535	NO	1/8/2019 1:12 PM
536	There is a significant need to pay direct service employees a higher wage as they are providing services that are requiring high levels of education, support and competency. This is very necessary for the ongoing ability to fill cases and provide direct services to clients who greatly need it	1/8/2019 1:06 PM
537	N/A	1/8/2019 12:42 PM
538	It's important work—working with people in all aspects of their life including end of life issues and families—and as our new governor concurs, ought no longer to be treated as unimportant. We need to take care of all people in California	1/8/2019 12:30 PM
539	Working with people with disabilities take a special person.I call it "gods work" I feel that the job should be paid a favorable amount due to the high cost of living in San Diego	1/8/2019 12:25 PM
540	Yes, I do believe we're slightly underpaid for this area; for example a lot of places have starting pay of \$19 p/h. I often struggle with paying all of my bills each month and for someone who works around 50 hours a week it shouldn't be this difficult.	1/8/2019 12:17 PM
541	everything helps...direct care is where the service happens, and if care givers are supported it transfers to the person served.	1/8/2019 12:14 PM
542	everything helps...direct care is where the service happens, and if care givers are supported it transfers to the person served.	1/8/2019 12:14 PM
543	I love my job but I wish I would get paid more so I'm not worried about if I made enough for my bills	1/8/2019 12:05 PM
544	fair benefits to everyone regardless of ethnic group	1/8/2019 12:04 PM
545	I am a direct care to the people with disabilities. we need funds to continue taking care of them and buy their foods in order to sustain good living. good place to live in, and clean environment. and live happy.	1/8/2019 11:54 AM
546	continue to serve and give quality service to the PWD and be part of the community.	1/8/2019 11:54 AM
547	No	1/8/2019 11:52 AM
548	I love taking care of all persons with disabilities. They all have showed me how much they are capable of and how much they understand and how they are able to communicate with others. I came to an understanding of love and compassion for them being disabled and we are they're advocates. We are their ears, eyes, feet. I continue to enjoy sharing these beautiful moments with them and helping them grow independently. I do hold them dear to my heart as my family. I am so humbled by their kind hearts and tremendous amount of love they have for their own staff who takes care of them everyday.	1/8/2019 11:48 AM
549	the work DSPs do is invaluable, they make positive impacts on individual lives on a daily basis	1/8/2019 11:42 AM
550	Individuals with developmental disabilities require 24 hour round the clock care which at times can become challenging to care givers who sacrifice their time and lives to be able to provide them with quality care because it isn't always about the money but with the cost of living and rising economic changes i feel its important that the people who care for these individuals be compensated to remain able to survive in this economy and are not being forced to seek higher paying jobs.	1/8/2019 11:36 AM
551	nothing	1/8/2019 11:36 AM
552	I have taken loans to pay off rent and other bills as the rent and gas went up. Groceries are only paid with a credit card. Although I work my 40 hours a week. 6 days every week. It's not enough to get by. Especially living in San Diego, CA.	1/8/2019 11:30 AM
553	There are so many things I could add. When you look back at how things were and how much they improved over the hears. ZThis would not have bene possible with out the diligent work of DSP's. who put the hearts and souls into improving the lifes of all the people they work for.	1/8/2019 11:29 AM
554	More funding for clients with disabilities	1/8/2019 11:25 AM

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555	more funding	1/8/2019 11:22 AM
556	we need raise please thanks	1/8/2019 11:22 AM
557	I need a raise really really bad	1/8/2019 11:19 AM
558	N/A	1/8/2019 11:19 AM
559	Placer	1/8/2019 11:15 AM
560	I feel our position as a care providers are very important	1/8/2019 11:11 AM
561	Yes,people with disabilities needs funds to support their every day living.	1/8/2019 11:10 AM
562	More Pay please, we use our own gas, cars, Lunch (sometimes) All for our clients	1/8/2019 11:07 AM
563	I feel that the government should provide more help to schools and houses financially since developmental programs tend to need more assistance since they require constant care and higher wages to get more people to work as well as more support to fund the necessities that people with disabilities require to both happily and effectively	1/8/2019 11:07 AM
564	DSPS are responsible for the safety and care of individuals with disabilities many of us put our heart and soul into helping them have a better quality of life. Many of us also work 2nd jobs to compensate our income.	1/8/2019 11:06 AM
565	no	1/8/2019 11:05 AM
566	The ARC offered me a competitibe wage when I was hired. I want to see this continue as well as the excellent benefits. The cost of living has increased in many ways; in order to maintain our quliaty of life and service I suggest maintaining competitive wages and allowing employees to receive benefits and no extra cost to them	1/8/2019 11:01 AM
567	Lifting and changing heavy residents is hard work.	1/8/2019 10:59 AM
568	we need more funds to support people with disabilities to provide a better life for them	1/8/2019 10:54 AM
569	There should be special provisions made for workers living in home more than 70 hours per week with regards to federal and state taxes.	1/8/2019 10:53 AM
570	I work and support direct to the people with disabilities. People with disabilities needs funds to explore more to excel and give them a chance to be equal to others not only in one place.	1/8/2019 10:51 AM
571	I work and support direct to the people with disabilities. People with disabilities needs funds to explore more to excel and give them a chance to be equal to others not only in one place.	1/8/2019 10:51 AM
572	I work and support direct to the people with disabilities. People with disabilities needs funds to explore more to excel and give them a chance to be equal to others not only in one place.	1/8/2019 10:50 AM
573	N/A	1/8/2019 10:48 AM
574	N/A	1/8/2019 10:46 AM
575	no everything is fine	1/8/2019 10:44 AM
576	Looking back at wqhere I have come from, I know that I am extremely lucky to be at The Arc, and it is an opportunity I don't take for granted.I remember the times I had to sleep in my car, thinking about how I couldn't wait for winter to end so my slipped discs wouldn't hurt as bad. I remember the tough times dealing with insurance not approving medications and having to go through withdrawals from morphine while I awaited insurance to approve multiple back surgeries to correct my spine. So many thing could have prevented me from being where I am today opioid addiction, lack of mobility and mobility and motivation to live, for instance, but with the support of family, friends and strangers I have persevered through recovery and now battle midterms and finals in stead of cold sweats and withdraws As I started my career at The Arc, I knew I needed to also go back to school, major in a field that would provide me with the mean to take care of myself. Computer engineering became my major. Know that no matter what would happen with my disc Disease I would never have to seal with housing, food and medical care insecurities again. As I look forward in time I feel this overwhelming drive to do as well as I can, learn as much as I can, and to not let any of the support or opportunities I have received to go wasted. Becoming a permanenetly disabled worker in my twenties has limited my opportunities, closed doors, and given me the perspective that I should make the most our of this time and whatever opportunities come my way. My short term goals are to complete my Bachelors after earning my Associates degree from ARC, exhibit working at The Arc.	1/8/2019 10:43 AM

Should I be Paid Direct Support Professionals Higher Wages? Please take five minutes to complete this important anonymous survey that will help us better understand our workforce as you provide critical support to people with disabilities.

577	none	1/8/2019 10:38 AM
578	6 years straight working with disability people is a great and overwhelming job, However their are more opportunities to compensate outside and they need funding such us: Mostly of our clients can help out regular people such movie tickets. so If they are got that position in ticket area of job. Our clients can have compensate. But I recommend for funding of their fare	1/8/2019 10:38 AM
579	6 years straight working with disability people is a great and overwhelming job, However their are more opportunities to compensate outside and they need funding such us: Mostly of our clients can help out regular people such movie tickets. so If they are got that position in ticket area of job. Our clients can have compensate. But I recommend for funding of their fare	1/8/2019 10:37 AM
580	We need more hourly wages. The cost of living in the bay area let alone, Alameda County is not realistic with the wages we make. Not all households have 2 incomes to support families. Some families are living off one income without a choice. We are tired of living paycheck to paycheck and dollar to dollar. I am afraid of taking medical days off because every dollar counts. I feel I can't take the time I need or that is required for health and/or family due to the lack of hourly wage. It makes it difficult to save, even when only paying the bare necessities. Please help us continue to serve our people that we serve, making it so we are not afraid to take care of our own mental/ physical health. Thank you.	1/8/2019 10:23 AM
581	Workers in this profession work the hardest and get paid the least amount of wages. Some barely above the minimum wage.	1/8/2019 10:22 AM
582	Staff at the ARC Placer County work with clients to teach proper technique in all of our classes to stimulate & enhance each individual to the highest level Staff goes above & beyond to broaden our clients horizons & provide the best possible experiences, positive reinforcements for artistic ability. This requires patience, understand & working together to achieve high quality pieces that will make our clients proud to display as the own DSP's meet all aspects of clients with disabilities and deserve the be compensated at a level that reflects appreciate for the hard work we do.	1/8/2019 10:20 AM
583	Being the main financial responsibility in my household, the hourly wages are unrealistic. I feel I couldn't take the time I needed to spend with my late husband, due to finances. Even working a full week is not enough to pay minimal finances and have something left over. It makes it hard to take as much time that is needed for mental physical healing with the lack of hourly wages we make. Please, we need more money in order to survive in the bay area. I am alone now and I need more money.	1/8/2019 10:17 AM
584	none	1/8/2019 10:14 AM
585	We should be paid more for what we do. The cost of living is too high which causes people to have 3 jobs and that is hard on us. Without 2 jobs it is hard to survive. With what we do we don't make enough.	1/8/2019 10:13 AM
586	Additionally, I rely on Social Security and half of my Ex-Husbands retirement, in order it make it through the month. living on my Salary would not be possible. I only make 12.60 an hour and no raise in sight.	1/8/2019 10:12 AM
587	*more pay *more hours *retirement *support *sick leave *more vacation	1/8/2019 10:10 AM
588	1. higher pay 2. Retirement 3. Support 4. More Vacation	1/8/2019 10:09 AM
589	I feel increased wages in this field would help not only the organization but the people we serve as well. Every day it gets harder to find and hold on to good employees due to low wages. I know I myself should move on to a better paying job but I really enjoy working with clients, makes it really hard to leave. Currently, if it wasn't for my father living with me and helping out with paying rent and bills I'm not sure I would still have a roof over my head. Retirement is also something I'm not looking forward to as I haven't been able to save for it with such low wages and living expenses.	1/8/2019 10:07 AM
590	In California the Burden of "high housing" costs and taxes falls especially hard on the lowest-paid workers.	1/8/2019 10:06 AM
591	We cannot afford to pay wages for well educated applicant to want to work as DSP's or at least not to stay longer that a year. So we have high rate of turn over with staff as well as a lack of educational background that would serve our clientele better.	1/8/2019 10:03 AM
592	*more support *higher pay *retirement plan	1/8/2019 10:02 AM
593	I'm over 65 and my wife is also, but we need to keep working because we cannot quit because we don't make enough money to get paid by one check. She only works part-time we can't live on social security because our wages are too low and have been for a long time.	1/8/2019 10:01 AM

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594	Tough Job that requires toileting and lots of patience. It would be nice to be compensated for our hard work	1/8/2019 10:01 AM
595	I receive Social Security & VA benefits (husband deceased) + without those supplements, I couldn't afford to work here. My daughter & her two sons live with me.	1/8/2019 9:59 AM
596	I could not work here if my partner did not have a 6 figure a year job.	1/8/2019 9:57 AM
597	Our wages are unrealistic for living in the Bay Area. When landlords look at our wages we don't get approved bk of wages. My husband and I are living w/ family w/ our son and he lost his job so we are living off my wages currently and there's no way to save w/ living penny to penny, paycheck to paycheck. I need to take time off sometimes b/c my son has medical conditions that require me to take time off. I can't comfortably take required amounts of time off due to lack of wages even w/ sick time. We deserve to make more, and wages are more than likely why we are understaffed, causing us to work harder for less. I pay \$600 per month in childcare and don't qualify for free childcare. I can't save for leisure with this pay and it's not realistic or fair.	1/8/2019 9:57 AM
598	I am one of many over-qualified people working this job because it's such an important and soulful work. In a perfect world, we need to be paid living wage!	1/8/2019 9:56 AM
599	Individuals with developmental disabilities are one of the most vulnerable populations around and therefore require our full support. However, the job can be stressful and does not pay well and thus have to rely on outside paid employment.	1/8/2019 9:55 AM
600	Shared housing. Work 3 jobs. No life to make ends meet as a single parent.	1/8/2019 9:51 AM
601	N/A	1/8/2019 9:49 AM
602	We most def need more pay	1/8/2019 9:49 AM
603	I think that we should get paid a little more because we work with people that have disabilities and it's like a CNA job position almost. I think we should be more compensated.	1/8/2019 9:43 AM
604	MORE WAGES FOR STAFF	1/8/2019 9:42 AM
605	Workers are most definitely underpaid for all the work done. If no extra raises can be given I suggest providing assistance to further help employees receive classes to become CNA's	1/8/2019 9:41 AM
606	Pay raise	1/8/2019 9:37 AM
607	I work about 60 hours a week and still struggle.	1/8/2019 9:36 AM
608	For me as a single mother, I struggle a lot with the salary we are given. Also DSP's work more than what we are paid to do. I love my job but it's very hard to survive with this pay salary. A lot of single moms/ and also other coworkers have left the position of a DSP job. I feel like the clients are also effected in this.	1/8/2019 9:34 AM
609	No	1/8/2019 9:31 AM
610	Pay needs to be more	1/8/2019 9:30 AM
611	No	1/8/2019 9:29 AM
612	Compensation should be commensurate with experience and knowledge	1/8/2019 9:29 AM
613	We work just as hard as nurses. We should get paid like they do. We provide a lot of services.	1/8/2019 9:28 AM
614	I collect Social Security benefits & use this for paying my rent and also I use my job income add more to pay my rent. I'm hoping to have a raise in my pay.	1/8/2019 9:26 AM
615	This is not an easy job. We have individuals who cannot help themselves lives in our hands as we help them thrive.	1/8/2019 9:22 AM
616	15.00 hr.	1/8/2019 9:21 AM
617	No	1/8/2019 9:17 AM
618	Increased wage for the type of hard work we provide.	1/8/2019 9:05 AM
619	I really enjoy this job and it is very fulfilling	1/8/2019 9:01 AM
620	When my husband and were both dsp's we both had to work 2 jobs to make ends meet. My husband had to completely change his career for us to be able to get ahead financially and provide for our 2 kids.	1/8/2019 8:54 AM

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621	The increase in funding will help many agencies with their support for adults with disabilities. We are living in a world where needs can change in an instant. With that agencies all over need as much support and compensation as possible to be effective. I personally may of only worked for my organization for less than a year. However I have other personal experience regarding family, and family friends who have disabilities. Some of the time they end up struggling for the right amount of support. All in all with an increase in funding we can all support all of our clients success along with overall happiness.	1/8/2019 8:54 AM
622	An attorney friend of mine once said that I could tell how important my job is to the community because the really important work was always underpaid.	1/8/2019 8:52 AM
623	N/A	1/8/2019 8:52 AM
624	I feel that with direct care with people disabilities is challenging and require a lot of work. There are office jobs that I have considered because it pays more but I wouldn't leave a job that I love doing just because of the wage. I still consider leaving direct care due to the pay because in the end I am suffering trying to make ends meet with working up to two side jobs in addition to my full-time job. A babysitter typically makes \$20+ an hour for one child and I am getting paid close to \$18 for a group of five people. I've seen the turnover rate at my job increase due to the pay. It is not enough for what we do.	1/8/2019 8:38 AM
625	N/A	1/8/2019 8:36 AM
626	No	1/8/2019 8:28 AM
627	My friendly and professional suggestion, would be a longer holiday paid break for Thanksgiving, Christmas and New Years please?. We are educational based and work closely with our adult participants and should have the same opportunity as schools for their holiday schedule. I am grateful we have those couple days, but we could use that extra time off.	1/8/2019 8:20 AM
628	I depend on yearly raises and compensation for mileage to help meet my needs. I am 74 years old and still working.	1/8/2019 8:10 AM
629	since I lost my husband due to cancer, is difficult to support a Family for a single mother in Santa Barbara, I been working for this organization for over 21year and I have not get a rise for half of that time due to government cuts.	1/8/2019 7:55 AM
630	Always underpaid since working 28 years in this field	1/8/2019 6:19 AM
631	I would like to start off by saying Im a mom. And im doing this survey on my phone so Ill be brief. Basically caregiving is essential in life itself. We grow old and sometimes we also need someone to care for us. But not just when we are old, women often experience having children. And know how important it is to value Caregiving because we do it every day. I myself understand what its like to care for a human being, being responsible for them, 24/7. How important it is in their life to experience a mothers love and care also. By increasing pay, our caregivers, have a more stable chance to getting to work. To come to work prepared. Educated, and ready.	1/8/2019 12:07 AM
632	Being a DSP is extremely rewarding but I truly believe that the importance of our position is overlooked and underestimated. It takes a special empathetic individual to work in our field and it is unfortunate that some of us have to work additional hours after dedicating a full week to make ends meet financially.	1/7/2019 11:56 PM
633	No	1/7/2019 11:45 PM
634	I feed the person that I support and change her diaper, she is nonverbal and she has no control over her body, I do everything for her!	1/7/2019 11:44 PM
635	Trainings on disability related information and how to provide care to disabled people that is rooted in ethics and morals.	1/7/2019 11:41 PM
636	Provide trainings to staff about disabilities and how to provide care rooted in morals and ethics for disabled people.	1/7/2019 11:38 PM

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637	When I first started in this field (1999), the pay matched the demand. Nowadays, you have to have at least 2 jobs just to make ends meet. I got into this field for the passion, to assist, model and provide assistance with whatever need what needed. Some of us are not here just for the money, were here to make a difference. Than you have some that make your days harder by slacking due to the amount of pay they receive. As a DSP, we are definitely underpaid, we are the bottom of the crop doing most of the work (besides those Admin that assist, their great!!), our work should not go in vain in regards to the pay. Without us, there would be no DSP. The morale will definitely change if there's increase in pay (stop the revolving door of staffing). There's a high turn over rate in this field, because staff get burnt out, frustrated and underappreciated. Increase in pay would be nice and greatly appreciated.	1/7/2019 11:36 PM
638	The work we do with certain clients needs a higher pay.	1/7/2019 11:03 PM
639	My rent is due to go up this month and is forcing me to find another place that I can afford but I can not find a place in my price range. I will be homeless even though I have a fulltime job.	1/7/2019 10:20 PM
640	Every day we have new challenges, as we work with people that have special needs and need our assistance in a daily base. Each day we come to work not knowing what state of mind our patients will be in. We have to be prepared at all times for any opsticals that comes our way with our patients.This job has taught me a lot and I enjoy it very much. I think all of our patients need to have the best health care that is available for them. We strive each day to do our best as caregivs for each need that our patients have. It's a very draining job, I think that we as cargivers should be getting paid more for all that we do for our special need patients. Thank you in advance and hoping ,my suggestion is taken in consideration. Thank You ..	1/7/2019 10:09 PM
641	None. Great Program!	1/7/2019 10:00 PM
642	No thank you	1/7/2019 9:55 PM
643	CAREGIVING IS A HARD JOB. NOT EVERYONE CAN DO THIS AND STICK TO IT. HIGHER PAY COMMENSURATE TO THE SERVICES PROVIDED WOULD BE HELPFUL TO OUR LIVELIHOOD.	1/7/2019 9:44 PM
644	Increase state budget and minimum wage so clients don't lose their homes and so they can have steady people in their lives such as staff that can stay long term opposed to short term. We do great work but when providers are unable to maintain staff due to the minimum wage we have to start back at 1. The quality of life of our residents and our staff depend on the funds that are being passed down by the state. Please provide more funds to go towards staff wages.	1/7/2019 9:15 PM
645	\$\$	1/7/2019 9:12 PM
646	No	1/7/2019 9:07 PM
647	Some of the children need a lot of time and are a lot of work.	1/7/2019 8:51 PM
648	if you were a person with disabilities how much would you pay for assistance?? endless dollar amount right, because it is a NEED not a WANT. The cost of living in California alone percent is at 95% higher than over 8th of other states, unfortunately our homeless rate is high and broken families are too because wage is not meeting criteria for living ... HELP	1/7/2019 8:30 PM
649	The lives of these people are in our hands. We take care of them so we deserve to get paid what we deserve which is a lot more than what we're making	1/7/2019 8:18 PM
650	none	1/7/2019 8:17 PM
651	Didecation to work,hardwork,love and honesty	1/7/2019 8:07 PM
652	No	1/7/2019 7:52 PM
653	I feel I am under paid for the service I provide to individuals with disabilities. The amount of effort and compassion is great to provide them with a good life.	1/7/2019 7:48 PM
654	I would suggest we get a higher compensation for our hard work. We work with people and not just people but with people that have developmental disabilities. With that said, the job is hard and sometimes complicated. These people have behavioral challenges that we need to deal with. Every day is a new challenge.	1/7/2019 7:30 PM
655	I strongly suggests that California should follow the mandated law on minimum wage of \$15/hour regardless of the profession or nature of work.	1/7/2019 7:28 PM
656	The state should pay higher wages for those who work for the developmental disabilities.	1/7/2019 7:26 PM
657	Let's work with them with compassion, help them live like us.	1/7/2019 7:25 PM

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658	We're begging for a salary increase PLEASE!!!	1/7/2019 7:23 PM
659	We should make more money than fast food, our work is more difficult.	1/7/2019 7:22 PM
660	Sad to say that some fast food chain employees get more money than us who have more difficult jobs than them. We deserve to get a fair/high salary.	1/7/2019 7:21 PM
661	We deserve to get an increase with the type of job we're doing.	1/7/2019 7:19 PM
662	Why fast food more salary than here in Vocational Visions? Our job is more difficult than others.	1/7/2019 7:18 PM
663	We make little money as a caregiver. We deserve to high pay the work hard.	1/7/2019 7:17 PM
664	Yes, I like to go back to school.	1/7/2019 7:12 PM
665	Increase hourly rate!!	1/7/2019 7:11 PM
666	More money	1/7/2019 7:10 PM
667	I need to rely on my spouse to be able to live in OC. My salary would not be enough to support myself. We need to value more the kind of employment we are doing and it starts with better wages.	1/7/2019 7:09 PM
668	People who care for the disabled should get paid more. In-N-Out employees are getting paid more than us.	1/7/2019 7:04 PM
669	People at McDonalds make more or same as we do. They don't change diapers, get hair pulled, kicked at, spit at.	1/7/2019 7:02 PM
670	Our company receives transportation funds per each individual, while only paying .50 per mile to the employee. I believe that 100% of the funds the company receives should go to the employee who is utilizing their personal vehicle for transportation. This could be compensated as insurance vouchers, gas cards, and vehicle cleaning and detailing. I believe that a company that says they value the employee should show that value by increasing wages to the minimum wage increase and by paying what a rate that truly reflects an appreciation for the employees.	1/7/2019 7:01 PM
671	People in fast food are making more money than the facility.	1/7/2019 7:01 PM
672	Higher salary/benefits and longer time of work.	1/7/2019 6:59 PM
673	Higher pay more benefits.	1/7/2019 6:58 PM
674	Higher wages and more benefits.	1/7/2019 6:56 PM
675	Higher pay more benefits.	1/7/2019 6:54 PM
676	We make a little money for what we do.	1/7/2019 6:54 PM
677	All the peoples in the restaurant, make money, need to work.	1/7/2019 6:52 PM
678	No.	1/7/2019 6:51 PM
679	I don't think we get paid enough to change diapers.	1/7/2019 6:51 PM
680	No	1/7/2019 6:43 PM
681	Getting paid less than \$15 is not survivable income in California. Maybe in other states it is but when gas is almost \$5, and rent is \$2000-3000 a month is \$13.50-\$14 really ok? Love what I do, the only concern I have is pay.	1/7/2019 6:36 PM
682	It takes love, patience and understanding to work with people who have developmental disabilities. A higher education will not enable me to do a better job caring for my participants. I do have a good relationship with my participants and I love my work with them. I love watching them how they grow and become more independent. However, I also believe that I deserve a better wage, because bills have to be paid and nothing gets cheaper. Everything goes up and up. I do not have a high education in terms of a college degree. But I am well educated to deal with people who have developmental disabilities. Don't you think that this deserves to be paid better?	1/7/2019 6:35 PM
683	Yes	1/7/2019 6:17 PM
684	Barely making ends meet. Its a struggle with the current budget that has been passed down to the state of California. I live paycheck to paycheck. I can't afford child care costs.	1/7/2019 6:15 PM
685	n/a	1/7/2019 6:01 PM

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686	In the SF Bay Area, we have now reached a point where we are developing jobs for our participants that pay equal to or more than we are paying our DS employees whom we require to have college and/or graduate degrees.	1/7/2019 5:52 PM
687	No	1/7/2019 5:41 PM
688	I am a highly qualified educator with 15 years of experience. I'm paid approximately half what my professional time is worth. Staying in this position long term would be fiscally irresponsible of me and I will need to move on to more a more traditional assignment within the field of education soon.	1/7/2019 5:36 PM
689	No	1/7/2019 5:35 PM
690	California invests the least in individual disabilities services. As a staff member for 32 years I have continued to struggle living in the Bay Area with the cost of living. We must end this disturbing trend.	1/7/2019 5:30 PM
691	Yes, IHSS is getting ripped off!! by people who take it when they don't need it. IHSS needs to protect the integrity of its truest	1/7/2019 5:30 PM
692	In order to support myself in Santa Rosa I work 67 hours a week. The pay is too low for a regular workweek and as a result many caregivers burnout.	1/7/2019 5:28 PM
693	Low pay contributes to low quality of care and organizational instability in local support organizations. It effects quality of life for both care workers and their charges. My peers frequently work multiple jobs, and overnights, yet are one emergency - medical, car breakdown, housing - away from financial ruin.	1/7/2019 5:26 PM
694	Low pay contributes to low quality of care and organizational instability in local support organizations. It effects quality of life for both care workers and their charges. My peers frequently work multiple jobs, and overnights, yet are one emergency - medical, car breakdown, housing - away from financial ruin.	1/7/2019 5:21 PM
695	We provide a very valuable service to the community. We are not paid much.	1/7/2019 5:19 PM
696	I have great difficulty making ends meet. I live paycheck to paycheck. I don't qualify for any type of assistance but don't have access to medical needs due to not being able to pay for it. We are not recognized as a profession in this field despite the needs being extremely high for our clients. We are not able to keep consistant staff due to wages therefore, we are all being burnt out.	1/7/2019 5:16 PM
697	Staff deserves higher pay for what they deal with on a daily basis. I, a DSP, have been attacked several times by the residents I care for and literally have the scars to prove it.	1/7/2019 5:16 PM
698	Honestly I think that this community is really fair as far as treating their staff with respect and showing empathy for their clients.	1/7/2019 5:11 PM
699	I barely making ends meet. I can barely make rent with my current wage.	1/7/2019 4:56 PM
700	We need better pay for the job we do	1/7/2019 4:56 PM
701	I've raised 5 children and worked hard to serve and educated people with disabilities for years. In this job we do, we should be paid more.	1/7/2019 4:55 PM
702	A lot of work for too little pay. The work is rewarding.	1/7/2019 4:52 PM
703	SLP Counselors are required to have teaching and effective communication skills, basic budgeting/accounting knowledge, organizational techniques, medication knowledge, crash prevention training, knowledge of multiple community establishments for client's community integration, knowledge of state regulations and health care information(State/Private practices). Nutrition and exercise knowledge is also required to better help clients achieve their personal goal regardless of their disabilities. Staff safety is often placed as secondary to the client's safety, making some work environments hazardous and are CPR and Pro-Act Certified.	1/7/2019 4:52 PM
704	It is very difficult to make ends meet with the current California budget. We work with dependant adults who rely on staff. We have a very huge staff overturn rate and I feel that we would have more reliable and stable staff if the wage was reasonable with the economy. It takes a lot of time away for family, time away to further education and a lot of stress.	1/7/2019 4:51 PM
705	The work is fulfilling as it is enjoyable seeing the happiness we bring to peoples life but the work's stress and demands should be given better pay/compensation.	1/7/2019 4:51 PM
706	as an administrator, it is now becoming difficult to provide adequate services to pay staff a decent living wage and keep our resources up.	1/7/2019 4:51 PM

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707	My extended family (4 brothers and sisters) help me monthly to be able to pay my rent. I have been working in the field of servicing persons with developmental challenges all my working life (since 1970). I value so much the work we do and the persons we serve.	1/7/2019 4:48 PM
708	I would like to see an increase in reimbursement for mileage as what we are paid only covers the cost of gas and no maintenance/tires etc. I drive over 50 miles a day.	1/7/2019 4:47 PM
709	I feel as though this job is extremely important as well as a necessity to our society and most definitely don't get enough money in return.	1/7/2019 4:44 PM
710	I feel as a direct support provider we do a lot for our clients and should be paid more	1/7/2019 4:44 PM
711	I think that they should pay higher wages because sometimes the pay that we receive is not enough, it is just for our bills. The government does not give assistance because to them we make a lot of money just by rounding the numbers of our checks	1/7/2019 4:39 PM
712	This line of work is one that will always be in need of workers/counselors. With the low income, we are not always able to best support or clients the way they deserve due to lack of gas in our cars limitings outside experiences, being able to live close to work due to high rent, or even support our own families financially or emotionally. Having to work double hours to make ends meet causes a toll of family quality time. With a increase in wages for counselors, everyone would benefit and live a much haplier and fulfilled life. To continue our great service to those with disabilities and build genuine relationships, we need to ensure our staff have the time to focus their skills on their current jobs; not having to split their focus because of two or three jobs making sure ends meet. Thank you!	1/7/2019 4:37 PM
713	Yes, please recognize the hard work we do. I have passion for the work I do. I know I have made a difference in the individual's lives. I care for them deeply. But again we work hard to serve them.	1/7/2019 4:36 PM
714	no	1/7/2019 4:36 PM
715	I love my job as it is very rewarding to me. I feel blessed to wake up everyday happy, healthy, and able bodied so I except it as my duty to help those who may be in need. As a single mother of two I feel it necessary to teach my children the lesson of giving, helping, and loving. Even with the soul feeding benefits this work provides it would be even greater to be able to live comfortably and be financially stable. Rent prices continue to rise so it is important for wages to rise for hard worker as well so we can continue to do the work we love and continue helping others. Thank you.	1/7/2019 4:27 PM
716	No	1/7/2019 4:26 PM
717	This position as coach is so important to clients and most coaches as myself love working with special needs individuals. I know that some people that have left this position has been because of the wear and tear on their car. Mileage does not cover doors not working properly, and other parts of car being damaged by opening and closing constantly each day.	1/7/2019 4:20 PM
718	I live in Santa Cruz and pay 950 dollars a month for a single bedroom. This is one of the cheapest single bedrooms that you can find here. I work 60 hours a week to afford rent and other living expenses, and I am being paid at a rate that is higher than many of my colleagues (many of whom are parents). A number of my colleagues have quit in the last month because they cannot afford to live in Santa Cruz at the rate they are being paid. The current wages for DSPs are barely livable and we deserve fair compensation for our labor. Our clients deserve stability and consistent staff. These needs will not be met if their staff are unable to afford to stay in their communities.	1/7/2019 4:18 PM
719	A leader once said, "Direct care providers are doing work that requires a Ph.D with a specialization." - and they couldn't have said it any better.	1/7/2019 4:17 PM
720	Just barely getting by with everyone going up especially housing.	1/7/2019 4:15 PM
721	No.	1/7/2019 4:14 PM
722	I personally feel that this type of work/job deserves to be paid a reasonable pay amount. To be paid minimum wage is somewhat insulting to those who do this work/these jobs, especially since our work becomes our lives. Many have to work multiple jobs and take extra hours just to financially make it. It is a job not many people would be willing to do. It is hard work, many people try but never make it past a short amount of time working because they can not handle it. It requires a lot of patience, caring, and empathy. We are those people they rely on to be there as support, rain or shine... day or night. We are there to improve the lives we serve and make a difference.	1/7/2019 4:13 PM
723	There is no adjustment for living in high cost living in the Bay Area. Need to work additional to meet basic needs	1/7/2019 4:12 PM

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724	I would like for the government to take a moment and place themselves in all the care provider's position. The job, the task and the heartfelt services we give not everyone can do. It takes a special person to assist the mental disabled. I feel like this filed should not be minimum wage. A lot of care providers are completing a lot of the same tasks a CNA would complete without receiving the same compensation. I feel this is insulting and things should be re-evaluated.	1/7/2019 4:11 PM
725	I really enjoy what I do . but I ben working two jobs for 10yrs in order to keep working as a dsp	1/7/2019 4:10 PM
726	We provide direct support to people with dissabilities wich should be paid according to the responsibilities	1/7/2019 4:07 PM
727	This is the work of saints and altruists. Human lives are at stake.	1/7/2019 4:06 PM
728	I love what I do, my family starting from my mother worked with the disabled. My sisters also work in this field. We have a passion for working in this field. I know times are hard. I don't come here for a check only. I come here to make very individual have an enjoyable time in the program. I love seeing each of them with a smile and some with their stories they share. I know God gave me the compassion, patience and love for them. I wish everyone can have that ability to see what we experience everyday. We go home with a peace in mind and heart that we did everything in 7 hours to make each individual to count and feel like very person should count.	1/7/2019 4:06 PM
729	The support I offer for independent living is of great benefit and utmost importance to the 8 people I support.	1/7/2019 4:04 PM
730	Many staff are giving their lives to the job working from 8am-10pm at night to provide services full time to people who need their support, while still needing to support themselves financially. This can be very difficult at the current rate of pay.	1/7/2019 4:02 PM
731	I have experienced physical and verbal abuse over the years. I helped individuals improve their lives, loved and cared for all individuals in my care for minimum wage pay. Pay us what we deserve to improve the performance we put out.	1/7/2019 4:01 PM
732	Its difficult to live on 16 an hr in this area	1/7/2019 4:01 PM
733	higher wages and more training for disability service providers.	1/7/2019 4:00 PM
734	Given the behaviors we come across working with adults with disabilities, sometimes can pose risk factors such as passing viruses and diseases through bodily fluids as well as physical aggression that support staff can not avoid.	1/7/2019 3:59 PM
735	Would be nice to be paid appropriately for the work that we do, to support families who have children with disabilities.	1/7/2019 3:57 PM
736	Higher wages	1/7/2019 3:54 PM
737	Our job requires a lot of assistance and 95% of our staff feels we are underpaid.	1/7/2019 3:51 PM
738	We are a special group of people who have the gift of working with special people	1/7/2019 3:50 PM
739	I think that people in the field should get a raise in the pay because we are hands on experience a lot during this work and we could use the boost. They pay now barely keeps the bills paid. We are put on the front line.	1/7/2019 3:49 PM
740	No	1/7/2019 3:49 PM
741	Mainly I want to just work one job and feel secure/comfortable that I am able to provide a good life for me and my children working for an organization I love and clients I came to love as well	1/7/2019 3:47 PM
742	I feel that the work we provide and the risks that are taken on a daily basis should involve a higher pay. Alot of times we are using our own vehicles and mileage compensation does not pay for repairs.	1/7/2019 3:47 PM
743	Doing this type of work isn't easy, everyone can't do this. The turnover rte in this is only going up. I love the fact that I can work in this field but the pay is making me want to leave. I don't understand how we get paid when our fingerprints pass. We are caring for our special needs.	1/7/2019 3:45 PM
744	Am required to work 2 full time jobs to afford to live in the county I work in	1/7/2019 3:45 PM
745	Im struggling	1/7/2019 3:44 PM

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746	As Support Staff, we ware many hats and exercise them all. We educated, direct, emotionally support, encourage and council all students. We are trained and educated in health and safety and use our training everyday. We participate in meetings every week. We are required to write ID Reports everyday on students, regarding positive and negative behaviors and students objectives. We are a community awareness agency and are required to be in the community with our students. We budget our outings and involved all the students what their day consist of. We walk to stores, and take busses in good and bad weather. We work weekends to get more hours. It is a fast paste job, everybody needs your attention the same time and can be overwhelming and is loud and noisy. We can be confronted and extinguish a conflict at anytime, more than once a day. Our classes can be changed in a moment and we have take over another class. I love my job and care for each student and staff member and feel that we should be earning more for the amount of work we do. At the end of the day most of staff are exhausted and but love what they do.	1/7/2019 3:44 PM
747	If I were paid better by my employer, I would not need to work two jobs and spend precious time away from my family.	1/7/2019 3:43 PM
748	Staff at Person Centered Services in Stockton are responsible for the education and life-coaching of our clients which requires continual training. We are a behavior change program. Our staff receives regular in-service trainings to increase our knowledge and improve our skills when working with persons who have a developmental and/or psychiatric disability (ex: Choice Theory, What is schizophrenia? How can we better serve our clients with Down Syndrome? How can we help foster change?). Each staff person is required to complete ProAct training (how to de-escalate a possible dangerous situation) and renew the certification each year. We are certified in CPR/First Aid. We are required to write observational notes regarding students' behavior and what strategies are being used. Are they successful? Why not? Staff brainstorm and review strategies at our weekly staff meetings. We must also be aware of each student's health condition. Some students must remain within eye contact due to their seizure disorder. PCS staff write annual reports for students' annual review. ISP objectives are written after the team meets with the student and circle of support. A salary just above minimum wage is not sufficient when looking at the knowledge and training we must have when working with our population. The salary is not adequate to retain the necessary pool of employees and provide a consistent program. Thank you for giving us an opportunity to respond to this questionnaire. We are the folks who are working directly with adults who have a disability.	1/7/2019 3:42 PM
749	Compensation should be increased due to the fact that this line of work is not easy, yet it has to be done, it can be rewarding but without the care and support of us where would it leave our individuals in asylums? drugged up? not progressing in life. So I feel increase in compensation would be appreciated and needed.	1/7/2019 3:40 PM
750	People who provide direct support to individuals with disabilities should be required to have certifications. It should be treated as a career and not perceived as a second job.	1/7/2019 3:38 PM
751	The people that we support at their minimum wage paid positions earn more an hour than the staff get paid hourly.	1/7/2019 3:38 PM
752	I have attended many trainings and have been educated regarding the care of our clientele. I think we deserve to get better pay Because we have to help the people with disabilities and its a hard job to do.	1/7/2019 3:37 PM
753	I feel DSP's are underpaid for the work that they do. We are responsible for people's lives, care, and well-being. In some instances, DSP's are all that some individuals with disabilities have to rely on.	1/7/2019 3:33 PM
754	For as much as care-givers do to improve their community it seems strange how little they are compensated for their time and energy. Without the help and support we as care-givers provide many people in our community would be in extreme duress. It seems like we are the only one's who actually care about other people's lives'.	1/7/2019 3:31 PM
755	I struggle every month just to pay for basic living expense.	1/7/2019 3:30 PM
756	Pay raise, self defense training for programs with behaviors	1/7/2019 3:29 PM
757	In Ventura County, the DSP's hours were reduced to 7.5 hours. I would like to return to 8 hour work days. This can help with a little higher wages, and accomplishing daily and weekly paperwork.	1/7/2019 3:28 PM
758	Pay raise	1/7/2019 3:27 PM

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759	My experience within this field is that most DSPs do not stay for long employment wise is they feel underappreciated and the pay is minimal. A majority of DSPs use their own income to get supplies or miscellaneous items that are not in specific categories listed for grants.	1/7/2019 3:27 PM
760	Pay raise. Self defense training.	1/7/2019 3:27 PM
761	For the past 15 years, when raises do come they are not even a cost of living increase. When governor Brown wants to increase minimum wages yearly, I do not get a cost of living increase each year because I make just over minimum wage. How am I supposed to stop living from pay check to pay check when the rest of the worlds prices are raising except for my income? I cannot even go to college or get assistance with anything because I just make just over the covered price. Is this fair? Is this right? I don't know, but as a 48 year old man, I am tired of living pay check to pay check!!!!	1/7/2019 3:24 PM
762	For direct support staff it can be very difficult to cver basic needs on the wages available for these positions. In addition, driving is required many times and this leads to wear on the vehicles, which adds another gradual expense. Because of this, many staff are forced to go into other fields, especially the good staff who have the most expertise. This leads to many changes for our clients which reflects negatively on the organization. Better pay and benefits would greatly benefit this field in my opinion.	1/7/2019 3:23 PM
763	N/A	1/7/2019 3:23 PM
764	The ARC of San Diego is a good environment and friendly to all the staff and consumers	1/7/2019 3:22 PM
765	We work quite hard every day and have a lot of responsibilities to achieve day-to-day but unfortunately we don't receive enough pay. That is the reason for having to work a side job as well.	1/7/2019 3:20 PM
766	If part timers had more than 27.5 hours a week, maybe 30-35.	1/7/2019 3:20 PM
767	Pay Hike please I work to hard I need I a little more money	1/7/2019 3:19 PM
768	I feel that the level of responsibility that comes with our job as DSPs warrants more than minimum wage. I would like to keep my job because I care deeply about the people I work for but I may have to go to another job with higher pay just so I can make ends meet.	1/7/2019 3:18 PM
769	This job has tons of trainings and we are always learning, however the salary we are given is not enough to maintain a living without other employment.	1/7/2019 3:18 PM
770	I recommend a living wage increase and a job rate increase. The last increase was in 2008. I can barely afford my mortgage. Our responsibility as service providers is great. I want a raise. I work hard and give quality care to individuals with disabilities. Give us a raise.	1/7/2019 3:17 PM
771	We do a lot of paper work and work in the field to payed so little.	1/7/2019 3:17 PM
772	N/A	1/7/2019 3:17 PM
773	We have a lot of responsibility for the support we give. More money would be very appreciated	1/7/2019 3:15 PM
774	People should be getting payed more than minimum wage for the kind of work we do.	1/7/2019 3:15 PM
775	n/a	1/7/2019 3:14 PM
776	It would just feel more satisfying if the pay matched all the trainings and experience that's required to work directly with others.	1/7/2019 3:14 PM
777	Increase wages	1/7/2019 3:14 PM
778	Wages should be increased due to the multitude of responsibilities that come with this job. We make sure adult with disabilities are not kicked to the side and have a good quality of life. Based on the salary we make it is like California does not care about these adults or the people who provide support for them.	1/7/2019 3:13 PM
779	Should increase wages for this position	1/7/2019 3:13 PM
780	I would like to suggest, that we get paid more than minimum wage. Although I love the work that I do as a teacher, Mentor, Advocate, and ensuring of their health and well being, I feel If known and seen the outstanding work that not only I but everyone does is deserving of a little more pay. We also need a 401K to insure our own well being when we retire or get up in age. Thank you	1/7/2019 3:08 PM
781	We all use our vehicles and do not get paid enough for transportation! Some of the time our vehicles get vandalized or break down due to driving around and keep in mind gas is expensive!!	1/7/2019 3:07 PM

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782	An increase in compensation will encourage caregivers to be willing to travel far to care for clients especially in cases of emergency	1/7/2019 3:07 PM
783	Well under paid.	1/7/2019 3:06 PM
784	N/A	1/7/2019 3:05 PM
785	N/A	1/7/2019 3:05 PM
786	None	1/7/2019 2:59 PM
787	It's a personal fulfillment which also needs an acknowledgement to be able to motivate more people to join this field knowing they can also make a living supporting this population. Minimum wage makes it feel like one is doing a minimum job with minimum efforts which is really not the case because the attention one has to render to this population is of maximum attention	1/7/2019 2:59 PM
788	i have 3 jobs and work over 60 hours a week and i cant keep up due to the costs of rent	1/7/2019 2:59 PM
789	N/A	1/7/2019 2:58 PM
790	It's a personal fulfillment which also needs an acknowledgement to be able to motivate more people to join this field knowing they can also make a living supporting this population. Minimum wage makes it feel like one is doing a minimum job with minimum efforts which is really not the case because the attention one has to render to this population is of maximum attention	1/7/2019 2:57 PM
791	I love working with adults with disabilities and enjoy my job. However, I am a college graduate who needs to pay back her student loans and do not feel like it is possible to do so with the income this industry provides. So that leaves me stuck between doing something I love and not making much money or a well paid job but dreading going to work everyday.	1/7/2019 2:57 PM
792	a wage increase would be helpful to me, this is my only employment, to stay employed with my company a wage increase is needed.	1/7/2019 2:56 PM
793	Big Brothers Big Sisters for 4 yrs Young Adult Conversation Corps 4yrs	1/7/2019 2:55 PM
794	I absolutely love what I do and working in this field makes me feel good about the community I work with. However It makes it hard sometime to want to continue doing what I do because the pay is so low. I feel like it makes it very hard most of the time to have to decide wether I can make it to a doctor's appointment, etc or not because I may not be able to afford it. If I could stay in this field for the rest of my life I would because it's so rewarding, however I may not be able to.	1/7/2019 2:53 PM
795	none at this time!	1/7/2019 2:50 PM
796	N/a	1/7/2019 2:50 PM
797	N/A	1/7/2019 2:50 PM
798	We have a lot of responsibility for little bit of pay	1/7/2019 2:49 PM
799	Better pay. And benefits	1/7/2019 2:47 PM
800	The level of compensation we receive is makes it really difficult to live and work in this area of the state. Housing costs are especially challenging. I work full time and attend college courses part time. Paying for college is very challenging given my pay rate.	1/7/2019 2:45 PM
801	my program, Respite, at my agency has not been able to hire people who stayed with us for over 2 years. Even as a second job the pay rate is lower than people can get at fast food restaurants or car washes.	1/7/2019 2:44 PM
802	No	1/7/2019 2:39 PM
803	N/A	1/7/2019 2:38 PM
804	This job needs compassion and patience and the pay is less than the job that is put in.	1/7/2019 2:33 PM
805	There is no adjustment for living in high cost living in the Bay Area. Need to work additional to meet basic needs	1/7/2019 2:27 PM
806	we need higher wage to work properly.Thank you	1/7/2019 2:24 PM
807	I make too much money to qualify for public assistance programs but don't make enough money to live independently. I am stuck in a low income bracket and cannot qualify for any assistance.	1/7/2019 2:22 PM

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808	Some of the staff working directly with the clients have to worry about working multiple jobs. It would benefit the employees and increase the amount of care dedicated to the clients because staff would be able to have something less to worry about.	1/7/2019 2:19 PM
809	As a DSP it is my job to provide my clients with the best support possible. Having to work more than one job to try and keep up with the cost of living in Marin county, leaves little time for self care, which is vital in my ability to give my clients everything they need. I've considered movin I will also be returning to school in the fall of 2019, to further my education and unfortunately this poses another problem. My hours for both jobs will need to be cut back and I am left with the fear of how I will be able to support myself. I shouldn't have to choose between my education and survival.	1/7/2019 2:18 PM
810	not at this time	1/7/2019 2:16 PM
811	I have provided direct support for approximately 2 years and 1 year of administrative tasks. A lot of our clients do not understand a normal 9-5 work schedule and we find that a lot of them constantly contact staff outside of work hours. A lot of the paperwork is time sensitive and working directly with clients specially those who might be more impacted takes away from the time one has to do paperwork. Myself and my coworkers would agree that a lot of the time we find ourselves staying later than scheduled just to have it submitted on time. This is often done without pay.	1/7/2019 2:14 PM
812	It is important every individual working in this social service/ health care field earn enough money to afford health care benefits, when there is no company health care coverage. I spend \$700.00 monthly on health care coverage, because my Obama Care Coverage is based on entire family income, although, no other family member needs the coverage, and is not on my health care plan. As an employee supporting disabled consumers, we are exposed to many different hazardous conditions. At the current pay rate, it is disappointing to experience my paycheck being entirely consumed with health care costs, in which I never use. Need to have in case there is an emergency. Staff who have spent 5+ years, full time in this industry, should be considered educated, with experience, and paid as such.	1/7/2019 2:12 PM
813	Everyday is a new challenge at work. You never know what will happen. However, when you reach a moment of success with a participant, it is the most rewarding feeling in the world. We do not earn much for the work we do, but that does not mean our work is not valuable. Abilities United touches the lives of many individuals in the Bay Area and has been doing so for over 40 years. We work and succeed by seeing the positives in every individual we come in contact with and that should be how every member of our societies should act.	1/7/2019 2:11 PM
814	No	1/7/2019 2:00 PM
815	I feel that being a direct support staff, compensation should be more than minimum wage.	1/7/2019 1:58 PM
816	I am able to work in direct support because I am semi-retired with adult children. I would not be able to do this at the level of compensation available if I was required to provide for household and family financial responsibilities.	1/7/2019 1:57 PM
817	Yes when I have to work another job that is minimum wage and with tips make more than my core job. That to me is a problem when other jobs pay more and the cost of living is always higher than our raises. 25 to 50 cents a year is appreciated but again the real world has just increased triple that in living expenses. Look at how old your employees are because we cant afford to retire.	1/7/2019 1:54 PM
818	We need more pay to support our family's all of us live paycheck to paycheck rent went up food prices are going up at times I don't know how I'm going to provide for my kids when I get paid so little... And ihss has to go from this company!!! That's what's killing us	1/7/2019 1:51 PM
819	Overnight salary should be the same as day shifts.	1/7/2019 1:50 PM
820	Yes I can not survive with out my wife's pay check on this salery IE minimum wage is not enough to live on alone.	1/7/2019 1:47 PM
821	I have not had a raise in years, with the exception of the one most recent in 2016 because of strong advocacy across the state to improve services to individuals with developmental disabilities. I have been a dedicated employee for a small center, but have questioned many times whether to leave for a higher paying job to afford living in California, and now to support my family. It would be a great help to my situation, and be able to stay working in this field, thank you.	1/7/2019 1:43 PM
822	It is my belief to retain quality DSP's in this exorbitant county, in which we live, wages must increase. It seems the state would benefit by increasing DSP wages as compensation from public assistance programs would possibly lessen or diminish. An overwhelming majority of people are forced to hold multiple jobs because of debt, including credit card, student and personal loans. This is an issue and it should not be mistaken as a sign of healthy entrepreneurship.	1/7/2019 1:32 PM

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823	No	1/7/2019 1:25 PM
824	I am very proud and happy with the work I am doing with my clients. My clients inspire me grow and learn about myself. This by far is the best job I've ever had.	1/7/2019 1:24 PM
825	Children with autism or Down syndrome need the extra care. Yes we do just watch them at their home. But, we also deal with aggressive behavior. I personally had a client who got very aggressive with me with physical contact where I had to contact my supervisor and parent to come home. Other than just feeding them we also shower them, and sometimes when they have accidents we are the once who clean and sanitize the spot where they had an accident. I believe we should be getting paid more than what we are for the these and many other reason.	1/7/2019 1:23 PM
826	I don't depend on my income to pay all my bills. I am married and my husband makes most of the household income. I would have a tough time trying to make ends meet if this was my only income. I see co-workers under a lot of stress because of finances.	1/7/2019 1:23 PM
827	nope	1/7/2019 1:12 PM
828	nope	1/7/2019 1:09 PM
829	Need to increase the pay rate as it is so low.	1/7/2019 1:07 PM
830	We should have bilingual pay compensation. Disabilities people are high rate in the Alameda county, and I endurance to find ways to stay here as I felt these communities needs us the most. If the cost living is so high and it makes people move away and communities loses the good staffs, services, qualities and all above. It is very important to take this into consideration that these field needs increase 8% to ensure we all can stay and continuing provide the services.	1/7/2019 1:06 PM
831	It takes a passionate person to work with the person with disability. I think we need to be compensated much more than the current minimum wage.	1/7/2019 12:39 PM
832	I believe that getting a raise after yearly reviews would be much more appropriate, as opposed to wage supplements. The wage supplements are appreciated, but it is disappointing to have a excellent review and then be told you cannot get a raise because it is an exempt year. For the first 2 years I worked with this agency I was also working 3 shifts a week at a local coffee ship in order to make ends meet. I am a graduate level employee and that decision and necessity was disheartening. My last raise was 2 years ago and as my paycheck remains the same my monthly expenses continue to go up. For example, my rent has increased by \$200 since my last raise. When expenses go up and my pay stays the same, it is hard to stay motivated, and my monthly disposable income is affected, which in turn affects my quality of life. All of these factors do cause financial stress that is already very present living in California and in San Diego, where rent prices continues to rise.	1/7/2019 12:37 PM
833	No	1/7/2019 12:30 PM
834	I believe that the extra help we give to the parents of the children we provide care for is vital to the mental well being of the family unit. We are a more than just another service for the disabled child. We are a way to brighten a day in sometimes a very dark world. There is so much stress on our families on a daily basis raising a child with a disability. This can create a variety of issues for the entire unit. For only a short amount of time out of my week I can be there to lighten their load. I can not really put a price tag on that for them or for myself. Thank you RESPIT for the opportunity to be involved with your organization.	1/7/2019 12:29 PM
835	Just living day to day paying rent some days have to worrie about the next meal	1/7/2019 12:27 PM
836	We are responsible for the care of the person with disabilities and the pay should be much more than close to minimum wage. Also when working with two or more clients at a time it should be the same amount per person.	1/7/2019 12:25 PM
837	The personnel at Rancho mirage office are very polite very concisely and patience I'm able to work with confidence. Thank you	1/7/2019 12:14 PM
838	I am very proud to work for such an amazing organization	1/7/2019 12:11 PM
839	No	1/7/2019 12:08 PM

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840	There are so many individuals with disabilities and parents of those individuals that depend on organizations like the one i work for, to have quality of life and supports in employment. The current compensation to staff provides a hardship to the staff and their families as they have to either get a second job or quit entirely to find a higher paying job to be able to provide for their families. I have spoken to staff who are in turmoil because they love the job and love supporting our clients, but because of the low compensation, are forced to look for a job that provides a better compensation. This leaves our organization scrambling to find more staff to support these clients and their families who need and enjoy our programs. Living in California, we need to offer competitive wages to be able to attract, hire and keep valuable staff. We are not able to do this unless we get higher wages.	1/7/2019 12:04 PM
841	When I was young about the age of 10 years old I had a sister who was also disabled. I saw people care for my sister and assist her with her needs and made sure they were met. I met passionate people whose goals were to give quality service to my sister and help her become independent. I believe people in this field work hard everyday to ensure the clients they care for have a healthy, prolonged life, and independence. But I also believe the job can be tough and therefore feel like a higher rate is very much deserved.	1/7/2019 11:53 AM
842	Rent to live in Los Angeles is too high even with both parents working	1/7/2019 11:44 AM
843	compensation for services provided could be higher in regards to services performed and the certifications necessary for employment.	1/7/2019 11:44 AM
844	.	1/7/2019 11:43 AM
845	No	1/7/2019 11:42 AM
846	No	1/7/2019 11:42 AM
847	We should get a little bit more miles for the car for outings so the clients can have more choices of where to go and give the clients more choices in their local surroundings.	1/7/2019 11:41 AM
848	No	1/7/2019 11:41 AM
849	No	1/7/2019 11:40 AM
850	I want to suggest that the staff that use their personal car, we should have more miles to drive clients to more community choices	1/7/2019 11:38 AM
851	We would like to have a wage increase.	1/7/2019 11:36 AM
852	Not at this time	1/7/2019 11:35 AM
853	None	1/7/2019 11:31 AM
854	I believe working as a direct support professional we put in a lot of work with and most of the time we don't get the credit we deserve. This isn't just a job for us, we do it because we love the job even though when it comes to pay.	1/7/2019 11:26 AM
855	I love what I do and see how happy an individual gets when they complete a task they think or were told they were unable to do, everyone is special and learn differently, including myself. I would think our compensation would be a bit higher because the job we do every day is very rewarding and special, we are not nurses or doctor's but we care for the individuals and help them achieve their goals as best as they can.	1/7/2019 11:22 AM
856	Higher pay help staff stay on the same job longer. Less 2nd job hour also helps more quality working hours	1/7/2019 11:21 AM

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857	In the past year, I have worked with an individual that has lost his grandmother, who raised him since he was 3 years old. He has limited verbal skills and have helped him through the grieving process. I also work with an individual whose mother was diagnosed with terminal cancer and have supported not only my client but also his mother to the best of my ability. I think it is critical for people to recognize that, while the job description may say certain things, the job of direct support encompasses each client's struggles and triumphs, whatever they may be. There is stress for the direct support service staff associated with significant challenges that face each client, that other jobs paying the same amount do not have. Simply put, the stress of the job and all its challenges do not equate to the typical pay structure of any other job I know of. In every other job I know of, and have had, the more stress and responsibility one has, the more money they make. Direct support service staff have an inverse structure and the people that are truly good at their jobs and truly care about the people they serve and the agency they work for are the ones that reap the smallest reward. The 8% increase in pay must happen as a incentive for the people that are devoted to this field to continue caring about and serving the people they work with.	1/7/2019 11:20 AM
858	We don't make enough to support our families,,	1/7/2019 11:15 AM
859	the pay is not not enough to live on, for what we do	1/7/2019 11:14 AM
860	Living pay check to paycheck. I'm lucky to have parents that loan me money because I consistently ask them to help with my bills. It would be nice not to.	1/7/2019 11:13 AM
861	None	1/7/2019 11:12 AM
862	provide bonuses	1/7/2019 11:12 AM
863	I like to live indoors and in order to do that, I have to work at least 2 jobs.	1/7/2019 11:11 AM
864	It be nice to only have to work one job. Our mandatory meetings would be nice if they actually gave us useful information. Proper th training. I didnt get my full training until 9 months after I was hired on with no experience in this field. I love what i do but, I will be looking for another place because the pay is so low.	1/7/2019 11:10 AM
865	To the government: I have gone to college twice just to be able to earn more than 40k a year and that is not even garunteed. I love working with people with disabilities because they are so inspiring and most of them are so motivated to excel in this world, which makes the job so worth it. I won't ever do any other kind of job because my heart is so full in this line of work. However, working for a non-profit, there is a cap on what my earning potential is and it is not a very high salary. Please strongly consider allocating more money to our salaries. It is tough enough to live in LA county because of how expensive it is, imagine living in LA county as a social worker. Thank you.	1/7/2019 11:07 AM
866	The people helping people business needs to be funded. It's people lives we are trying to enrich.	1/7/2019 11:07 AM
867	We loose good employees due to not being able to pay them well. sad that they can get a job flipping burgers and get paid better than serving families with needs. Responsible people and qualified should not be short changed.	1/7/2019 11:03 AM
868	no	1/7/2019 11:02 AM
869	The pay is low and not fair for what we provide. Especially with everyting so expensive in the bay area. Its is impossible to live with the check we get.	1/7/2019 11:00 AM
870	No	1/7/2019 10:53 AM
871	yes to afford medical and prescription cost increases.	1/7/2019 10:51 AM
872	higher wages in order to afford medical increases and prescription cost.	1/7/2019 10:49 AM
873	Needs higher wages to cope up with rising costs of living and to fairly compensate the challenges faced in providing direct support to people with disabilities.	1/7/2019 10:48 AM
874	It has been very difficult to hire qualified support staff with decent wages due increased cost for insurance, workman's comp, operational costs, cost of living, etc. We can't increase raises often because of DDS' rate freeze. We are losing good staff because they want better wages. Please help.	1/7/2019 10:47 AM
875	Would be nice if wages matched expensives of living. It does not	1/7/2019 10:46 AM
876	Needs higher wages to cope up with rising costs of living and to fairly compensate the challenges faced in providing direct support to people with disabilities.	1/7/2019 10:45 AM

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877	The position is under compensated taking into account the rigor and nature of the position. Living cost for the city and surrounding areas is high and the compensation should be able to provide for coverage without hardship.	1/7/2019 10:41 AM
878	Definitely, I need increase in compensation to cope up with the rising costs of living. Thank you.	1/7/2019 10:29 AM
879	Higher pay for Direct care professionals	1/7/2019 10:27 AM
880	N/a	1/7/2019 10:24 AM
881	There is a lot of people out there who needs help with daily routine i.e. bathing, cooking , dressing themselves but the wages and benefits are not enough to have people wanting to stay with the agencies who provide services to people with disabilities and the elderly who seriously need our help.	1/7/2019 10:18 AM
882	N/a	1/7/2019 10:18 AM
883	I have been very fortunate to have the opportunity of working with adults with disabilities. Currently I am trying to finish nursing school to better myself but I'm the mean time I work full time as a DSP and I find it very difficult since the pay is very low. Sometimes I feel I have to choose to work over studying just so I could make ends meet. Please help us hard working citizens out!	1/7/2019 10:18 AM
884	Myself and many coworkers I work with have to borrow money to get to work each day and by the time we get our check its gone to those who had lend us. It is very tough not just for myself but many of my coworkers as well.	1/7/2019 10:17 AM
885	Higher pay	1/7/2019 10:17 AM
886	Myself and many coworkers I work with have to borrow money to get to work each day and by the time we get our check its gone to those who had lend us. It is very tough not just for myself but many of my coworkers as well.	1/7/2019 10:05 AM
887	Not everyone can do the job we do with compassion and patience, we deserve more compensation for the work we do, but it is worth it to help people who can not help their self.	1/7/2019 9:59 AM
888	I would just like to say that just because you don't hear from us a lot, it doesn't mean we don't need anything. Caring for others is one of the most important jobs in the world and should be treated with respect and dignity. Please, please allow us to keep doing this important work.	1/7/2019 9:57 AM
889	I have being working with people with adult disabilities for more than 20 years and it has been a pleasure to help them to find a job and keep their employments, being a success in the community even though some people are not ready or educated to help individuals with disabilities, some companies don't want to hire them, they want free labor from them its really sad to see the advantageous people around our community.	1/7/2019 9:52 AM
890	We do important work and it's under compensated, compared to others doing the same work in this county.	1/7/2019 9:45 AM
891	We live, work, and play in one of the most expensive states in the US. It would be great if our salaries meet such demand.	1/7/2019 9:45 AM
892	No	1/7/2019 9:43 AM
893	Funding reimbursement for a non-profit is almost impossible to work with. How do you keep the organization going when you don't have the money upfront? It makes no sense. Also, I can't believe that we rely on numbers to stay in business. What were your numbers this year, last year? Etc... I believe the government looks at these numbers as not human. Everyone of these numbers is a senior or disabled PERSON. They are veterans, they are mothers, fathers, grandmas, grandpas. They're not just a number on a sheet. They are a human beings who have hit hard times. I think every one needs to remember that.	1/7/2019 9:39 AM
894	N/A	1/7/2019 9:37 AM
895	My spouses salary allows me to work at a lower paying non-profit. My wages wouldn't cover living expenses or medical insurance for myself or my family.	1/7/2019 9:36 AM
896	I've been doing this job for a while and I work very hard to try and help make a difference in my client's life. But what I find harder, is trying to grow as a person and as an adult when I don't make much money. Every check goes to bills I have a car payment, car insurance, other bills, and expenses. I'm also almost done with my associates degree. I just want money to be one less stress. I'm very frugal, but frugality isn't helping as much as it should. I just wish I was rewarded for how hard I work for Arc.	1/7/2019 9:36 AM

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897	I'd love to continue putting my efforts towards making this program fantastic and by fair and adequate pay for above and beyond work, would be highly appreciated and it would be an amazing way to push forward in great counseling and non profits in Los Angeles.	1/7/2019 9:35 AM
898	I don't think we get paid enough for the job we do provide. This job should be well paid. Thanks.	1/7/2019 9:29 AM
899	While the work is satisfying and rewarding, the little pay means I have to work outside of my FULL TIME job. My husband is a full time student and works full time. My adult sister, who has Autism Spectrum Disorder, works but still receives all of her care from my husband and me. We live paychecks to paychecks, and the burnout alone caused my husband to develop the worst case of shingles his doctor had ever seen, he's 27. The love of my job makes it difficult to change careers, but I might have to in order to sustain the health of my family.	1/7/2019 9:27 AM
900	We take care of your children, family member so you guys can go work knowing they are being taken good care of. But we go to work going to work worry how we ever going to pay childcare with our wages.	1/7/2019 9:27 AM
901	focus to the need of the clients	1/7/2019 9:23 AM
902	none	1/7/2019 9:23 AM
903	It really hard to find people to stay with the company for a low wage	1/7/2019 9:21 AM
904	Why give suggestions if there not being taken into consideration.	1/7/2019 9:19 AM
905	Walk a day in our shoes and see the difference we make in our client's life. The day program is whats keeps them going and living there life. They do a lot of activity on there daily life we just ask for more to keep the service and program going. Thank you.	1/7/2019 9:15 AM
906	Please pay us workers more so that we would not have to look for 2nd or 3rd jobs to keep our own living situations a float. Some people have to rely on other means of incomes to support just one household. We are helping the one who need it the most so why is it that we can't get paid like it. We spend most of our days working, some people are afraid to take sick leave on some jobs because that means you're missing out on money.	1/7/2019 9:15 AM
907	This job is difficult and the salary very litter. this job has a lot responsibility with the clients.	1/7/2019 9:15 AM
908	Better opportunity for all	1/7/2019 9:13 AM
909	No	1/7/2019 9:13 AM
910	Although I do not work a second job outside my organization, the only reason I am able to do that is because of spousal support/child support and the help of my family. I would not be able to live in the area I work on my salary alone.	1/7/2019 9:08 AM
911	Serving the disabled has been one of the most rewarding jobs I've ever had. Unfortunately, the pay is low and it becomes difficult to make ends meet. A raise in pay would enable DSPs to better manage their financial lives so they can better serve the disabled population we know and love.	1/7/2019 9:08 AM
912	Although I am classified as a senior disabled person my income is a little above the poverty line and because of the less Than 30 hours a week below minimum wage that I receive for these very few hours I now can no longer receive any assistance with the cost of food , my pay is less than what I would receive in assistance for food. I'm upside down from trying to work at below minimum wage.	1/7/2019 9:08 AM
913	Administrative Support should also be included for pay increases as we also work hard. As the minimum wage increases--we should also be given a pay raise because of higher cost of living. Having a Bachelors Degree should also be taken into consideration, as well as dedication and hardwork. Hoping for your consideration regarding this matter. Thanks,	1/7/2019 9:07 AM
914	I live in a county that does not have many job opportunities. I am a single mother, providing financial assistance to my elderly mother also. I am the sole provider for my mortgage and living expenses for my daughter as well as paying for 2 sons college educations.	1/7/2019 9:07 AM
915	I have been in this field for over twenty years. I see staff struggling to make ends meet, and working two to three jobs. They stay for the people we serve, and should be recognized for their dedication and love for those individuals. It is gut wrenching to know that people who serve hamburgers make more money, and yet we do not acknowledge or recognize our DSP's. We want the individuals that we serve to have full lives, to dream, to make their own mark on our society, however; we do not want to assist the DSP's we hire to feel or do the same. We expect them to live at poverty level, but we need them so that we can assist others to achieve dreams. It is almost like funding is a third world country paying low wages to profit off.	1/7/2019 9:06 AM

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916	No	1/7/2019 9:06 AM
917	Physical therapists serving patients with developmentally disabilities have always been underpaid compared to our peers in other areas of physical therapy. I have worked with patients with developmental disabilities since 1982 (since the days of the state Developmental Centers) because of my love for this population. However, with the increased cost of education (PT's are now required to get a DPT in order to practice) the reimbursement rate for working in the field of developmental disabilities is neither feasible or realistic. Less and less PT's are choosing to work with this population as they are not able to pay for student loans, professional obligations, personal and family obligations. When I retire next year, my management has already stated that they probably won't be able to replace me as they are unable to hire any PT's at the reimbursement rate they can offer. I wonder how this will effect the early intervention population who at such a critical period of growth and development needs good, quality therapy services. This can effect their health and development for the rest of their lives and can potentially cost taxpayers more in the long run. I strongly urge that compensation be increased for services provided to our special population of those with developmental disabilities.	1/7/2019 9:03 AM
918	More pay for assisting those who need our service	1/7/2019 9:00 AM
919	no	1/7/2019 8:59 AM
920	I do this work because I have a passion for it. I do direct support as well as manage. I wear multiple hats due to staff shortage because of low salaries.	1/7/2019 8:58 AM
921	It's saddens me that providing direct care to people with disabilities, a job that I love, pays so little that you have to work 2 full time jobs to raise a family.	1/7/2019 8:51 AM
922	Could not work at present job if not also receiving social security.	1/7/2019 8:47 AM
923	not at this time.	1/7/2019 8:44 AM
924	I live at home with my parents due to cost of living in San Diego.	1/7/2019 8:43 AM
925	An Increase in our pay rate.	1/7/2019 8:39 AM
926	Cost of living is too high and rent locally is not easily affordable or accessible. Also, pay is lower than cost of living for this region and add 3% inflation to the economy each year, which is consequently more than our yearly raises, it creates a difficult position to afford working in this county, unless you have a partner and two income household.	1/7/2019 8:37 AM
927	We fight hard in advocating for our population to receive the quality of life in a normal society and that to me should give us a pay rate like nurses or medical field!! We are under paid!! We deserve better compensation!!	1/7/2019 8:32 AM
928	I have worked At this Origination for over 21 years and I make less than \$20.00 per hour. That is hardly a living wage for a single person trying to pay their mortgage, pay bills, gas and upkeep on my vehicle, food, and then try to buy clothes maybe twice a year. Not much left at the end of the month. I work hard we deal with many behaviors which can be a bit dangerous at times we are responsible for the well being of many individuals that attend our program. I do not get paid enough to risk my safety each and every day. This origination like many others deserve to be paid the same wage as a person doing the same jobs in the private sector.	1/7/2019 8:29 AM
929	You are losing good people to higher paying jobs. No one can pay their bills with altruism or good deeds.	1/7/2019 8:27 AM
930	From what I learn by coaching persons with disabilities empowers me to encourage my teen son with disabilities.	1/7/2019 8:21 AM
931	I feel the work I have done for the past 16 years significantly helps people. In turn, this contributes to a healthier society.	1/7/2019 8:19 AM
932	I enjoy my job, I work with and support my consumers because they need me. it does become very difficult because of what I make per hour. it should not be that I take my extra hours to help support myself by working part time elsewhere. We work very hard and cannot support myself alone by what I get paid per hour.We do not do this job because of the pay.	1/7/2019 8:14 AM
933	We are trained as Professionals but compensated barely more than minimum wage. We support a highly underserved population and we deserve to be paid more.	1/7/2019 8:13 AM
934	Cost of living has gone up and if it wasn't for additional financial help from family I could not live on my salary from my employment alone.	1/7/2019 8:13 AM

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935	yes I would	1/7/2019 8:10 AM
936	I am currently working almost 80 hrs week to support myself and my fiancée. Simply put, I need to make more per hour so that I can have a life other than work and sleep	1/7/2019 8:09 AM
937	Although I am extremely passionate about disability justice, this work does not allow me to be financially stable. I wish money was not an issue but my family relies on me for financial support as I am the only one who is working a steady job. My father is on disability and is unable to work and my mother receives SSI for taking care of my younger sister who was born with down syndrome. Unfortunately, we are barely making ends meet and it would be great help to give my parents the financial support that they have given me throughout my childhood. My younger sister has been a great inspiration and motivation for me to push for more access in places for people with disability. I hope that I can serve my family and my community in the fight for disability justice, however it has become increasingly hard because of the financial struggle. Thank you for your time.	1/7/2019 8:08 AM
938	No	1/7/2019 7:56 AM
939	The Tierra de Sol Foundation has been an organization that has long since sustained functional, effective, quality level of services for our folks with developmental disabilities. As time progresses, and our world continues to modernize, it becomes harder for us to sustain this level of service, and yet we've managed to do so. I've been at tierra for almost 2 1/2 years now, and though I see how much good comes out of the creative determination our organization put forward to finding ways to provide for our folks, I feel the time has come for our federal and state government to really consider legislative reform, and invest in the cause to continue providing for this population within our community.	1/7/2019 7:54 AM
940	I currently work 2 jobs to make ends meet knowing well that I could make more money in other types of jobs however the need for the services I provide is stronger than the need to have one stable employment although working two jobs is difficult and stressful on me on top of being a single mother I do it for the clients because they rely on me as I've been there for them for the past 5 yrs I cannot let them down having higher pay would be helpful as I would be able to spend less time worrying about how to schedule my two employments and focus solely on providing excellent services to those who count on me	1/7/2019 7:28 AM
941	We need a pay increases because Santa county cost of living is too high and too costly. some of us have to second job to make a living. We need to be able to retain good staff to care of her clients. the turn over staff is too high because of the low pay.	1/7/2019 7:19 AM
942	xx	1/7/2019 6:39 AM
943	The support given is done out of love and kindness and although we are here because its our job we are also here because we care. We also have families that we have to take case of so the fact that we work full time jobs and still qualify for public assistance is a problem that needs to be fixed.	1/7/2019 6:39 AM
944	Cost of living in the bay area has led me to seek housing 40 miles away from my organization, which is at least 2.5 hours of commuting per day (in no traffic).	1/7/2019 6:36 AM
945	Increase program hourly rates	1/7/2019 1:24 AM
946	we are under paid and over worked and we need more bandwidth	1/6/2019 11:47 PM
947	Yes, living in Santa Clara County on the wages we are paid is a hardship. Our agency cannot hire qualified staff as we used to because people leave for higher paying positions. We serve children birth-age 3 with disabilities, which requires a master's degree and pays the lowest of all special education positions. People stay because they love the work, but end up leaving because of the pay. Families are now impacted because there are gaps in services due to staff leaving. If the field wants high quality professionals, we need to be compensated. Agencies need to be reimbursed for the services they provide at a rate that supports their employees.	1/6/2019 11:32 PM
948	An increase in compensation will encourage caregivers to be willing to travel farther to help their clients especially in cases of emergency	1/6/2019 11:26 PM
949	My agency recently had a client in end of life care that had extreme difficulty keeping staff on the team. My boss assigned me to recruit former hospice workers for the case and when I called a list of over 50 workers, not a single one was interested. The number one complaint was the wage was too low. Some were even insulted and considering the emotional and physical toll that taking care of this person took, I felt ashamed asking people to essentially live in poverty to care for a dying woman. Caregivers are so important to this community and they deserve to be able to live comfortably in the community they serve.	1/6/2019 11:02 PM

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950	Cost of living in the Bay area is very expensive. Housing alone is too high and most of our salary are spent for house rental.	1/6/2019 10:40 PM
951	Giving support them an anything espacial when the abuse them and we do not see, I recommend to put cámaras <input type="checkbox"/> on the homes they live to prevent abuse.	1/6/2019 10:34 PM
952	Salary is low compared to other facilities	1/6/2019 10:18 PM
953	It is very difficult and stressful to life check by check. We all need to have a increase in pay. Life is difficult because all items ex, food, water, gas, electricity and the price of gasoline goes up. We as parents are not able to at times provide all the necessary items and things for our children's. People with disabilities has the total right to have good agencies to help them be successful. Unfortunately most of the people do not want to work on this field due to the low pay.	1/6/2019 10:12 PM
954	Would definitely appreciate the help it is hard out here with a child having to work 2 jobs just to make it barely getting to spend time with my child because sometimes on my off days I pick up extra hours!!! I know I'm not the only one and I get up every day to make sure my child has everything he/she needs but definitely is hard!!	1/6/2019 10:12 PM
955	This line of work is very strenuous, yet rewarding. Working with developmentally disabled people can be unpredictable. It takes an extreme amount of energy and patience to get through every moment of the day with the clients. It also takes energy to go home to your family and give the same effort. Our wages do not amount to the effort we all put forth.	1/6/2019 10:08 PM
956	Higher pay. That is all.	1/6/2019 9:58 PM
957	N/A	1/6/2019 9:29 PM
958	Without the income of my spouse I would not be able to work for the organization that I currently work for due to low income.	1/6/2019 9:08 PM
959	I do not earn enough to pay for my basic living expenses.	1/6/2019 8:42 PM
960	My sister who is 10 years older than me has autism she never had anyone in our family fully comprehend how to communicate with her at her understanding. The nonprofit organization that I work for toward maximum Independence Incorporated has given me essential tools and training to better communicate with my sister and find what she needs or does not want. Our organization when I started back in 2011 was an 8-hour program that helped single parents, low income families, and group homes	1/6/2019 8:29 PM
961	Many transportation companies are struggling to provide the BEST care possible to our consumers who become our children. We love them, and it is difficult to find great employees when we can only compensate them lower than what they should be paid. Our community of disabled people deserve better. Thank you	1/6/2019 8:11 PM
962	I'm taking a new job because, even working extra gigs on the side, my pay doesnt keep up with a low-income, rent-controlled 1 bedroom apartment. I have a master's and my job requires one, yet I can't keep up with minimal rent increases working 40+ hrs a week.	1/6/2019 7:46 PM
963	I have worked in this field providing direct care to individuals with developmental disabilities for 46 years . First as a lid ended care provider and later in Supported Living. I virtually have no ability to retire on my social security income. Luckily I still love my work and I am in good health	1/6/2019 7:39 PM
964	Better transportation for clients with TBI	1/6/2019 7:36 PM
965	What I do is vital to the health and overall well being of my clients!!	1/6/2019 7:19 PM
966	DIRECT CARE STAFF ARE THE MOST VALUABLE ASSET THAT A CLIENT/CONSUMER AND A COMPANY HAS, THEY MUST BE COMPENSATED WITH A HIGHER HOURLY RATE.	1/6/2019 7:10 PM
967	We have to fundraise extensively to be able to pay our staff a higher rate of pay in order to retain them and to be able to get better qualified people to care for our residents.	1/6/2019 7:03 PM
968	They should increase the pay rate of DSP. Living here in Bay area is so expensive. My family is living pay check to paycheck.	1/6/2019 7:00 PM
969	Families often tell me how grateful they are that I am in their loved one's life to help strive for independence.	1/6/2019 6:53 PM
970	I bring my lunch everyday in order to save, otherwise my income will not be enough for my next paycheck, an increase in our compensation will a great help.	1/6/2019 6:48 PM

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971	I believe that working with those with disabilities has shown me how hard working and determine these workers and with our help we can really help them succeed and grow. However, in San Jose the increasing price of living does leave a hardship on the care and support we provide. Therefore, I do believe that if a pay raise were to be added better quality of work from both sides can be achieved.	1/6/2019 6:18 PM
972	The greatness of a nation is reflected on how well out special needs people are supported and cared for.	1/6/2019 5:50 PM
973	The scope of the knowledge that we have to have for direct support is extensive, Social Security, Housing, general medical knowledge about all kinds of disabilities, and work related knowledge. We are always training at our jobs. We should be compensated monetarily for all that our job entails.	1/6/2019 5:34 PM
974	More paid holidays please. Family doesn't have enough of my time.	1/6/2019 5:28 PM
975	I would very much like equal pay to men and women	1/6/2019 5:26 PM
976	It seems a lot of people are a pay check away from losing a place to live. Everything around you goes up except your income. I will be at TMI twenty-five years this year. To take care of another humane being and give them a good quality of life, be responsible for them,treat them with dignity is not valued by our government. Well I have to tell you, it is hard work . It takes many steps to do it right. I have always had to work two and three jobs to make ends meet. I am a single mother also trying to put a son through college, so it never ends. Please give us our due.	1/6/2019 5:15 PM
977	In specialized homes staff are required to have a lot of previous experience but the pay doesn't not translate to that. Also the current reimbursement rate from regional centers for 1:1 staff needed for health and safety of residents is less than the minimum wage and DDS has not allowed contract increase. The min wage supplement given across the board does not bring the rate up to min wage	1/6/2019 5:03 PM
978	When I first started working for my company six years ago, I was paid \$2 an hour over the minimum wage. Now, after six years of employment there, I receive only the minimum wage. I am a very conscientious, caring, and intelligent person. I feel the value of the work I perform (especially considering the challenge and importance of being completely responsible for 3 disabled human beings for 6 hours a day) is not fairly compensated. I use my own car and have put extensive mileage on my car, and I am well aware that, as soon as my car has given out, I could not purchase a new car because I couldn't afford the payments. When that happens, I will be out of a job, and would then realistically face homelessness. I am 58 years old and went straight from being a stay-at-home mom for 35 years to a divorce, to working in my present position. My company offers great benefits and I am very grateful for the efforts to be kind, professional, and make a positive difference in the lives of both their employees and our clients.	1/6/2019 4:59 PM
979	We are taking care of people who need assistance with living a quality life, in which, it should be a higer paying job.	1/6/2019 4:37 PM
980	I believe this company is good to work with but it doesn't help me alot financially because I cant afford to pay my bills and rent so thats why I got a second job to be more financially stabled.	1/6/2019 4:16 PM
981	I just think that if you want to work in this field, you can barely make it financially. Overall, thank goodness, it i rewarding in other ways.	1/6/2019 4:02 PM
982	A living wage for the county we live in would be nice.	1/6/2019 4:00 PM
983	I absolutely love my job. I love working with my clients and being part of their progress. Unfortunately I have to rely on a second job to make ends meet. Although my job is rewarding it's not enough to live on.	1/6/2019 3:48 PM
984	No	1/6/2019 3:24 PM
985	Love my work and the people I support but getting very difficult to continue working for this company for the amount of money I am paid	1/6/2019 3:16 PM
986	Na	1/6/2019 2:56 PM
987	Living in Bay area is so expensive that one job is not enough to support the family especially my pay rate now. My son still depending on me for his medical benefits which is so expensive that my take home pay is ranging from 600 to 800. My salary in my other job is almost not enough for my mortgage. My family is just pay check to paycheck, I'm trying hard to save for other/ unforeseen expenses.	1/6/2019 2:50 PM

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988	N/A	1/6/2019 2:43 PM
989	<p>Many people, even those in our own workplace management, do not have a full understanding of what it's really like to work up close, front and center - hands-on, with people with disabilities. They don't see it the way we DSPs see and feel it. I am disappointed by the corporate climate that has taken over the mission and vision of the Arc. It's more like "we have to make money" at the expense of the Staff/ DSPs and clients. We DSPs are at the forefront doing the dirty work and we are treated like, yes, dirt. One big reason why there's fast turnover among DSPs: we work hard and earnest in providing real and compassionate, but professional, services to our clients and don't get the appropriate compensation for all our hard work. They bitch about our hours and refuse to pay for hours that we work beyond schedule, conveniently forgetting that we are working with PEOPLE, not a bureaucratic pile of papers, reports, charts and/or the crafting of lofty ideals and standards meant to get money support from politicians and philanthropists and media. Can't tell REAL hands-on anecdotes here due to lack of space. But we DSPs need to be treated with respect and compassion, not like mere pawns and convenient serfs to get more funding that never really get down to us. If I had been younger, and less committed to my clients, I would've joined many other disillusioned DSPs looked for better-paying job. They were clear-eyed enough to see one can't afford to have family just being a DSP.</p>	1/6/2019 2:33 PM
990	<p>If it were not for the fact that my husband is in the Army and we have assistance with housing then I would not be able to support myself with this job. My monthly full time salary doesn't not even add up to enough money to pay my rent for the month.</p>	1/6/2019 2:18 PM
991	<p>There are many people with disabilities , that need good quality caring loving worker's, who are willing to spend the time to listen, teach, share, and do things over and over again. In which most people don't have the patience, or are willing to do. This is a field in which a lot of compassion and caring comes into play we love our jobs, love working with these individuals who just need time patience help and sometimes just someone to let them experience things with mentoring.</p>	1/6/2019 2:15 PM
992	<p>It would be nice to be considered for a raise, even though I have 'capped' out, due to length of time served.</p>	1/6/2019 2:12 PM
993	<p>This job (job coach) requires a lot of driving. One needs to be well rested to be a safe driver. Those who need to work two or more jobs to make ends meet are understandably often exhausted. This is a safety issue that shouldn't be taken lightly. With higher pay we could possibly and probably just work our one job and get proper rest to be safe drivers as well as fully alert and energetic coaches, etc. Another point is that someone did a study looking at all the activities direct staff does within their daily jobs and compared it to other jobs that have the same job descriptions. They concluded that the compensation others outside of disability service agencies receive is \$16.37 per hour. I may have that number off by a few cents, but the point is clear. Direct staff serving those with disabilities is grossly underpaid. Obviously if we were compensated properly there would be much less turn over in staff and a much more stable situation for the clients we serve.</p>	1/6/2019 1:57 PM
994	<p>We work our shifts without breaks because we are providing service the full shift. Often times I have to clean urine and feces during my shift.</p>	1/6/2019 1:23 PM
995	<p>Due to budgeting issues within the agency in the 12 years that I have worked with our agency I had worked without a wage increase for a stretch of 8 years this was a difficult time for our family as I have raised 4 children without any other government assistance. Cost of living has jumped in our area which makes it hard for anyone to have a generous saving. I choose to continue to work with an agency I believe can help other to live independent lives however i becomes harder to continue to work in this line of work because of wages that can not keep within the rising cost of keeping a household afloat.</p>	1/6/2019 1:21 PM
996	No	1/6/2019 12:54 PM
997	<p>Working at this job is incredibly fulfilling. Not only am I able to meet a wide variety of individuals, I get to assist and help them with their needs.</p>	1/6/2019 12:52 PM
998	<p>I feel like this job is wonderful because it helps support people who really need that support. It is a great opportunity for them to really experience working so one day they can eventually be prepared to get a real paying job.</p>	1/6/2019 12:41 PM
999	<p>I want to stay in the industry, but we lack much support that our friends in education get, like retirement and paid holiday. Many of our employees are working at minimum wage to support people with disabilities that need specialized care which requires more training than our friends in education. We simply do not get funding for doing the same type of work! Nor do our disabled friends get proper funding. Please help!</p>	1/6/2019 12:15 PM

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1000	College tuition fee is high for my children to pay.	1/6/2019 11:29 AM
1001	Some of the participants we, as Employment Training Specialists, coach in the workplace make \$12 or \$13+ an hour. Experienced Employment Training Specialists make \$14 an hour and haven't received a raise in 2+ years. Some fast food restaurants in the area are making more per hour as a starting wage... The board should review the wages again, especially for those who provide the services for the company and keep it running. Administrative staff should not receive wages at higher rates than our own supervisors either. The board should review that as well. That's my suggestion.	1/6/2019 11:14 AM
1002	It has been a long hard fifteen years trying to support my family in this field. I have worked as many as three jobs because in my younger days I was a single mother of four but I have never had aide from the state in any way. Unfortunately for most that is not the case simply because we don't make enough to make it. Even as a person as old as I am I could not survive on one job alone and that is terrible.	1/6/2019 10:27 AM
1003	I am proud of the parents with their child with disabilities it's hard life	1/6/2019 9:51 AM
1004	Yes, I love & enjoyed working with special needs especially when I get to know each and everyone, when I see them happy & makes their day, makes a lot difference to me. I would suggest to increase more of my salary. I depend on my salary to help my husband financially especially when he's disabled & retired already, money is just not enough to meet our needs. Thank you!	1/6/2019 9:36 AM
1005	My income is not enough to keep up with inflation, to be able to cover my expenses and to live a life without worries by the end of the month.	1/6/2019 8:54 AM
1006	With the high cost of living, school expenses, and other expenses like medical expenses, it is a continuing struggle in life.	1/6/2019 8:39 AM
1007	because of the high rate cost of living in this area and every one struggling to earn a living, it would be nice we have a compensate for good salary so we can maintain a better life and focus on giving a good care for our residents.	1/6/2019 7:55 AM
1008	Cost of living in San Diego is extremely high. Proper compensation is imperative.	1/6/2019 7:41 AM
1009	I feel it necessary to say that our work and commitment shouldn't be undermined and under appreciated	1/6/2019 7:39 AM
1010	None	1/6/2019 6:34 AM
1011	The day program I work for is amazing. They have an incredible vision and work at providing the very best for their clients.	1/6/2019 5:12 AM
1012	I feel that direct support staff is a major part of the program. without us, clients would not thrive or have a presence in society.	1/6/2019 2:58 AM
1013	We all work very hard with provide service and help to people and children with disabilities. Some of us work long hours to help people with disabilities and children. We do the best that we can and all to help all that we can and that need our help. We all like what we do to help people and children and their families.	1/6/2019 2:06 AM
1014	As a DSP, I can say staff goes above and beyond to provide to the best of our capacity to serve our clients and community. It is important to value DSPs for all their effort they do in advocating for this population. Our organization and staff would not be here without the proper funding.	1/5/2019 11:40 PM
1015	I could not pay my regular living expenses (home, food, utilities) if I had to rely solely on my wages from my disabilities service provider employer.	1/5/2019 11:32 PM
1016	I've been working two jobs for many years just to make ends meet. I live from paycheck to paycheck coz my house rent is too high! Cost of living is also very high!	1/5/2019 11:28 PM
1017	My other job is a teacher. Both occupations need more compensation. We spend money for those we care for because it helps them but we need help, too.	1/5/2019 11:16 PM
1018	I love my job n my people n got into this line of work because my own children have disabilities But I don't believe the pay is fair considering wut we do n the sometimes long hrs we we. Do to the partnership law we r no longer able to work wit 2 different companies n 1 client. That is how we were able to make ends meet wit the low pay. I do believe wut we do is important not only to us but to the clients n their families. Sometimes wut we do keep the client from being institutionalized. We save them n their families n keep smiles on everyone's faces n support r own families in the mean time. Higher pay would mean less outside help n save money for all concerned. Thx Yvonne Nichols	1/5/2019 10:52 PM

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1019	Cost of living is really highly around here.	1/5/2019 10:22 PM
1020	Increase Salery	1/5/2019 10:21 PM
1021	Our clients are so important to us that whenever they are sent out for hospitalization/confinement, we follow them & stay with them until the time they are discharge & go back home.	1/5/2019 10:10 PM
1022	I don't have to work 2 jobs because I am married and my husband earns a good salary. I know several single co-workers who have to work a second job.	1/5/2019 10:00 PM
1023	All I would like to say is that in this field there Will always be both good days and more difficult ones. It takes a certain kind of person and dedication. It's a beautiful thing when all the consonants are there.	1/5/2019 9:48 PM
1024	The ever rising of the cost of living in Silicon Valley on one hand and the non existence of any commensurate increase in the pay rate brings in too much stress in life. As a result, I end up working two jobs that has a tremendous burden in creating low job satisfaction. Last but not least is the poor or expensive nature of the benefit, including medical insurance has an unbearable burden on my day to day life. In addition, lack of any support by LSA to help out with covering to build my career to the next high level (such as LVN or RN) is another headache.	1/5/2019 9:32 PM
1025	Living expenses are rising while we remain on the same pay. Please reward us by helping us on raising our pay.	1/5/2019 9:13 PM
1026	I work almost 100 hours a week to be able to support myself and my children. I love my job. But it's extremely difficult to stay in this industry with such low pay.	1/5/2019 9:03 PM
1027	I'm always happy to serve our individual. Real issue is cost of living .	1/5/2019 9:03 PM
1028	No thank you	1/5/2019 8:57 PM
1029	If a few dollars we used as compensation to encourage those high function clients, they would get to do a lot: their home yard cleaning, painting, fixing walls as an assignments under supervision. Also, producing art work that could be sold in auction (a special event every year) would give them more motivation in life, which would also be good for their health.	1/5/2019 8:55 PM
1030	TMI is a wonderful organization to work for unfortunately I only make minimum wage so I'm unable to make ends meet being a direct staff is emotionally and physically draining sometimes, not to include the second job that I have to work to make ends meet. Working direct support with people with disabilities should warrant higher pay.	1/5/2019 8:55 PM
1031	I rely on a Navy pension for my income. The salary I make at TMI does not provide for my financial needs.	1/5/2019 7:14 PM
1032	I love the work I do. Before I retired I had to take a better paying job and leave my service provider company. Now that I have retirement and social security I am able to do the work that I really love to do and feel called to do.	1/5/2019 7:00 PM
1033	I feel under appreciated, because every day is a struggle with the clients and staff. I know I'll do grate working here If a raise was set then it will make wonders for my stress in my life,and help make everything worth while.	1/5/2019 6:39 PM
1034	I think it's really important support people that work hard every day to keep families and economy in better conditions	1/5/2019 6:33 PM
1035	None	1/5/2019 6:23 PM
1036	I see our direct service staff struggling to pay bills each month. Cost os living is so high in our county, and they provide such an important service. .	1/5/2019 6:10 PM
1037	My life and dedication to the persons I am taking care of . By the end of the day love to see and watch them happy and progress .Cost of living is the real issue here.	1/5/2019 5:32 PM
1038	None	1/5/2019 5:23 PM

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1039	I would like to share that i am very proud of TMI for the quality of support given to the people we serve. Being a direct care staff and being a serving member, i experience a sense of purpose and it is so rewarding working on this field. However, after the fact that everything is getting so expensive, it is very hard to make ends meet every month. I am the only one working at home with a household of 4 including my two daughters, one who is 7 years old and the other 6 years old. Mom works very hards raising them as you know, taking them to school, picking them up and so much more that it take to bring them up. She also volunteering with their teachers at ther school. To bring home the bake, I work 30 hours per week coaching for Intergrated work and 6 extra hours per week as Tailored Day coach, but we are still so limited on the things needed at home. We never had tv cable or internet service, but we always use a tv antenna where my dauther can watch some of the local channels. When we took our children to Disney for the first time, we were so blessed to have some friends who's dauther used to work for Disney and were able to give us a gift with 4 Disney tickets and have the joy of our lives at Disney seeing the faces of my two little daugthers having so much fun waving to princess and magical characters around us, it truly was the most memorable time of our lives.	1/5/2019 5:19 PM
1040	In order to pay bills and maintain housing I work over 40 hours per week.	1/5/2019 5:00 PM
1041	I work for 2 different social service agencies and have an additional job and still live paycheck to paycheck. I am trying to assist my daughter getting through college, but because of my limited income/pay rates, she has had to take out multiple loans as well to help get through college. The rate of pay does not compare at all to all that we do.	1/5/2019 4:35 PM
1042	The cost of living is going up and so should our salary. We provide good care to our clients and should be compensated more than minimum wage . I believe the starting salary for a direct support trainer, caregiver, personal support worker or home health aid should start out at at least \$14 hr	1/5/2019 4:27 PM
1043	I am fortunate to have a partner that brings in a significant income. However, before I met my boyfriend I had to work two other jobs and 60+ hrs a week to make ends meet and still lived uncomfortably. I am a very hard worker and caregivers like myself can really change the lives of others and make a great impact on the community itself. The fact that we make so close to minimum wage is frankly insulting.	1/5/2019 3:54 PM
1044	Being a care giver is very rewarding but no way you can make ends meet by doing it time	1/5/2019 3:50 PM
1045	When all costs in the daily management of running a business has increased, the current reimbursement for early intervention speech therapists (treatment & evaluations) is currently below what was previously received by ELARC in 2008. In addition, in spite of efforts to mitigate consumer cancellations, it continues to cause a problem since we are not compensated for lost time and are unable to reschedule other clients with short notice. Staffing requests compensation, and rightly so, since there time has been blocked for therapy. A nominal cancellation fee/policy should be considered to bring attention to the impact it has on our schedule. Each month a discrepancy of 25% in planned and actual compensation is evident each month.	1/5/2019 3:31 PM
1046	N/A	1/5/2019 3:28 PM
1047	I am a single Mom with a child who goes to school, needs care, food and shelter and clothings. Being a single mother with a single income not even enough to save some for emergency expenses. I have been working for many years taking care of children and adults with special needs/disabilities, Working with these people takes a lot of harwork to provide good care. It is about time for workers to receive good compensation, commensurate with the type of job we do. Workers like us takes 2 to 3 jobs just to be able to meet ends meet. Good compensation makes workers happy to do their job and stay and not to seek other jobs from other places who pays better salary.	1/5/2019 3:20 PM
1048	I am single with an adult child with health issues that I support. I love the job I have but could not afford to stay if it wasn't for outside income I get. I work hard for my job and bring several years of experience. Could I get a higher paying job? YES. But it couldn't bring me the joy I get from working with this population.	1/5/2019 3:19 PM
1049	Taking care of a human being is harder than the general public thinks. It is not only changing, washing, and cooking/feeding. I am helping them adapt to a normal life as much as possible. I do not want anyone to think that they cannot do this or that because he or she is disabled. I consider that I make a difference in their lives.	1/5/2019 3:07 PM
1050	The cost of living in San Jose is so high. We are hoping if we can have a better salary to afford for the coat of living.	1/5/2019 3:02 PM

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1051	Some of our clients makes more money than us.	1/5/2019 2:51 PM
1052	As a floor staff I feel that we do not get the credit we deserve and are severely under valued when It comes to the stress we are under dealing with clients. This high stress occupation at a low pay rate that takes a toll on ones body.	1/5/2019 2:49 PM
1053	There's an episode of The Office called the negotiator. In the episode Mike, the manager, finds out that his employees make more than him because of the extra sales they pull in. Mike decided to step down as manager and be a sales person instead because he can make more money. What's funny about this is that this similarly happened to me. I had an opportunity to go for house manager. Unfortunately with all the extra hours I do each week, I make more than a house manager. So I had to turn down the house manager position and stay in the position I'm in since I can make more. How sad is that.	1/5/2019 2:46 PM
1054	With the wages that I am currently earning I am not able to support my self and family as well. It's difficult and I end up living paycheck to paycheck. For example when my brother passed away I was not able to carter for expenses and I had to use my 401k. If we can get increase as direct Support Professionals will really good because the we do take good care of our clients who need care the most.	1/5/2019 2:37 PM
1055	There are many cancellations because many of the children are medically fragile. Often the cancellations are while we are on the way to the home visit. It is too late to try to schedule another visit with a different family. I spend many hours on the road to get to the family and considerable time preparing materials for the visits and then there is a lot of follow-up paperwork and report writing -- all of this is not paid time.	1/5/2019 2:37 PM
1056	It important to compensate the employees that provide services for individuals with special needs accordingly. It is NOT an easy job sometimes and in order to keep the employees, their NEEDS to be a pay increase. Thank you!	1/5/2019 2:17 PM
1057	The work that we do is so important to me and to society as a whole. I feel this profession is not appreciated, as it should be, financially. Also the federal mileage reimbursement rate is much higher than we receive, which does not seem right.	1/5/2019 2:15 PM
1058	Give me more money	1/5/2019 2:14 PM
1059	No	1/5/2019 2:14 PM
1060	No thank you	1/5/2019 2:07 PM
1061	More \$\$\$\$\$	1/5/2019 2:07 PM
1062	Clients make more then coaches	1/5/2019 2:06 PM
1063	I'm a household and I give my services to these community... I have struggled to pay my bills , I live with a low rate minimum wage .. My job is very value to people with special needs .. Is a lot of responsibility, we are no take care staff , we take care of human been We are the key person in the lives of our clients	1/5/2019 2:05 PM
1064	It's a struggle	1/5/2019 1:57 PM
1065	As someone who cares and is responsible for the well being of a human being that cannot care for themselves, I shouldn't have to have two jobs just to make it by. I shouldn't have to work 60 hours a week. We are the backbone of society and deserve higher wages. Thank you.	1/5/2019 1:50 PM
1066	I very much enjoy what I do taking pride in my job and showing our consumers how to be more independent. This job dose not pay enough for all that we do as IW workers we most definitely have lots of heart to keep us here I'm a mother of 3 and since I love what I do I have had to find a 2nd job to make ends meet.. we are all very good heard workers that offer so much life experience to our consumers we are most definitely not paid right at all!!! Warehouse workers get payed WAY MORE for less work and less stressful experience that we IW workers run into we not only have consumers to take care of but also parents we have to give them that comfort that there child (adult) is in good hands we help build a name for TMI with the amount of love compassion and hard work we do to make there child become more independent and less work for parents to have to stress about once the lord calls them home.. I believe we Deserve a higher pay.. thanks	1/5/2019 1:50 PM
1067	Coaches are the core of the company. It of great importance that they are compensated as deserved. Without coaches clients are not able to be taken and guided to learn new skills to hel them function Daily or in the future.	1/5/2019 1:48 PM

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1068	Rent is really high most of my income goes to my rent. I have to wait for my fallowing check or barrow money to cover any food purchases. I do not get the opportunity to buy personal items or clothes necessary for myself or my family so freely and often can't keep up with other bills such as water, electricity, internet (which was disconnected this month) because of the economic hardship we face. I hope this changes because although I am a strong advocate to end homelessness and have volunteered at rescue mission from San Diego to LA and also a strong advocate for single mothers I also know that our system needs to have a better balance and take care of the rental crisis and or increase wages for those families who are trying to make ends meet. Thank you	1/5/2019 1:39 PM
1069	We invest an immense amount and effort in making sure we provide quality and meaningful services to the individuals and families we work with. Unfortunately, more often than not, we find ourselves being constantly worried about financial issues at home while still making sure we deliver the services we are supposed to. Receiving a raise in pay would mean the workers to my children, myself and my coworkers.	1/5/2019 1:31 PM
1070	Direct Support Staff aid people who need assistance, I have lifted people, wiped noses and personal private areas and have assisted others in ways that only certain people can bring themselves to do. Not just anyone can do what we do, go to the levels we will to aid these wonderful group of individuals, we deserve to be compensated for our time and dedication to do the things other people wouldn't do. Caring for someone enough to wipe them and bathe them when they are not family is a gift we give to this society and we should be able to at least meet the standard of living without a second job or extra income. There are higher paying jobs for less meaningful work, and I'm sure that this community of people are needed to stay where they are to keep doing what we do, so make it worth our while or lose your workforce slowly but surely.	1/5/2019 1:27 PM
1071	i think we deserve to be paid more for the work we do.	1/5/2019 1:22 PM
1072	The direct service provider pay should reflect the importance of the work done. Currently, the pay does not reflect the importance of the position that impacts somebody's life so directly and daily. It is a shame that somebody working a fast food job make 15/hr when somebody working in our field is barely making 11.50/hr.	1/5/2019 1:18 PM
1073	I enjoy being able to help change lives for the better. Unfortunately minimum wage is what we get paid to do this & the only way to survive financially is to be a supportive live in with a lot of hours. That being said, I wouldn't change careers as it makes me feel good to see others laugh & smile.	1/5/2019 1:09 PM
1074	We make a difference in the lives of other and it's very rewarding.	1/5/2019 1:02 PM
1075	People with disabilities bring joy into the world, I believe that they are put on this earth so remind the red rod is to slow down. Most of them will need supportive services for their whole life. They contribute in a way that is often overlooked and dismissed.	1/5/2019 12:59 PM
1076	Working with people that have intellectual disabilities has brought me a better understanding and care for them. It is a difficult job that requires patients, but anything is possible. I enjoy and love my job and it feels good to know that I am helping others.	1/5/2019 12:59 PM
1077	No	1/5/2019 12:58 PM
1078	We need support financially. As for me I provide a lot of support to my clients with disabilities. But once we see our pay and live day by day with our pay check I needed to get a second job which I don't have time to spend with my own family and having a child with special needs I'm drained even to work with my child or clients. That if we even try to call off because we are sick or need a vacation day we can't becaue most of the time we don't have no one to cover for us.	1/5/2019 12:56 PM
1079	Please grant increase. Housing is outrageous, gas and food is too high.	1/5/2019 12:56 PM
1080	I love what I do but more money for the kind of work that we provide will be so helpful because we do not ever make enough but the cause of living,,,,,makes it harder,,,a raise will be very helpful	1/5/2019 12:53 PM
1081	To provide services to adults with developmental and intellectual disabilities is a big challenge to our patience, love and commitment but seeing them succeed on whatever they do through our help is very rewarding.	1/5/2019 12:52 PM
1082	I love my job, love the community that we serve. I love the company that I work for, and the services we offer. Unfortunately, the only issue is the compensation we earn. We do good, we give back to the community and we all deserve and could do so much more with wage increase.	1/5/2019 12:49 PM
1083	At this moment I work with a deaf and autistic client. I think of activities outside of my work time, I help her communicate through a device given to her that she doesn't know how to use. I learned on my own time how to use it. I also learned sign language on my time to be able to communicate better with her.	1/5/2019 12:49 PM

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1084	The support our organization provides to people with disabilities is essential to their quality of life. The staff who provide the support are passionate about what they do and they need to have the compensation they deserve. The energy and skill they put into their jobs should be compensated at a level that gives them the ability to remain in their jobs.	1/5/2019 11:53 AM
1085	No	1/5/2019 11:45 AM
1086	with higher wages many employees would be able to dedicate more of their time to reviewing cases and coming up with new strategies to better help the clients we have rather than relying on a second job and having to dedicate our time to that instead of our clients	1/5/2019 11:40 AM
1087	It's a cool place to work! :)	1/5/2019 11:36 AM
1088	I struggle to provide for myself and children with the low income that I receive as a direct support professional. I definitely support a significant wage increase that would FAIRLY compensate for the work / duties required of me.	1/5/2019 11:29 AM
1089	I believe that employees are not paid enough for the work that they provide to people with disabilities.	1/5/2019 10:30 AM
1090	Higher pay rates to those working directly with the consumer and more benefits (paid holiday, vacation/pto) administrative workers are important but the DSP does the most for the company	1/5/2019 9:41 AM
1091	It is not nearly enough for the job that I am required to do.	1/5/2019 9:15 AM
1092	All	1/5/2019 9:02 AM
1093	Living in the east bay is very challenging, living pay check to paycheck, hoping that my rent is to increased. Most nights i got to bed hungry because i cant afford to buy food . Most of my money goes to line others pockets, i make too much for assistant programs, but not enough to feed myself. An increase in pay would mean so much to my quality of life	1/5/2019 9:00 AM
1094	Direct support professionals do so much for the individuals we care for and take so much from them as well (i.e. we get hurt, spit, etc) for the rate of pay we make	1/5/2019 8:57 AM
1095	Living in the east bay is very difficult with the level of take home pay. I am barely surviving. Most of my check goes to line others pockets. I work to survive i have very little joy in my life. If i miss even one day of work i wonder how i am going to feed myself. I make too much to qualify for aid, but not enough to be comfortable. Most nights i go to bed hungry.	1/5/2019 8:52 AM
1096	I worked as a full time job coach and IHSS provider for 8 years and love it! It's truly my passion and calling. Unfortunately, it's a field that doesn't pay enough to raise a family on so I had to leave. I still work on-call mainly to keep my foot in the door because I love the work and I love my clients but I make my living working for the county. It's truly unfortunate because the low pay and poor benefits drives the good workers out and opens the door to all kinds of unqualified weirdos that just see it as a job and not an opportunity to change lives.. The field of disability support services needs to be respected and held to a higher regard and set of expectations. DS professionals work hard to help people with disabilities realize their full potential, live meaningful lives, and break stigmas and stereotypes. The work needs to be taken seriously and the pay needs to reflect that. People with disabilities deserve qualified staff that love what they do and who are good at it. Please find it in the budget to help people with disabilities by ensuring they only get the best supports by raising the bar and raising pay. Thank you.	1/5/2019 8:45 AM
1097	Client is super happy with having staff member as support, that has even requested to have the same staff member for the following semester	1/5/2019 8:40 AM
1098	There are individuals with disabilities everywhere and there will always be a need for support staff. Its a challenging job and requires a lot of empathy and compassion. Support staff deserve more government support so we dont need to find second or third sources of income to get by.	1/5/2019 8:28 AM
1099	The cost of living in Bay Area is getting higher and higher. It would be nice if we have a better compensate for salary so staff can stay and maintain a better life and focus to give the best care for our residents. Beside, it's sad to see and witness staff who could not afford to stay in Bay Area have to moved to another state to support their family to have a better daily living where they don't have to have too much stress and struggle with the high cost of renting a place to live and provide foods on the table everyday.	1/5/2019 7:20 AM
1100	Because cost of living in Bay area is very expensive. so if you have a family, you have to do extra hours or work 2 jobs to survive.	1/5/2019 7:20 AM

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1101	McDonald's is currently paying more for flipping burgers than we are for supporting quality of life to individuals who need our services and support	1/5/2019 7:19 AM
1102	No	1/5/2019 7:04 AM
1103	i been employed for the company for many years and this pass year the turn over in staffing has been at the great high.I just feel that they need to come up solution to the problem and better pay, working for this company pretty much forces you to have another job order to make it.When people ask me how much money do you make I lie to them because I so a shame to reveal the truth.It is very hard to tell your child that you can't do certain things because I'm not financially able to.	1/5/2019 6:39 AM
1104	no thanks	1/5/2019 6:31 AM
1105	I would like to be paid on merit rather than the county's minimum wage.	1/5/2019 6:22 AM
1106	I was not making enough money to provide for my child on my own even getting SSI supplement for my child that I had to get another full time job! I literally work every single day! 10 hour shift Monday to Friday and a 48 hour shift on the weekend! Because my income went up we were cut from SSI ! Working one job full time got me SSI But was over any bracket to recieve any other help like food stamps or housing! I had no choice but to get another job!	1/5/2019 3:21 AM
1107	I can't qualify to get a house or an apartment because I don't make enough money that qualifys me 3x the rent. Because of not making enough money it causes homelessness for my family, living on peoples couches. It's not fare for a single parent.	1/5/2019 3:09 AM
1108	Higher wages are necessary as the position is not every consistent and always requires a second income. this diminishes the chance of receiving health benefits because of inconsistent hours when clients cancel.	1/5/2019 2:13 AM
1109	I've been working in the medical field for 14 years I enjoyed working with people with disability. The only problem is due to high cost of living my salaried is noit sufficient to earn a living . Everything was expensive. Salary is it enough.	1/5/2019 1:05 AM
1110	I believe that as a DSP I go above and beyond what is required, which can be said about my other DSP coworkers as well. We collectively look out for the betterment and success of our students. I believe that we not only provide a service to the student clients, but we provide them with tools and skills (ie. time management, self-advocacy) that will help them with their educational, social, and vocational endeavors.	1/5/2019 12:57 AM
1111	Working with children with special needs is something that does not end when the work day is done. People that work directly with kids know their minds never stop thinking about them. They always try to think of new ways in order to help their kids grow and be able to understand our complex world.	1/5/2019 12:01 AM
1112	Not applicable	1/4/2019 11:57 PM
1113	We provide support so that individuals with disabilities can live independently and become successful members of their community. I believe direct support providers should receive a pay increase and it should be more than minimum wage .	1/4/2019 11:57 PM
1114	for meetings that are two hours or less the travel time should be paid.	1/4/2019 10:11 PM
1115	We deserve it at a higher rate. This isn't enough. I live at home and cannot support myself with the wage.	1/4/2019 9:29 PM
1116	Raise, retirement	1/4/2019 9:20 PM
1117	I often work behind the scenes after hours for needs of people with disabilities. Trying to give appropriate and crucial service to make sure needs are met.	1/4/2019 9:14 PM

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1118	ICAN has easily helped me see that working with people with disabilities is a passion of mine. I love working here and I love our clients but I can't survive in Southern California and Los Angeles earning what I earn. I not only provide direct support but in order to earn a slightly higher rate and get full time status (which doesn't really come with amazing benefits if we're being honest) I took on an administrative role after coaching hours. I also do odd jobs cleaning for people, baby sitting, etc to make a little extra cash. I'm not a single parent but my income assists in my home and the home of my grandparents. My mother is between jobs and she and I are the main financial support for my grandparents. They're SSI only covers their rent and a few hours of care provision for them. Groceries, medicine, home repairs, food for their pets, and other expenses add up between both households. Just to emphasize how much I love this job despite the pay: on the rare moments I have free time and am not with my grandparents; I volunteer for our social programs and camps. Camps are not paid time off even though the same organization runs it. Social program is just as much work (if not more) as our day program but I do it for free because I love these clients. I want to go back to school and get a master's in social work soon. I want to keep working with our clients. But I'm scared that I won't be able to pay for school and my other expenses while I'm with ICAN. Please allow myself and others the opportunity to grow and better ourselves so that we can continue to do the same for those with disabilities.	1/4/2019 9:12 PM
1119	I need increase in salary because the cost of living here in Bay Area is way too much. I cannot afford rent. Please and thank you.	1/4/2019 9:02 PM
1120	The company I currently work for is understaffed. As a result of that many of the current employees take on several roles to make sure all duties are done. Yet, we do not get paid a higher wage for taking on different positions due to no funding. Many people who have applied for this job usually do not continue with the hiring process because they find out the pay wage. Increasing the wage will not only help the current employees, but also get more staff in our company to help. It would also help the individuals we serve to be able to get out and be involved in the program.	1/4/2019 8:58 PM
1121	Our wages should increase and given some health benefits	1/4/2019 8:48 PM
1122	I enjoy helping people and making their lives better, having a cheerful attitude to cheer them up, every day is joyful. I feel that people who care about people deserve to be compensated with wages that allow us to continue to live in the expensive Bay Area, where fast food workers make the same wages we do or above, sales clerks in stores have higher wages, we are at the lowest pay rate of any employees in California!	1/4/2019 8:41 PM
1123	I enjoy my work, it is very rewarding to know I am helping the quality of life, for the people I work with. But due to the high cost of living here, I may need to move away. I have worked for this company for over 20 years. It would be sad for me and the people I work with if I moved away. A pay increase would make a difference in my decision.	1/4/2019 8:35 PM
1124	We should get paid more money!!!!!!!	1/4/2019 8:28 PM
1125	It is very difficult to get full status If you keep up with paperwork at field then you don't have to go to the office as much but then you wont be able to full time since you don't complete the 32 per week	1/4/2019 8:12 PM
1126	We prioritize scheduling of new non-RCOC clients over RCOC clients as the rate is significantly lower.	1/4/2019 8:09 PM
1127	The Direct Professional Support (DSP) is not an easy position as it sounds it might be easy. DSPs are held responsible for every actions that are made to impact on the disabilities' life in the both positive and negative ways.	1/4/2019 7:52 PM
1128	For support staff we are very under paid and work very long hours. Maybe it's time for personal in government try doing our jobs on our pay.	1/4/2019 7:30 PM
1129	The need is high for trained care providers, the very low pay is a deterrent, and the reason many folks leave this type of employment.	1/4/2019 7:29 PM

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1130	I am a Certified Administrator for a Licensed Adult Residential Care Facility and I carry a caseload of 3 Supported Living consumers. In addition to administrative work, I provide direct support as an On-Call staff member. I have worked in the field of I/DD since 1980 in varying capacities from direct care to Regional Center professional staffing levels. I have advocated for the people we provide services to throughout my work experience. Perhaps my focus should have more heavily emphasized support for the Direct Support staff who we need to provide high quality care to individuals living with I/DD. Caregiving has been considered low skilled work since its inception. Those with limited knowledge of the field are the first to tell caregivers that they must be angels for what they do. I say there are no angels, there are hard working professionals who must have the ability to develop complex relationships with those they provide care for. They must understand and be able to problem solve equipment issues, understand medical issues and medications, they must be meticulous with hygiene and need to recognize and prevent cross contamination. In addition to personal care, healthy meal preparation, household and occasionally, pet care is required. If anyone in the general public were presented with just one of the issues that caregivers handle on a daily basis, that member of the general public would be at a loss insofar as how to proceed and most likely, would run the other way. In 1980, wages for direct care workers was around \$6.75 per hour to start, depending on the state one worked in. Here we are, 2019, in California, a high cost area, where wages remain very close to the state minimum wage. It's taken 39 years to get from less than \$7.00 per hour to under \$13.00 per hour, unless one works in a city the requires a slightly higher wage. In the San Francisco East Bay Area, this low wage means direct care staff must work two or more jobs to pay for subsidized rent. Many have moved to lower cost areas yet commute to the East Bay, spending hours in travel time and then working long hours. The wages do not allow for any quality of life and have a direct impact on the care required for those with I/DD. Staff turnover is very high and the lack of consistency in relationships is detrimental to staff and consumers. Burnout levels are high due to the depressed wages and lack of affordable housing in this area. The rates paid to provider agencies do not reflect the varying costs of living across the state. This needs to be considered in the state budget for Regional Centers. Although an 8% increase is being requested, if approved, it will be a very small portion of what is truly needed in order for stability to be achieved.	1/4/2019 7:23 PM
1131	I feel like compare to other nursing jobs, my current work place doesn't pay competitively like other places. I also found myself needing outside source of income. Raise of salary is needed.	1/4/2019 7:02 PM
1132	No	1/4/2019 6:56 PM
1133	The cost of living is so high in our county and less pay for staff. We are not able to retain good staff because of low pay. Staff are leaving to high paying employment.	1/4/2019 6:56 PM
1134	The cost of living is so high in our county and less pay for staff. We are not able to retain good staff because of low pay. Staff are leaving to high paying employment.	1/4/2019 6:54 PM
1135	I've very happy in what I do and I love every second so I don't have much to say but of course pay increase would be much appreciated.	1/4/2019 6:42 PM
1136	It is important to ensure dignity all around in our care of our patients and in our compensation for our work. Thank you!	1/4/2019 6:34 PM
1137	Our jobs transcend beyond merely providing quality service to the public. We are working to giving the disabled a chance to integrate themselves into society & this help make a tangible difference in our communities.	1/4/2019 6:30 PM
1138	The importance of the work done by DSP's and the impact their work has on the lives of the people that they support should be compensated at a rate higher than minimum wage. It is unfair that entry level employees at companies like McDonald's/Walmart earn the same amount as DSP's who directly with impacting and supporting the lives of individuals with developmental disabilities. The low wages available for this work, often mean that employees have to work for more than one employer to have a liveable wage.	1/4/2019 6:14 PM
1139	None	1/4/2019 6:13 PM
1140	Living in Santa Clara county with the high cost of living is very challenging. To cope up with this relying on one wage is barely enough to make both ends meet. A lot of my coworkers work two jobs to be able to survive.	1/4/2019 6:11 PM
1141	DSP's play an important role in the well being and mental health of the individuals they serve. This type of work is not easy and it is underpaid. Things are getting expensive everyday and us DSP deserve to better compensated.	1/4/2019 6:09 PM

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1142	Living around here in the Bay Area, DSP's salary is not enough, we should be paid fairly because right now the pay is very low. DSP tend to look for another job with a higher pay thus, there's a shortage of DSPs in the developmental disability population.	1/4/2019 5:54 PM
1143	We don't get enough credit for the type of work that we do.	1/4/2019 5:44 PM
1144	People who take good care of developmentally/intellectually disabled community should be paid fairly because right now the pay is very low especially if you live around the bay area. Workers leave this kind of job because there are offers or different jobs that pay higher.	1/4/2019 5:37 PM
1145	We don't get paid enough.	1/4/2019 5:35 PM
1146	Because of low pay, i will have to work until i die or become too sick to continue	1/4/2019 5:34 PM
1147	Money is tight and the work is tough. I think we should be getting paid at least 20/hr.	1/4/2019 5:34 PM
1148	Tax the rich	1/4/2019 5:30 PM
1149	Many times, the work direct support does is equally physically and mentally demanding as nursing jobs, yet we are paid minimum wage.	1/4/2019 5:22 PM
1150	I would like to have retirement, raise, every year because the rent in Marin is really high.	1/4/2019 5:15 PM
1151	I am working for an amazing company who takes great pride in serving their clients. After leaving a position of 17 years to join this extraordinary team I am thoroughly impressed in the efforts of ALL who work here. I have not seen this type of integrity in a CA company before. Extra wages would be going to an extremely hard working sector of our society.	1/4/2019 5:12 PM
1152	It is extremely hard to recruit good, committed staff in this field when we are competing with entry-level jobs like retail or fast food in regards to pay. After working in this field for 10+ years, first as direct care and now as an administrator, I can only afford low-income housing and often times have to find extra work to do just to pay bills. Most other staff at my work work overtime on a regular basis, both because their wages are low, and also to cover shifts due to lack of staff in this field. The population we work with deserves the highest quality of care that we can give. Unfortunately, with our current funding, we are not able to recruit or retain nearly as many quality staff as we need.	1/4/2019 5:08 PM
1153	In my personal experience I believe more paid indirect hours are needed. There have been many stories of people saying they struggle to finish all the paperwork within the allotted hours on top of indirect travel time between clients.	1/4/2019 5:08 PM
1154	I love working for Life Services Alternative because helping people is my passion especially with disabilities people. With an increases in the cost of living, the salaries that I am receiving is not enough to provide for my whole family. Therefore, I must have another job in order to give my family a more comfortable life. In the last few years while working for the organization, I have experience staff shortage. Due to low in the salaries, many staffs left the organization to find a better job with a better pay and benefits. I hope the government will be more considerate and giving a salaries increase to all employees in order for the organization to continue giving a quality care and services to our residents. Thank you.	1/4/2019 4:57 PM
1155	In order to have quality staff in the field the wages would need to be higher. This type of work is rewarding but it is also demanding and I have seen a lot of people leave the field to work in other fields that pay more and the work is "easier". If people are paid more they are willing to stay with agencies longer and when people are able to stay the individuals receiving the service benefit from having the consistency.	1/4/2019 4:57 PM
1156	well living in ca the gas the is 4a gal and the cost of living my roommate needs more care he's up at night he's just way more work	1/4/2019 4:53 PM
1157	There is a question are you a single mother with children.... nothin about "are you a single father with children.	1/4/2019 4:48 PM
1158	It's a very regarding job but the pay it's really low.	1/4/2019 4:43 PM
1159	no	1/4/2019 4:32 PM

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1160	All I know, that I feel that this field is very important because we are dealing with lives of people. (Quality Care) and yet, the pay is so low! Living in this San Diego County, on top of that, if you are a single mom and with kids, you definitely need to have 2 or 3 jobs and no quality time with your kids. It would be great to have a better pay for this field or a raise, a decent raise would be appreciated. I feel that this field of work should be one of the most better paying jobs, but unfortunately it is just the opposite. At least a decent rate so the single moms won't have to work 2 to 3 jobs.	1/4/2019 4:28 PM
1161	Sometimes i dont work the amount of hours I should. my job as a facilitator for people with disabilities and many times they have to go to doctors appointments or they may get sick frequently and that cuts time from me being able to work with them. I make a little bit more than minimum wage but even then it doesn't cover my phone, car insurance, car payment and groceries even with the help that I get from the government.	1/4/2019 4:25 PM
1162	Please reconsider when cutting the budget - don't cut social services first	1/4/2019 4:22 PM
1163	direct professionals are not valued through wages.	1/4/2019 4:22 PM
1164	This would really help if you got a higher rate because the rent is going up and it's so hard to live with a small pay knowing that the rent is still going up. And can't barely making it to provide my children to eat. Also to pay for the clothing and the necessary supplies you need for home.	1/4/2019 4:21 PM
1165	Direct Support Professionals are not valued and paid way too low.	1/4/2019 4:20 PM
1166	Im single mom with five kids and struggling to make ends meet. Increased funding and increased wages will allows those who care for developmentally disabled individuals the opportunity to stay and work. Instead of working multiple jobs and leaving the area to live. I live in Santa Clara County and living expenses are ridiculous.	1/4/2019 4:19 PM
1167	Direct support professional are not recognize for the work and a valued employee, based on low income payed.	1/4/2019 4:19 PM
1168	Employees working with disabled individuals do not have enough money to meet their needs. I have multiple jobs. My coworker works an additional full time and part time just to meet the needs of her family. Others have moved away. As a result, individuals who are developmentally disabled are left without caregivers who have worked with them for years. It is vital that funding is increased so that employees will get increased wages.	1/4/2019 4:15 PM
1169	I'm a single father and work another job.	1/4/2019 4:13 PM
1170	I feel that this organization needs to help out staff more and do more for the staff that work here. I feel like this organization focuses too much on the people with disabilities, and not enough about the people working for them.	1/4/2019 4:09 PM
1171	As a supervisor, the biggest challenge I face is high turnover in quality staff. Often these individuals are leaving their direct service positions as a result of needing to make more money to pay for simple cost of living. Time and time again, I meet with staff who are very emotional about making the decision to leave this career to go somewhere that pays more but is not rewarding to them on a personal level. (i.e. food industry) The greatest impact I see is to the people we support. Most of our population relies on structure and consistency, so having to regularly say goodbye to a staff person often creates regression in skills.	1/4/2019 4:08 PM
1172	Employees not paid to meet their needs. Causing them to leave or have multiple jobs, leaving developmentally disabled individuals who are developmentally disabled. It is vital to increase the wages and the funding for these programs.	1/4/2019 4:08 PM
1173	am proud and grateful to be a part of futures explored family i'd have learned more about people with disabilities.	1/4/2019 4:06 PM
1174	No comments	1/4/2019 4:02 PM
1175	If the companies paid more, more clients would have better quality services and the rate of overturn would decrease	1/4/2019 4:02 PM
1176	The services provided to families are life changing and when provided early in life sets the path for a better future for all involved. Providers of these services do so with all passion and love in their hearts. The partnerships with children and families last a lifetime. The fact that the professionals have been undervalued and underpaid is embarrassing to the state as a whole.	1/4/2019 4:00 PM

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1177	I've been working for Jay Nolan for over 23yrs. I've been full time with them for 13yrs as a full time employee I was working 50hrs. a week I was reduced to 40hrs. a week because Jay Nolan can't pay overtime since Governor Brown made it a law to pay overtime after 40hrs. It's been real struggle since then if not for the extra money I get from my retirement check from Los Angeles School District we would be homeless. However even with that extra money it's still very hard to get by. I believe in the last 13yrs I've received two pay raises at \$13.25 an hour still not enough. Yes we need better pay.	1/4/2019 3:57 PM
1178	none	1/4/2019 3:57 PM
1179	NA	1/4/2019 3:55 PM
1180	This job is so rewarding and I love the work I do. However, it can be stressful and alot is required. Higher pay would make us not only serve our clients better but also make employees happier in the long run.	1/4/2019 3:54 PM
1181	Most of the time, our residents need supplies that are limited due to no having money	1/4/2019 3:53 PM
1182	I would like to thank very much the Managers and Supervisors for always acknowledging the work that their employees do by making them feel important and valuable.	1/4/2019 3:52 PM
1183	No	1/4/2019 3:52 PM
1184	It is a very good thing that I have other income because a person could not financially survive on the salary from this occupation.	1/4/2019 3:44 PM
1185	Being a direct service employee is no walk in the park. Most of the people I have provided service to are lonely/traumatized/insecure on top of their disabilities. We help provide not only support but an ear to listen to their emotional needs. This job is alot harder than yours so i believe i speak on behalf of my all fellow direct support employees that not only would like a higher pay, we feel like we deserve it.	1/4/2019 3:43 PM
1186	We are very under funded. All staff would like to provide more care for our clients	1/4/2019 3:43 PM
1187	.	1/4/2019 3:42 PM
1188	I worked for my company for 7 years and still do not earn the \$15/hour which is minimum wage in other cities.Fast food workers earn more than we do! Pet store worker's starting wage \$14.50/hour,which is more than I earn after 7 years w this company. I have been getting food at local foodbank and am 10k in debt	1/4/2019 3:41 PM
1189	Direct Support Personnel are the people who make relationships and really get to know the clients they work with. DSP's are the key to changing lives and to make this world a better place for everyone. I know that sounds cheesy, but DSP's see it all. They clean up after their clients, they calm their clients down when they are having a behavior. DSP's will risk their own safety for safety of another client. Overall, DSP's provide so much for this organization and they deserve to be compensated appropriately for everything that they do not only for their clients, but for this community.	1/4/2019 3:39 PM
1190	no	1/4/2019 3:37 PM
1191	Our work is definitely underpaid!	1/4/2019 3:36 PM
1192	As much as I enjoy working as a direct support employee for an individual with special needs. I am unable to work full-time as one with no other source of income and support my family financially. The cost of living, groceries, gas, medical expenses, elementary school activities and incidentals require me to work 2 jobs.	1/4/2019 3:36 PM
1193	Living in such a high cost of living area, it is virtually impossible to foresee owning a home or even living debt free in a small apartment with the wages we earn. As staff for people with disabilities, my job is tasking and stressful and I feel that I don't make enough money to afford small self-care items or services. I really enjoy my job, but don't know if I can stay working here and be able to afford rent and food, let alone extras.	1/4/2019 3:36 PM

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1194	Because of the low pay in this field, this job depends upon people being willing to work for less money than they need to live on. Many people cycle through the field because of this. They'd like to stay, but it is simply impossible for the amount of money that we make. Because of this, the people we serve are constantly encountering a new stream of support professionals who are not familiar with them and the supports that work best for them and by the time they learn, they'll be leaving for another job. This keeps the lives of the people we serve in a constant upheaval due to ever-changing staff. One way a society expresses how much it cares about a group of people is by how it provides for those who support them. The extremely low compensation of DSPs says a lot for what the State of California and the United States think of the people with disabilities that we serve.	1/4/2019 3:33 PM
1195	Working with the special needs community requires further education which has left me in debt. The organizations do not compensate when we further prepare ourselves to better serve the community of special needs. It is time that the government recognizes all the people working in this field. It requires patience, kindness and most of all devotion. Not many people fit these qualities.	1/4/2019 3:32 PM
1196	Lots of employees turnover due to low wage and increased cost of leaving. If employee wage is increased, jobs will be stable and employees will not be moving to well paid jobs that do not serve people with developmental disabilities. Most employee are leaving companies that serve DD population and moving to the hospitals, assisted living and skilled nursing facilities. If wages for employees working with the DD population is increased, these caring and experienced employees with stay and continue serving these population.	1/4/2019 3:29 PM
1197	I feel the need of these individuals and I don't understand why other people such as government and who ever is in charge or humanitarian pay does not consider these individuals valuable human beings and also the humans with the mind to be able to work with that population. This job is not for everyone and people making direct effect in these individuals life should be rewarded on earth as it is in heaven. For this country was founded by " in God we trust". All people are equal in Gods eyes and we ought to help each other.	1/4/2019 3:29 PM
1198	n/a	1/4/2019 3:29 PM
1199	This is a hard job. Some of. Us stay some leave. We leave because we are not payed enough. For the work that we do . its as simple as that. We live in one of highest. Cost of living. Counties in California. We are smart, edcatated but. Still we are not paired what. We deserve. We need more. Funding. For the future and. Better way. Of life. My final thought. Imagine if our service went away because people left for. Better wages. What would happen? What would you do. What should you do to make things right. For use and. Our family? Give us a living wage and we will be here	1/4/2019 3:27 PM
1200	Agencies across the state are closing, shutting programs, or losing significant numbers of employees due their inabilities to increase staff wages and benefits. Homelessness is already a major issue in this state. If pay does not get increased for the people that work for these agencies not only can they become homeless but, so can the ones we take care of. In turn this would cost more money to be spent by the government to help assist the homeless with housing (which is outrageous in this area), food, clean-up crews, possible loss of revenue to local stores due to the lack of people working. In the long run a small raise would be a large savings to the government. We deserve to be paid better than the 16 year old working part time at the local burger joint. We have families to support.	1/4/2019 3:27 PM
1201	The pay is so minimal I have to work two jobs just to make ends meet. I love what I do, but the pay is not enough to survive.	1/4/2019 3:25 PM
1202	Being a direct support professional for individuals with disabilities is extremely rewarding, but it is also physically, mentally, and emotionally taxing, and it pays significantly less than many entry level service professions. The department I work for pays more than others at my company, and it is still barely enough for a single adult to support themselves in Sonoma County, much less someone trying to support a family. This has a direct effect on the morale and work ethic of DSPs and the quality of workers that are attracted to these positions. Individuals with disabilities deserve the support of those that have the time, energy, and motivation to assist them in achieving the best life possible. When their workers are struggling to make ends meet, can't afford proper self-care, and are otherwise stressed financially, the quality of service they provide is inevitably affected.	1/4/2019 3:24 PM
1203	more pay	1/4/2019 3:22 PM
1204	pay more to DSPs	1/4/2019 3:21 PM

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1205	We do extraordinary work with people with developmental disabilities. There are days we work more than 8 hours scheduled due to lack of staff wanting to work in a extremely stressful job. We deserve to be paid more than the state minimum because this job again is stressful enough without having to go elsewhere to look for another job just to make ends meet. This job takes a special type of person and we are few and far between. Just like everyone else we take on this job because it is what we are meant to do. We enjoy teaching individuals how to be more independent and involving them in everyday life... shopping, banking and other activities every other person takes advantage of. I can only speak for myself with this statement but I assure you there are more people out there that feel the same way I do... I enjoy my job. I look forward to going to work everyday. I would hate to see the person I work with go from living in her own home to living in a group home where she is nothing more than a number and a paycheck. These ladies and gentlemen and children desire to have a stable environment same as we do. Please don't cut the staff short and cause us to have to disappoint the ones that need us the most.	1/4/2019 3:20 PM
1206	I know that many of our DSP staff are forced to sub into other departments or hold a secondary job in order to make ends meet. DSP work directly with clients and provide emotional, physical, and mental care for every client. They expend a tremendous amount of time and energy ensuring that clients are well taken care of. They deserve better.	1/4/2019 3:20 PM
1207	we make minimum wage and its very hard to survive on the money we make and california is too expensive . instead of giving money and free healthcare to all the immigrants maybe you can use that money to pay DSP staff a liveable wage and more benefits to the disabled.	1/4/2019 3:19 PM
1208	Daily we work with people with disabilities and are challenged and our limits are tested. Its rewarding but people are constantly getting hit, kicked, punched, and spit on. People often have to clean up vomit, pee, and feces. This is hard physically and emotjonally.	1/4/2019 3:17 PM
1209	To me, you do this job because you care. You could easily go somewhere else because minimum wage is not enough, especially to do the things we do. But again, you do this job because you care.	1/4/2019 3:16 PM
1210	it is sad to see people working at fast food services making more that I do	1/4/2019 3:15 PM
1211	I had to sell my childhood home that I've lived in and raise my children and grandchildren due to a mistake the IRS made and I had to pay for it it's a crying shame.We as providers should be paid more and have more support and resources for parents with children and adults with disabilities	1/4/2019 3:13 PM
1212	no	1/4/2019 3:08 PM
1213	Compensation for employment as a care giver is much too low. The reimbursement we receive is no where near a living wage for Santa Cruz County. And yet, the work is intensive, physically and emotionally. A wage increase has been needed for a very long time, and is overdue. Please help.	1/4/2019 3:07 PM
1214	Mentally challenge individual specially those that stayed in DDN level and has nursing problem, Staff should have more higher pay compared to other home .	1/4/2019 3:06 PM
1215	Experience Big Brothers Big Sister for 4 years Youth Adult Conversation Corps for 4years Training Crew Firefighter	1/4/2019 3:05 PM
1216	Would like to get paid more.	1/4/2019 3:05 PM
1217	I feel that my job is important and that I should be paid better wages.Minimum wage in San Jose and San Francisco is \$15/hour,after 5 years with this company I still do not earn even close to \$15/hr	1/4/2019 3:02 PM
1218	Simply that our jobs aren't easy and they don't pay enough for all the work. Sadly I can't depend on only one job to make ends meet. I am, however, very passionate about all my job which all include assisting others' needs.	1/4/2019 3:00 PM
1219	Hi, As a supportive and hardworking employee who'm I put my all into my clients to keep them satisfied and coming to program, I suggest we do get a higher WAGE then what we have, I refuse to be getting paid the same then those who I do support, I do not find it fair especially when we deal with a lot, Thank you.	1/4/2019 2:59 PM
1220	I believe with the amount of care and type of labor provided, that a higher income to compensate for that time and energy, as well as to accommodate to increased costs of living is critical and ensures a more steady and satisfied workforce.	1/4/2019 2:58 PM
1221	I feel I have been doing direct support for 13 years and should be making more than 13.00 hour	1/4/2019 2:57 PM

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1222	In the 6 months that I have been employed with Person Centered Services, I have seen the positive differences made in many of our students lives because of the education and resources available here. As an employee, I have also noticed positive changes in my own life because of the education I have received while on the job in many different scenarios as well as from required trainings provided by Person Centered Services. This has led to a better relationship with my children, especially with my oldest son who has been diagnosed with ADHD. My new found education has allowed me to be more patient and understanding of some behaviors that my son will have when he becomes frustrated with school work or feels as if he can not hold still.	1/4/2019 2:56 PM
1223	I'm a full time employee with 3 degrees in the field making minimum wage, 12 hr. My rent is more than I take home a month but yet I make to much for outside services such as snap or cash aid. The cost of living is expensive and being a single mother does not help.	1/4/2019 2:53 PM
1224	I absolutely love my job and the Becoming Independent environment, however, I barely make a living wage and unfortunately I will not be able to work here long term if the wages do not increase. I wholeheartedly believe that the support we provide as DSP's deserves to be compensated better.	1/4/2019 2:52 PM
1225	Caring for someones child is very important. Paying them minimum wage seems not right. This also brings on help that is just minimun. The private industry pays more. I know there are other employees that have been there longer than I have been, 6 years. The only raises that have come across the board are those that are state and federally mandated. Even overtime wasn't happening for many a years after I was hired. whether I was working 20 or 60 hours it was all straight time.	1/4/2019 2:51 PM
1226	NA	1/4/2019 2:50 PM
1227	n/a	1/4/2019 2:50 PM
1228	I adore my clients and would love to do this job full time, but I have become the primary breadwinner of my family due to my husband's car accident and we can't afford to live on what I am paid for this job. I have three jobs in order to make ends meet and we will be losing our healthcare soon.	1/4/2019 2:49 PM
1229	We do similar work as LVN and RN's in facilities similar to the work they do. But WE DON'T GET PAID FOR SIMILAR WORK!!!!!! This is based on the states job title description . Please keep in mind the cost of living keeps rising and our hourly wage of 5% isn't enough. The cost of living in San Diego is too high and an average person has to make \$30.41 per hour to survive	1/4/2019 2:49 PM
1230	No	1/4/2019 2:47 PM
1231	this job pays 40 hrs weekly full time it's been over 10 years since i've worked that many hours and been able to not need any longer state aid like medical and calfresh i'm saving the government and taxpayers money by being self sufficient which was first on my bucket list thank you for all you do	1/4/2019 2:47 PM
1232	Compensation is important people dedicate their lives to help others. I believe there should be a high compensation	1/4/2019 2:46 PM
1233	I feel that with all the responsibility the job comes with and the expectation to care for our clients on top of limited compensation and with the daily stress from both client and higher ups that a raise wouldn't hurt.	1/4/2019 2:46 PM
1234	Cost of living is skyrocketing. The rent for the house in Silicone Valley is literally unbearable. The compensation remains almost stagnant thus adding the level of stress to a new heights. We wonder how could a DSP will survive in the future given the huge imbalance between the low compensation rate and the ever rising of the cost of living.	1/4/2019 2:45 PM
1235	Not any	1/4/2019 2:44 PM
1236	increase of pay will help especially because cost of houseing is so high	1/4/2019 2:43 PM
1237	We provide really important care that also requires having a degree of patience with the people we work with. I feel the care we give and the duties we have requires a higher compensation than we are given, especially when we have a higher degree of learning that is not necessarily as a CNA.	1/4/2019 2:40 PM
1238	We are doing so much as a DSP but get minimum wage it is highly unfair!!!!!!	1/4/2019 2:39 PM

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1239	We do similar work as an LVN and RN's in facilities similar to the work they do. BUT WE DONT GET PAID FOR SIMILAR WORK!!!!!! This is based on states job description. Please keep in mind the cost of living keeps rising and our hourly wage of 5% isn't enough. The cost of living in San Diego is too high and an average person has to make 30.41\$ per hour to survive!!! This was just exposed from the news and is important for you to realize... thank you	1/4/2019 2:38 PM
1240	we provide so much more than 8 hours a day to our participants we are their legs we are their eyes and so much more. we help with physical emotional and mental and behavioral situations similar to those in state hospitals. It is unfortunate to be so under paid for the line of work that is done in day programs and in home support services.	1/4/2019 2:37 PM
1241	Too many to list, but I'll pick one from my days in direct care. Had a class of 6 students, and this one day we took on an extra due to that student's teacher calling out sick. She had Downs Syndrome and had no problem using it to her advantage against everyone who worked with her. Except me. She worked with me numerous times, so I was familiar with her behaviors and had a good rapport with her. Anyway, we did an afternoon and she's walking next to me and I ask her, "Hey girl, so why is it that everyone else you work with, you give a hard time but with me, you do what I ask you?" Without missing a beat, she answers, "because I love you!" At this point, I started laughing and she did the same. I gave her hug and then she holds out her hand and says, "Pay?" As in payday! This population is never short of heartwarming stories, and it's a testament to the staff who work tirelessly to provide a positive atmosphere for said population. The compensation for said staff is underwhelming in most cases, and they are more than deserving of fair wage and certainly more. Sincerely, Rick Carter TERI INC.	1/4/2019 2:37 PM
1242	Higher compensation	1/4/2019 2:36 PM
1243	I may not have taken any special education classes or courses but I give as much hands on work, time and support,as well as sweat as those who are working and educated. What I'm saying is I have had 3+ years experience working with mental and physical disabled adults and no job has been similar to this one. I love working with them and helping them anyway that I can, I love teaching them and watching them try and figure things out. It's my soul purpose to see them achieve something just like the rest of us. Regardless of how long it takes them to learn a skill I know and believe they will learn it with consistency. It's been proven multiple times and I see it everyday in the workplace.. I would go into details but it would be a book yes a book! As much as I enjoy my job it can definitely be stressful at times, I leave work tired from giving my constant positive energy and caring advice. It can be draining but I do it because I care. I have children of my own who I also need energy to teach and care for, so sometimes I don't know how I do it but I do. I believe myself to be a patient understanding persona who looks at everything with an open mind and is a good listener. With that being said it would be great to earn more money doing what I do and it would be so much more worth it for them!	1/4/2019 2:34 PM
1244	We do similar work as LVN and RN's in facilities similar to the work they do. But WE DON'T GET PAID FOR SIMILAR WORK!!!!!! This is based on the states job title description . Please keep in mind the cost of living keeps rising and our hourly wage of 5% isn't enough. The cost of living in San Diego is too high and an average person has to make \$30.41 per hour to survive	1/4/2019 2:33 PM
1245	n/a	1/4/2019 2:33 PM
1246	The cost of living in very expensive and that is why we work two or three jobs, we need more money thanks !!	1/4/2019 2:32 PM
1247	Increasing compensation is always welcome	1/4/2019 2:32 PM
1248	DSPs provide a vital role to not only the clients and there families, but also to society as a whole by encouraging integration and helping this population of people become more contributing members of society. What else would the consumer do for 8 hours everyday?	1/4/2019 2:30 PM
1249	I feel that we need better wage for the hard work we do with teaching people with special needs.	1/4/2019 2:29 PM

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1250	<p>Hello, We need a live able wage come on!!! We work hard and have lots of responsibilities. I worked in hospitals, nursing homes pervious to work in this field and it has been an amazing experience I truly enjoy being with these guys, however, we all need a live able wage were nots kids who work here were all grown adults making a minimum wage. This job should have many titles caregiver, companionship, advocate, nurse, behavioral assistance, teacher of life skills, reporting abuse negligence, helping them, they trust us we look out for them there adults who are always worried that their instructor will leave we have a lot of turn overs people don't stay for all the work we do for so little pay to some it's not worth it. Single mothers who work here stay because of the days and hours it's a good mommy job. These single mothers are working to take care of theor kids and it's hard a struggle to provide living check to check and having to work two jobs some three jobs. Many people I know my age make good money I dont understand why I don't when I know my job requires, more responsibility. Thank you please give us a liveable wage with a Christmas bonus for our children.</p>	1/4/2019 2:27 PM
1251	<p>We do similar work as LVN and Rn's in facilities similar to the work they do. BUT WE DON'T GET PAID FOR THE SIMILAR WORK!!! THIS IS BASED ON THE STATES JOB TITLE DESCRIPTION. Please keep in mind the cost of living keeps rising and our hourly wage of 5 % isn't enough.The cost of living in san diego is too high and an average person needs to make \$30.41 per hour to survive as i have seen the proof from the news.</p>	1/4/2019 2:25 PM
1252	<p>I believe we should make more money since we are their teachers, nurses, managers and more. We teach life skills and safety, we take them on jobsites and more. We love our job but we have to work two or more jobs to be able to provide for our families. And that isn't fair on us, we make less than people in the fast food industry. I've been here for six years but prices are going up in San Diego and I have two children. Its is very hard to be able to provide and take my children places because of bills and everything. I always have bills pushed back and taking out loans and I know I am not the only one. We deserve more we deal with consumers having behaviors and I have personally been attacked more than once. I just believe that if we made more money there would be more people who stayed here for a long time. Its just not fair for us to work so hard and make less than 700 every two weeks and the average two bedroom apartment is \$1400 a month not including utilities and hygiene and food we have to buy. I feel we deserve more than minimum wage.</p>	1/4/2019 2:23 PM
1253	<p>I have been working with disabled infants for the past 24 years. I currently work at Blind Babies Foundation. I have a Masters degree, and provide intensive one to one services to infants and their families. Since my employer is a nonprofit and we're reimbursed through the regional center system my salary is considerably below public school teacher salaries. I am deeply devoted to the work, and to support my disabled adult son I also work is his in home support worker. The work we perform makes any Normas difference in the lives of our clients, there have been few and very minimal rate increases in the time that I have worked. In addition we are only allowed to charge for face to face services, if a family canceled 10 minutes before my visit and I show up at their door I'm not allowed to bill, every other medical provider therapist of any sort charges with a less than 24 hour notice. I believe that DDS needs to allow us to bill at least a 50% rate for canceled visits, that we should be paid for the intensive report writing an assessment that we do outside of the face-to-face so that services Can be provided by how highly qualified professionals which is essential for the support of these families in this very challenging. Of their child's initial diagnosis. I urge you to consider these changes in the rates. Thank you</p>	1/4/2019 2:21 PM
1254	No	1/4/2019 2:19 PM
1255	<p>Minimum wage has gone up and will continue to increase yet the rates paid to our agency have not changed in over 10 years. This has made it very difficult to retain staff and our turnover has increased which has affected the quality of services provided for the folks we serve.</p>	1/4/2019 2:14 PM
1256	<p>i am a single mom and i love my job. i have to work extra hours just to pay bills. i recieve benefis n aide. but still is not enough to do my job and not worry. i love my job and i am a great assest to this company and they..clients ate apart of my life. just to do our job without worrying if lights get shut off next day is nothing but memory....nona stone</p>	1/4/2019 2:09 PM
1257	<p>I love what I do. Though the job can be challenging, it's incredibly rewarding. Care workers deserve to be compensated for the work they do with a living wage. I believe there should also be transparency about how much the agency's receive from the government.</p>	1/4/2019 2:09 PM
1258	<p>We do everything for the residents we serve, everything for those who cannot !!! and all this for a little over minimum wage. Explain to me how we can live on that in California. We deserve better, we</p>	1/4/2019 2:05 PM

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1259	One job should meet the financial needs of a small family. our compensation is almost comparable to the individuals we serve daily. Wage increases for our type of jobs shouldn't be overlooked.	1/4/2019 1:59 PM
1260	I think we should get real breaks and a non working lunch. It would also be nice to make more hourly for the services we provide.	1/4/2019 1:57 PM
1261	I suffered from lack of sleep because I have to work in to two jobs (16hrs) straight in order to provide my family and pay my bills.	1/4/2019 1:54 PM
1262	We do similar work as LVN and RN's in facilities similar to the work they do. But WE DON'T GET PAID FOR SIMILAR WORK!!!!!! This is based on the states job title description . Please keep in mind the cost of living keeps rising and our hourly wage of 5% isn't enough. The cost of living in San Diego is too high and an average person has to make \$30.41 per hour to survive	1/4/2019 1:53 PM
1263	I feel that we are here to work because we care for this individuals with disabilities, it does affect them and us having to leave and seek other jobs because they get used to having us to take care of them but with everyone having a family and kids it is very hard to continue doing this without a decent living wage. Hope you consider this for everyone.	1/4/2019 1:52 PM
1264	I thankful the one I git this year.	1/4/2019 1:51 PM
1265	Not at this time	1/4/2019 1:47 PM
1266	When on outings I feel we need to have directional or picture cards to help some of our clients with their needs some of us do not know sound language an sometimes there is some confusion for the client or employee. Thanks	1/4/2019 1:47 PM
1267	Not at this time	1/4/2019 1:46 PM
1268	Our organization works hard to give as much support as we can to persons with disabilities, however we have less funding than needed to cover what we do. We can support them in their daily lives only as much as we are able.	1/4/2019 1:40 PM
1269	I love my job and would like this to be my forever career but when I think about starting a family with this wage I recognize that I will need to make some changes to keep us afloat.	1/4/2019 1:38 PM
1270	No	1/4/2019 1:33 PM
1271	The work that we provide is the same if not more detailed then a CNA, I am a single mother who works 40hrs a week and goes to school. Compensation is not enough we should make at least \$20-25 per hour. I cam flip burgers for 16.50 or more if your a manager. How can this compare to the work I do everyday? We take care of our participants like they our own family members. I love what I do, when I come to work everyday and my guys are smiling at me it melts my heart. When I have to stress over finding a better paying job so I can live on my own or coming to work and stressing over how Im going to get my car payment its stressful. I can go work at In and Out and make more money than I do being an instructor at program. Yes my bills will be paid but what would my guys think when i'm not longer working? Are they going to be upset? are they going to stress? Is someone going to make their time at program the best 6 hours of their lives as I do everyday? Trust me I have thought about this long and hard, But I maybe left with no choice but to seek employment somewhere else.	1/4/2019 1:33 PM
1272	There should be more funding to help with people who have disabilities	1/4/2019 1:32 PM
1273	As an organization we struggle daily with the very tangible impact of low wages in regards to the caliber of direct support staff that we can attract and then maintain. The result of low wages is that we seem to attract individuals that lack the appropriate amount of education, experience, and dedication to be able to truly develop satisfactory skills and initiative. This issue presents itself daily in the level of understanding, care, approach, & accountability of our staff to not only give high quality care, but to become a high quality staff who strives to improve performance and take initiative to develop their service to our clients. Additionally, our low wages cause direct care staff to seek additional supplementary income within the organization and outside employment, which fuels overwhelmed and overworked staff- further deteriorating the quality of our service to the clients.	1/4/2019 1:32 PM
1274	It is important that people working with people with disabilities get better compensation because this is not just a job for most of us. This is caring, loving and giving support to people with disability to have a better quality of life.	1/4/2019 1:29 PM
1275	Families and employees frequently experience burn out. Offering adequate resources and funds is key in order for providing adequate support.	1/4/2019 1:28 PM

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1276	we need better paid because is very hard job. I love my job.	1/4/2019 1:28 PM
1277	We often are not able to provide the care that our clients deserve because pay is so low for direct support professionals that working here is not sustainable. Making \$14 an hour to deal with often severe behavioral and health needs is not enough to afford basic needs like rent and food, even though they love the field and their clients. It's imperative that we work to ensure that higher wages can be earned in providing care, education, and behavioral support for individuals with special needs and disabilities. High turnover rates due to low wages directly and negatively affects the population we serve.	1/4/2019 1:28 PM
1278	I have been working in the special education for 12 years. I have always had to maintain a minimum of 2 extra part time jobs on top of my full time employer. I have never been able to build up savings, pay for any large purchase completely without assistance from family or credit cards. I have maintained about \$5000 in debt because I dont make enough to cover basic living expenses. For the level of work we do we are forced to work multiple jobs just to not become homeless.	1/4/2019 1:25 PM
1279	Na	1/4/2019 1:24 PM
1280	The work of a DSP is incredibly rewarding but can also be extremely challenging. Our wages are often lower than that of fast food restaurant workers despite the skills required to be a DSP. Many of my co-workers struggle to pay their bills, especially those with children. The majority of my co-workers leave this field due to the low wages. This directly impacts the lives of the people we serve in negative ways. They experience high turnover in their support staff which often leads to inconsistent support in their homes and while out in the community.	1/4/2019 1:23 PM
1281	The work is very emotionally connected to others. Yet most are parents at home that need more than they have now due to their paycheck	1/4/2019 1:22 PM
1282	We worked very hard to provide the best for our clients and we help and care for them.	1/4/2019 1:19 PM
1283	I feel that we are not paid enough for the work we do.	1/4/2019 1:18 PM
1284	We are tired working 2 jobs to support our family. We do not make enough money as DSP.	1/4/2019 1:13 PM
1285	DSPs are the ones that suffer the most (after the people we serve) if increase in pay is not granted. All prices at going up, especially housing. We love what we do, we love serving people with disability but if we have to work 2 or 3 jobs, it is difficult to perform our jobs well.	1/4/2019 1:11 PM
1286	No	1/4/2019 1:11 PM
1287	we go above and beyond for the people we serve . It would be amazing to get higher compensation. So many people leave, not because they hate the job, but because they can no longer afford to work in this field. We need raises!	1/4/2019 1:08 PM
1288	I have always loved what I do for a living, providing direct support to help make a difference in these young adults lives but, it's a hard job with lots of mild stones & behaviors. To work so hard to help make a difference teaching life skills, showing different ways on how to cope with their behaviors. It can be a little dishearting to find out someone working in fast food without needing a high school diploma/ college is making more money then you by flipping burgers.	1/4/2019 1:05 PM
1289	NA	1/4/2019 1:04 PM
1290	I've been with this agency for a while and have seen many people come and go. The reason for why most people leave is the pay. We lost many great staff because of this.	1/4/2019 1:04 PM
1291	The tax base in California makes it impossible for middle and lower income people to survive financially on one income or in my case my retirement. As a retired teacher, I am only allowed to receive 1/3 of the Social Security Benefit that I paid into 25 years before becoming a teacher and that I am currently paying into.	1/4/2019 1:03 PM
1292	I would like to earn more per hour so that I don't have to work 2 other part time jobs besides the job I work for my agency. My agency offers me excellent healthcare benefits that I pay into, so that offsets the low per hour pay I receive.	1/4/2019 1:02 PM
1293	A better pay gives you more courage to work harder.	1/4/2019 1:01 PM
1294	Direct support staff must make a living wage to maintain supporting the differently abled. With the cost of housing, food, gas consistently rising without a raise in wages that are not even meeting the requirements for standard living wages, it is impossible to maintain employment. It is honestly unsettling, and depressing to see someone who sits around developing apps for a phone make a fortune compared to those who give 110% of themselves everyday providing direct care, support, compassion and love to enrich the life of another human being.	1/4/2019 1:01 PM

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1295	We work all hours given. Don't make enough to survive.	1/4/2019 12:51 PM
1296	We need to be paid more because we do a very important job	1/4/2019 12:48 PM
1297	I believe that the Direct Care Providers produces the most hard. We deal with the disabled clients hands on, followed by their uncontrollable behaviors. We put ourselves at risk of being severely injured daily. I believe that we are definitely underpaid. The administrators get paid much more than the Direct Care Providers. While they are sitting in their offices processing paperwork and attending to meetings. They don't experience half of what we've gone through. We surely deserve a raise for the sake of our wellbeing and to provide for our families.	1/4/2019 12:45 PM
1298	for the work service people like myself provide compensation does not EQUAL the task	1/4/2019 12:44 PM
1299	The wages are too low to even live in the area we work in and cost of living is high. There is no way I can make it without the second job.	1/4/2019 12:42 PM
1300	families, care providers, ALTA, DDS all expect us to provide quality programs with finger printed, cpr trained, intelligent individuals yet we can't offer a wage to get those people or have the money to be a really top rated program.	1/4/2019 12:41 PM
1301	I believe our job tasks and our patience should be recognized more. We work really hard and provide for those in need for very little pay.	1/4/2019 12:33 PM
1302	My agency has needed to cut positions because it costs more to serve a family than the amount we are compensated. We serve very severely disabled babies who are often ill and hospitalized, have medical visits at the last minute, or otherwise need to cancel for good reasons. When these things happen, we don't get compensated for our planning time and we are not able to schedule another family in that spot on short notice.	1/4/2019 12:33 PM
1303	Way to low	1/4/2019 12:33 PM
1304	we use our personal cars, there's no gas or mileage allowance. we feed most consumers from our own packets. I just had a consumer kicked out of his grandparents apartment with no money and no other member willing to take him in. I put him in my office until I found another consumer willing to allow him to stay in his apartment. I've provided food for him seven days at my expense. I have worked hours with consumers that I cannot bill. ILS workers are always the first person the consumer calls when he/she has a problem. There's no emergency funding to allow for these expenses. When ILS workers use their own monies to a consumer from being on the street in most cases they never get their money get it back. There's no shelter they can go to because they need someone that understands their disability.	1/4/2019 12:30 PM
1305	We work hard as any worker. Everything is very cost now rent food child care everything. Getting it raises may help us.	1/4/2019 12:21 PM
1306	Have not received an increase in pay or bonus. It's difficult to take off work with the demand and being short staff. Company not able to increase pay or higher more competent staff due to lack of funding.	1/4/2019 12:21 PM
1307	It would be great to see a raise since I've been working for a such a long time without complaints, doing all the translations and I've been doing double work not just for my department but also for the HR department.	1/4/2019 12:20 PM
1308	I feel that our hard work caring for clients should reflect our compensation. I personally have struggled financially but my love for the clients is what keeps me where I am at. However, I know that I will soon need either more work or a different line of work, unfortunately. I also believe our compensation is why our employee turn over rate is so high.	1/4/2019 12:15 PM
1309	No	1/4/2019 12:11 PM
1310	The job is good but difficult sometimes you have keep an eye on the individual all the time love and patience is very important there for it will great a little more compensation will be greatly appreciated it	1/4/2019 12:10 PM
1311	increasing our hours to a consistent 40 hours a week and our pay to a more reasonable salary, our jobs are a lot harder than people think. As much as I enjoy helping others it would be nice if our jobs could help us be more financially stable, for not only us but for our families.	1/4/2019 12:09 PM

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1312	Honestly, I have been in this field for almost a year. I have worked in production/manufacturing for over 30 years. I have done a lot in my years. Supported living is one of the least known, under-appreciated fields I have ever seen. These people work hard, and the support they give? People's lives are counting on them. The wages they/we receive is an insult. I have seen so many people go through this company because they can't afford to live on the wages and turn to other work. The government should be ashamed of themselves for allowing this to happen. This field should be treated as a priority and be compensated as such.	1/4/2019 12:08 PM
1313	I think all I would like to say is that we would greatly appreciate this increase simply so we can keep up with the minimum wage payment/increase that happens every year. As you may or may not know, keeping direct staff is extremely difficult - not only because of the type of job it is and what happens on a daily basis, but because the pay out is not worth the duties. People know that, and though they would like to get into a line of work that "means something," they simply cannot make ends meet with the pay we can offer. In the long run, this hurts all of our consumers, because they are the ones left with no coverage and support. This is a crisis that will continue if we are unable to pay out what people deserve in this line of work. Thank you for your time.	1/4/2019 12:07 PM
1314	My suggestion is that the government should be able to compensate for the hard work that the caregivers provide, it's so sad that they will go to work at a fast food instead of caring for the developmental disable population since the pay it's so low and everything is just going up and wont be able to survive with such a low pay.	1/4/2019 12:04 PM
1315	Important work. Need tp provide a living wage of at least \$15..	1/4/2019 12:03 PM
1316	Not at moment	1/4/2019 12:01 PM
1317	I am currently an occupational therapy student while working in direct support. Raising the wage would influence the amount of health care professional students able to work in this public field, competing with higher paying jobs needed to pay for school.	1/4/2019 12:00 PM
1318	Helping individuals with disabilities is a great thing, but we are understaffed. Increasing the pay would boost the morale of staff members and entice others to join the company.	1/4/2019 12:00 PM
1319	We provide care for adults with disabilities & their daily living activities & IPO i feel caregivers, instructors are underpaid for our job field we work in.	1/4/2019 11:56 AM
1320	I love working in this field honestly, I love being able to help people and see the difference that I make in our clients lives. That being said, no matter how much I love my job I still need to be able to survive off of what I make. I strongly feel that as minimum wage increases, the wage for DSPs should as well. It is a job that takes training and people who really want to help, though it's challenging to get those hard working and caring people to join us because of the low wages and compensation. There is a lot of turnover as well, we will have awesome people join us but struggle to support themselves financially and feel inadequately compensated for their hard work and trust me, it can be really really difficult at times! I've had clients literally screaming in my van on the highway, I've had clients throw up or mess themselves all over the place in public, I've had clients try to run off or get angry and make a scene in front of everybody. It can be crazy difficult at times but all of this being said I still love my job and I love being able to help the people that I do. I love seeing them makes friends and grow and learn new skills. It's an incredibly morally rewarding job, though it still drives me crazy some days and I feel that for something that is that difficult we deserve better wages. The turnover of employees because of this just makes everything more difficult as well. It makes it harder on our clients because they constantly have people they get familiar with leave and all of these new faces (who may very well end up leaving as well) frighten them because many of our clients struggle with change. This just makes it more difficult to help our clients and it can sometimes freak out the new employees as well because they are unprepared for the clients being frightened by change and don't quite understand how to interact with these individuals yet. Really the low pay affects all of us, the higher ups having to higher new people all the time and the ones actually supporting our clients and our clients. The best way to describe how I feel about it is "salty". I'll still continue to support our clients because I love doing what I do, although there are some days where I come home so exhausted and wonder why I do what I do for a mediocre at best wage. Pleaseeee consider increasing wages for DSPs, it will not only benefit me but everyone else I work with and support as well.	1/4/2019 11:55 AM
1321	I have worked for this Program for more than seven years, my hourly wage is \$11.75. Now that that minimum wage is going to be \$12.00 I think is fair considering and accounting the time I have in this Program I should get higher pay other than just the minimum wage. Raising the minimum wage it also everything else like gas, food, housing etc. Thank you	1/4/2019 11:52 AM

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1322	Though I do not have an employer other than my current one, I do rely on my husband's income to live in the county. I would not be able to afford my housing and other expenses without his income. I would not be in this field if I were not married--I would not be able to afford to. I find it saddening that employees here, and in this profession in general, are not compensated appropriately. I also find it disappointing that the State does not make funding persons with disabilities a priority. It should be our responsibility to make sure these people are getting the best care available, and unfortunately the funding is not there to provide that. I hope this survey sheds light on the current funding crisis.	1/4/2019 11:49 AM
1323	A true living wage would be at least \$30/hr. I love direct service.	1/4/2019 11:48 AM
1324	We provide care for adults with disabilities and the jobs can get a bit difficult at times but , that is what we are here for to help them with their everyday needs . Its hard when we are low staff due to people not wanting to apply because the pay isn't great. I think that it would benefit everyone if they pay was better because at times we do need more help and its hard not having enough staff.	1/4/2019 11:46 AM
1325	Competent, caring and well trained direct service providers are cost effective.	1/4/2019 11:37 AM
1326	Individuals who provide administrative and/or direct support to people with special needs are some of the hardest-working people there are. It takes special skills to care for people with special needs. As a caregiver, we put our heart and soul in our work and it is not an easy job. I feel that admin and care providers deserve higher compensation for the dedicated work we provide.	1/4/2019 11:35 AM
1327	I make a very low wage for hard work. It is hard to make ends meet especially because I don't qualify for any government support- I make "too much," but not enough in reality.	1/4/2019 11:35 AM
1328	Stop wasting money on things like the bullet train, and reallocate those funds to something more practical.	1/4/2019 11:28 AM
1329	It is not easy to serve the disabled. We are hit, pushed, bit,, hair pulled yelled at and other things while trying to help, educate and find employment for our people who would not have any of this if we did not serve them. Additionally, we are asked to prepare reports regarding our people and their behavior. Problem is that there isn't enough money so we only get 2 hours each week and access to 2 computers. We cant get the requested work done in the situation. My car is exposed to abuse by the clients that I drive around. I need one of my two checks for 1/2 of my rent. That leaves check 2 for food, utilities, insurance, medical, clothes and other basic needs. We deserve a livable wage for caring for these disabled people who would be sitting home without our services. Currently I could make more at a fast food place but I wouldn't be helping people other than ruining their heart and waistline. I want to help the disabled, they desire to have a life too but I cant continue to make so little. It will be even worse when i retire since there is no money to put away and save. That will be when the government will have to spend the money I should be getting now. At that point I will need all the available service to survive. Pay now or pay later unfortunately.	1/4/2019 11:26 AM
1330	It is not easy to serve the disabled. We are hit, pushed, bit,, hair pulled yelled at and other things while trying to help, educate and find employment for our people who would not have any of this if we did not serve them. Additionally, we are asked to prepare reports regarding our people and their behavior. Problem is that there isn't enough money so we only get 2 hours each week and access to 2 computers. We cant get the requested work done in the situation. My car is exposed to abuse by the clients that I drive around. I need one of my two checks for 1/2 of my rent. That leaves check 2 for food, utilities, insurance, medical, clothes and other basic needs. We deserve a livable wage for caring for these disabled people who would be sitting home without our services. Currently I could make more at a fast food place but I wouldn't be helping people other than ruining their heart and waistline. I want to help the disabled, they desire to have a life too but I cant continue to make so little. It will be even worse when i retire since there is no money to put away and save. That will be when the government will have to spend the money I should be getting now. At that point I will need all the available service to survive. Pay now or pay later unfortunately.	1/4/2019 11:26 AM
1331	We are under paid. We teach valuable tools to our client adding to their independence, their sense of being respected/valued and their quality of life. We are not babysitters- we are specialized educators.	1/4/2019 11:25 AM
1332	I started out part time in 2009. I made about \$11 per hour.	1/4/2019 11:22 AM
1333	no	1/4/2019 11:21 AM
1334	Getting paid 11-13 an hour is shitty. Working with people that have disability problems are hard to work with we get hit spit on to get paid that much.	1/4/2019 11:20 AM

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1335	Regarding more of my Financial issues. I live with roommates at a very very discounted price. I would not be-able to live on my own. I work here full time and I go to school at night for part time. I pay for everything for school because I do not qualify for Financial aid because they said I make too much. This is very challenging for me and makes me discourage about my job because its full time and I need it but it's not enough yet on paper its saying I make too much.	1/4/2019 11:16 AM
1336	Due to low pay the turnover of service providers directly affects my sons services and therefore affects his progress in all areas.	1/4/2019 11:14 AM
1337	I have done this kind of work for 30 yrs starting wages was 7.20 hr now I make 15.30hr for about 20hrs and the rest is 11.00 you have to work well over 40 hrs just to make ends met.	1/4/2019 11:12 AM
1338	work hard for this job seriously and assist clientele with personal honesty so they can receive worthy service in their daily life. Make them happy in my own little way. And I deserve an increase of salary to also improve my finances a little bit.	1/4/2019 11:11 AM
1339	I work hard and bring both education and experience to bear in my work. But I am so underpaid that I cannot survive without a second job.	1/4/2019 11:09 AM
1340	Pay for direct support providers is very poor considering the depth of care provided.	1/4/2019 11:07 AM
1341	We deserve a higher wage, especially if the state continues to over tax us. I work two jobs, and I'm not able to live on my own unless I have a roommate, and even then my house omg expenses are almost \$900 a month, which is way more than 30% of my income.	1/4/2019 11:06 AM
1342	From working with adults with disabilities, it's very time consuming and the time we spend taking care of our clients we getting the worst pay and put in the most time. It's almost a slap in the face the dedication put into the program to get nothing back is horrible. We shouldn't have to work multiple jobs to live our daily lives at the bare minimum.	1/4/2019 11:03 AM
1343	Our Job as a DSP is much more than just a job, it is a profession, we are on the front lines so to speak, of peoples very lives. How we interact with them, what we do or do not do for them, affects each person to their very soul. Unfortunately,what I have seen in my 30 years in the Direct Support Servives field is, except for a handful of people who rise to the actual NEED of these PEOPLE, that old saying"You get what you pay for" is more often the rule	1/4/2019 11:00 AM
1344	The state should pay direct support professionals higher wages because; we are not just baby-sitting consumers at program. We are also doing 10-16 personal care on them.	1/4/2019 10:59 AM
1345	The commuting to directly service the clients eats a lot of the money I bring home,the company I work for give a lot of benefits, I love working for them and what I do but it would be great if I could make my bills just working one job so I can spend more time with my family.	1/4/2019 10:59 AM
1346	No	1/4/2019 10:58 AM
1347	How can someone be in a special field and only make minimum wage. I have to be CPR and Pro-Act and only make minimum wage.	1/4/2019 10:57 AM
1348	It is very hard to live paycheck to paycheck. Having a raise in income would allow less stress.	1/4/2019 10:56 AM
1349	The service we give to persons with disabilities does not come close to the wage we should receive in order to pay for expenses and cost of living.	1/4/2019 10:56 AM
1350	I really enjoy working in this field. I would like for my pay to be more with the work jobs that I do in this field. It is a lot of work and a lot of responsibilities that come with our position. Although we love working here and we love this community. We do have to make a living and provide for our families. I believe that's why our turnover is high. Some even have to have 2 jobs or more to make a living here in San Diego. Please whatever needs to be done we need a raise. It would help everyone employed in this field. Thank you and God bless.	1/4/2019 10:56 AM
1351	Non profit organization, arc east county. I work very hard for little pay that we receive please look into increasing in this field.	1/4/2019 10:56 AM
1352	Have worked in this field for over 32 years. Day programs, plus Group Homes. The pay we received from Regional Center, San Diego County, through the California state funding our non-profit organizations don't pay that well, with the type of work we do. We do similar work like LVNS, and RNs in County. So the cost of living increases yearly in our county add up. But our pay in this field don't help much. It would be helpful to have a increase in pay to help. Minimum wage has gone up yearly. But in this field it has not. Thanks.	1/4/2019 10:56 AM

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1353	I am a employee that works at Arc of San Joaquin. Over the years of me workinghere; I have seen co-workers working multiple jobs for financial stability and people whom worked here for years and had to leave the job due to higher wages not provided. I believe we do a lot for the amount we don't get and dezerve more. It's not a lot of people whom are willing to do what we do, but (cut off from scan) job. I am a single mother who feels that I cannot be that independant woman because I have to live in a household with roommates just to get by. I am not able to work multiple jobs due to having mimimum child support with family and friends. With my paycheck I make sure my child gets everything she needs; but I want to be able to give her everything she wants as well and the only way that can happen is from the help of you. With higher wages people don't have to work a job or two, they can buy a home, give their family and loved ones the things they want and need.	1/4/2019 10:54 AM
1354	More money for our field of work as well as more for the disabled. Our staff work very hard and deserve more money!!	1/4/2019 10:53 AM
1355	Our role as direct support worker is essential for the adults with developmental disabilities who depend on us for all areas of support from hygiene to money management in order for them to live as independently as possible.As the cost of living goes up our wages need to go up as well so we don't have to go ask for welfare.	1/4/2019 10:52 AM
1356	Non profit organization, arc east county. I work very hard for little pay that we receive please look into increasing pay in this field	1/4/2019 10:48 AM
1357	Caregivers in general should make a higher wage. People's care should matter and caregivers are burning out trying to make a living.	1/4/2019 10:47 AM
1358	No	1/4/2019 10:47 AM
1359	I think this is an important job to do and i think that should pay the equvelent. All person matter and direct support should matter as well otherwise this will become a service people no long want to do which in al would be come as shame.	1/4/2019 10:47 AM
1360	We have a huge problem finding quality care for clients because our job does not make enough to earn a living.	1/4/2019 10:46 AM
1361	Non profit organization, arc east county. I work very hard for little pay that we recevie please look into increasing pay in this field.	1/4/2019 10:40 AM
1362	Yes	1/4/2019 10:38 AM
1363	Working in this organization, it is very rewarding but, it is also very tough with using our personal vehicles (getting premium insurances that covers are clients and ourselves), making sure our vehicles are on tip top shape (repairing whatever needs to be done) because we are driving our clients home and driving them to where they need to be (work, school, volunteering, leisure). This can be financial draining for some of us who have older cars that need extra care. There are times we use our money to do activities (art and writing supplies) for our clients. In this organization, the top priority is always making sure that the client gets quality service on their needs and to thrive in their community. It also important that support staff get adequate support and even fair pay with doing this job. People who do this job put their heart and soul but, sometimes it can cause burnout with the amount of work we put in (driving, paperwork, researching for volunteering, employment, learning client behavior and the best way to handle and cope with our clients).	1/4/2019 10:37 AM
1364	Providing direct support means that the client is receiving assistance with daily routines (home, work, social life) we are skilled to help clients seek resources and benefits. We should be able to earn a livable wage that addresses our skill and training, which should be above minimum wage.	1/4/2019 10:36 AM
1365	sick time and PTO should be separate issues.	1/4/2019 10:36 AM
1366	I would suggest that the state pay higher wages to direct support employees. I haven't been working with the organization long but have seen many employees leave because of low wage. Its unfortunate that crucial connections between clients and support professional's are interrupted because of wage. The clients we work with are making amazing progress everyday and its important we receive higher wages for our commitment. I hope my statements reach out and contribute to the decision of higher wages in the near future. Thank you	1/4/2019 10:35 AM

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1367	I use my personal vehicle. I get mileage reimbursement but wear and tear on tires is not compensated nor car maintenance. My car insurance that I have had for 19 years has recently canceled me because they claim I am now considered a driver for higher and therefore a commercial driver because I drive clients to doctor appointments, grocery store, and activities in the community. I had to get another insurance company and now pay higher fees WITH an excellent driving record. I love my job but often wonder if I can afford to continue to do the job I love. I have good health insurance with my job but have a very high deductible. Trying to decide on whether to care for my medical, vision, or dental needs each given year causes near anxiety because of the cost.	1/4/2019 10:33 AM
1368	It's hard to hire quality staff when wages are low.	1/4/2019 10:30 AM
1369	The work that we do here is important. I am impressed with the caliber of people IABA employees in spite of the low wages. None of us can survive solely on what we make here. If these programs were not in place all of our clients would be forced into institutions and that is barbaric. I hope the powers that be see the wisdom is higher wages for all the amazing people that do this labor of love for all of our amazing clients.	1/4/2019 10:23 AM
1370	I won't be able to afford my next rent increase	1/4/2019 10:19 AM
1371	I hope that the government recognizes the hard and meaningful work that people in this field do and compensate accordingly.	1/4/2019 10:13 AM
1372	We get a raise but our hours are cutso we continue to get paid the same as without the raise...And yet we keep getting asked to do more work regarding paperwork!	1/4/2019 10:10 AM
1373	Cost of living is high. We have an important job that is demanding and challenging at times. It is hard for an individual to afford costs (rent, car, dental/medical needs etc) on their own. Pay increase will benefit and reward many.	1/4/2019 10:08 AM
1374	San Diego in general is a very expensive place to live, before my promotion to the admin team I was providing direct service and struggled very much paying bills. If I had not received my promotion I would have started to look for a higher paying position elsewhere. Although the job is fulfilling and rewarding it can also be difficult at times.	1/4/2019 10:05 AM
1375	Nepotism is bad and raises/job assignment should be based on experience and performance and not last name or friendships.	1/4/2019 10:04 AM
1376	I enjoy working with people who I feel deserve to be treated with respect and love.	1/4/2019 10:03 AM
1377	We have difficulty getting new staff into the door to stay, as they are not able to make enough money to pay their own bills. While they might love the job itself and what it entails, they also need to be able to pay rent, car payments, etc.	1/4/2019 10:02 AM
1378	my suggestions to this organization is to pay us well were so i can be able to work only one job. i work 3 jobs because working at tierra is not enough. Since i work 3 jobs i don't qualify for Medical anymore . If the organization can't pay us well at least provide a health insurance were we can include our kids. If i wanted to add my family to Tierra's insurance is expensive i would only be working for health insurance. Either pay well or provide a good health insurance. If we were to get pay at least 17\$ be 2\$ more than minimum wage. If we all work 1 job everyone would focus on more and Tierra and do much better.	1/4/2019 9:59 AM
1379	If total compensation were higher, Arc wouldn't be constantly hiring, having DSP's quit & starting the process over & over again. If this were a decent paying job, Arc could be more selective on who they hire instead of putting "Help Wanted" signs at the building. This is a bad business model. We should clearly make more than fast food workers. Starting pay should be \$15 hr & top pay at least \$20 hr.	1/4/2019 9:56 AM
1380	I'm a young college student far from home which is Ohio. Struggling to survive in the big cities of California with no family members to depend on.	1/4/2019 9:53 AM
1381	Different pool for PTO and Sick leave hours.	1/4/2019 9:52 AM

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1382	<p>Recruiting and retaining Direct Support Professionals is becoming increasingly challenging. The Developmental Disability System desperately needs a rate increase so that Direct Support Professionals can make better wages which in turn will lead to higher retention and improve the quality and stability of the workforce for Direct Support Professionals. High turnover among direct-care staff is costly, threatens quality of care for the individuals we support, increases workloads and lowers morale among remaining staffers. It contributes to further turnover and is a vicious cycle. The cost of living in California is astronomical. The U.S national cost of living index is based on a national average of 100. Contra Costa County's overall cost of living is 181.9, nearly double the national average of 100. Providing a brief snapshot in regards to the cost of living: Groceries 110%, transportation 142%, cost of health care 110%, utilities are well over 100%, misc. 111% all in which continue to climb. The cost of living has increased at its fastest rate in 10 years and will continue to escalate. Gas prices alone surged nearly 25.4% this past year and housing is the biggest factor in the cost of living difference. Due to the high cost of living in Marin County and other neighboring counties, many residence are relocating to Contra Costa County driving up rates and the high cost of living even further. Amongst other concerns, many employees working in Human services are low-wage workers and do not make enough money to adequately provide for their family's basic needs leading to high turnover rates. Human Service workers are courageous and compassionate which is why it is so important to retain employees that provide the quality supports individuals with disabilities rely so heavily upon. Many fast food chains have starting wages equivalent or higher to those working in Human Services. And you don't need to be highly skilled to work in fast food such as In-N-Out burger, Jamba Juice or Starbucks where wages start at \$12-\$15 per hour with less responsibility and that is concerning especially when we talk about retention. Poor pay and high turnover rates impact the individual's we support and is a disservice to everyone. I am passionate around providing the quality supports to individuals with disabilities and I am passionate about making a difference. Again, please provide a rate increase to help retain quality employees that offer the adequate supports that individuals with disabilities deserve. Thank you</p>	1/4/2019 9:52 AM
1383	The pay is ok. It's good. But, I would like more if possible.	1/4/2019 9:50 AM
1384	As a recent graduate with student loans, I am struggling with independent expenses and my loan repayment. Rent is ever increasing in San Diego and I must live with four other people in order to pay a manageable rent and utilities. I love the work I do, but the pay is unsustainable as an only means of income. Not to mention there are expenses that come with the job, such as gas and wear and tear on my car. An increase in compensation would be an amazing change to my quality of life.	1/4/2019 9:49 AM
1385	Currently, we rely mainly on my significant other's wage to subsidize what I make. Currently, I only work 2 jobs but I have worked 4 while employed by Arc.	1/4/2019 9:49 AM
1386	I have almost my bachelors (4 classes short ran out of student loans b4 completing). I owe the government over \$80,000. However, when it came time for me to enroll in the government forgiveness program I didn't have the funds. I work here and then 6-11 PM and then I work a 1-hour shift plus weekends. Sometimes no day off for me.	1/4/2019 9:47 AM
1387	No	1/4/2019 9:45 AM
1388	None	1/4/2019 9:44 AM
1389	Living in the bay area, the cost of living is rising and having multiple jobs sometimes isn't enough. It puts a high amount of stress knowing I live paycheck to paycheck. I love my job and my clients I work with, but I can't see myself working in a lifestyle that puts my health and future at risk. I feel that if we are the ones responsible for the lives of the clients we engage with everyday, then we deserve to be treated with a respectable wage. After all, we are dealing with clients that have special needs so I feel like this is an important factor in the medical field.	1/4/2019 9:43 AM
1390	I rely on my husband's income to pay bills.	1/4/2019 9:43 AM
1391	I rely on my husband's income to survive. I cannot pay for my home without his income. He has taken a huge amount of bills to help me but we still cannot live and go backward each month. I don't know financially how long I can stay here.	1/4/2019 9:42 AM
1392	I truly am passionate about my role as a direct support provider, but I find myself wondering from time to time if I should pursue a career which may be more fiscally advantageous. If I were provided with a legitimate living wage while working for PFI, there would be no question as to my permanent involvement within the organization.	1/4/2019 9:41 AM

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1393	Over the years we have lost so many good staff due to low wages in the field. My partner must contribute full time income as well for us to survive. People have no choice but to change careers or they will always be just a paycheck or two away from homelessness. If we want the best for the people we support, we need to value the people who give support so we can keep the good ones. We also need to make sure they have the benefits they need so they can stop stressing and be their best for those they support.	1/4/2019 9:40 AM
1394	If we want good people working with this population (i.e. people who care about improving their situation and helping to make them more independent), then we need the money to pay for good employees. Minimum wage does not necessarily equal good employees.	1/4/2019 9:39 AM
1395	Increase pay	1/4/2019 9:37 AM
1396	This job is as mentally taxing on a woman as it is for a man who works in a ship yard or ware house doing hard labor but with less hours and far less compensation. The job of a direct support provider is far more complicated than what is written on the job description. The majority of our employees here are women, simply because caregiving typically comes naturally to us so we don't always see it as hard work but its hard on us mentally to come in day in and day out and try to help empower and to simply help someone with disabilities believe that they are capable of doing more than what everyone their whole lives has told them otherwise.	1/4/2019 9:35 AM
1397	No	1/4/2019 9:35 AM
1398	Compare the responsibilities to that of a special ed teacher -> Similar with much less pay and time off!	1/4/2019 9:33 AM
1399	With how things are in the state someone cannot live on their own with how little we get paid. I would like to start a family and I don't want to bring someone into this world with the possibility of living paycheck to paycheck and constantly worrying.	1/4/2019 9:32 AM
1400	Please change your hiring adds to not say 35k a year, it's what I was told I would receive and I'm at part time 12. An hr, living between paychecks. This job is completely deserving of \$15 an hour, most jobs in this society are not as mentally challenging or demanding, and pay a decent wage. Thank you for your time.	1/4/2019 9:32 AM
1401	I've been doing respite for about 27 years. It would be so nice to get a raise. Thank you.	1/4/2019 9:32 AM
1402	Able to take out of town trip once a month if parents have planned something special.	1/4/2019 9:30 AM
1403	We are loosing out on hiring quality people because of our low hourly wage.	1/4/2019 9:30 AM
1404	The government needs to focus on disability. Cos I am deaf + noticed that local government don't provide to disability for job opportunities, and more deafies aware. In Ventura county I met a couple of deafies + no jobs! I believe that deaf workers should be working with disability clients. Some clients are deafies + need to communicate more thru ASL.	1/4/2019 9:29 AM
1405	A lot of the residents depend on the government to help pay for their housing needs, food, clothes, entertainment. If the company has to come out of pocket to pay employees, it is going to take away from giving the residents extra things.	1/4/2019 9:28 AM
1406	I feel as though direct support professionals do so much for so little pay. We not only try and make sure that our consumers needs are met, but we also form long lasting relationships which make working with people that have disabilities that much more worth doing. An increase in pay would be very helpful to us and our families.	1/4/2019 9:28 AM
1407	Some formal training would be helpful enjoy working with families and creating relationships, building them. Love the staff and management, supportive, helpful	1/4/2019 9:28 AM
1408	Due to my position in employment development for those with a disability, I find the the biggest challenge we face is high rate of turnover due to low compensation. This creates further unnecessary barriers to employment for clients because: 1) more resources are directed to hiring and training staff to get them up to speed; and 2) each time a client gets a new support staff they have to communicate their skills and interests to receive the proper support. With already limited monetary resources, any excessive costs our agency incurs due to turn over takes away from our ability to provide the best support to clients.	1/4/2019 9:27 AM
1409	incentives, raise for employees, resources for people with disability to be able to become more independent. It is a job that requires us to be advocates, psychologist, friends in the long run it is a mentally exhausting sometimes physical.	1/4/2019 9:27 AM

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1410	I feel that DSPs should receive increased compensation for the services they provide. I am able to continue working solely as a DSP @ BI because I receive financial support (child support). I would not be able to pay my bills if I only relied on my pay @ BI. I would most definitely need to seek other employment or additional employment. I believe that the people we serve would certainly benefit if DSPs were better compensated. There would be less employee turnover. DSPs would stay longer and become well seasoned. There would be increased familiarity with the various needs of the population served. Human connections would be stronger.	1/4/2019 9:26 AM
1411	Personal story: Believe what you want to see I believe strongly in God praying is powerful things my believe is to listen my friends Max talk and his has started talking more and miracles in him are starting to show. Helping his mom and courage her to take one day at a time and not give up. She always thanks me and tells me she can't pay me enough what I do in her family support time. when she calls me I be there to support her.	1/4/2019 9:26 AM
1412	The compensation is far less than the standard of living. The agency is not able to give pay increases but yet the services we provide are critical to individuals that we serve. An 8% pay increase would make a big difference to provide for my family, pay medical out of pocket and save for retirement.	1/4/2019 9:26 AM
1413	I have 2 jobs in order to provide for myself and still with the 2 jobs it's not enough.	1/4/2019 9:24 AM
1414	The salary that we get paid is not enough. The amount of care we provide needs more compensation. There are consumers who need more care and time but we still get paid a small amount. Most of us need second or third jobs in order to live in this economy.	1/4/2019 9:23 AM
1415	Don't make enough to have a stable living. But love helping others.	1/4/2019 9:23 AM
1416	In the years I've been working I've noticed the turn over rate is great because staff cannot stay due to low pay. A lot of these people who have left were professional people dedicated to working with people with disabilities. It has been difficult to see VERY QUALIFIED staff leave because they need a bigger paycheck.	1/4/2019 9:22 AM
1417	I would like to share how important it is to our clients to have this service to give their parents a break. I would also like you to know how difficult it is to deal with some of the clients. It would really make a difference to get paid more and keep quality people working for the disabled.	1/4/2019 9:22 AM
1418	We have a lot turn over because good people are forced to move to better paid jobs in other job sectors.	1/4/2019 9:22 AM
1419	Rates and Contracts were negotiated for our Specialized LT Care facilities in 2002. At this time, the rates were established where we were expected to provide DCS a rate of at least \$10.00/hr. This is when min. wage was right at \$7.00. This was to recruit and retain highly qualified staff, level of consulting requirements, etc. Since then, our rate can not be renegotiated and significant rises in minimum wage, insurance costs, workers comp, and other employee related and operating expenses has occurred. However, the population that we serve demand highly trained staff. This becomes tough due to people's abilities to just work any other place and make the same wages. As a result a vicious cycle is created. Staff turnover, retraining new staff, lack of consistency with consumers served and severe regression.	1/4/2019 9:20 AM
1420	We have been on a freeze of receiving a higher rate of funds for the services we provide going on many years now. The services are vital to human rights of people with disabilities, dignity, respect, and important to our community as a whole. The government has a responsibility to make sure the pay that professional get paid in this field to match the cost of living.	1/4/2019 9:19 AM
1421	Not everyone is fit for this job, it requires patience and understanding ..and always coming in with good energy.... I am grateful for having the ability to do things form self... and helping others that are not able to is very rewarding.	1/4/2019 9:17 AM
1422	The salary we are getting is not enough if you have a family.	1/4/2019 9:17 AM
1423	I feel bad because the standard of living is very hard in this economy. We don't get paid enough for the care we provide to these individuals. Housing, food, etc. cannot be paid for with this salary that is provided currently. A raise in our salaries would not only benefit us but consumers that we care for.	1/4/2019 9:17 AM
1424	no.	1/4/2019 9:16 AM
1425	N/A	1/4/2019 9:16 AM
1426	The work that we do in human services is incredibly important to society as a whole and we are not compensated appropriately for this work.	1/4/2019 9:15 AM

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1427	This population is only getting bigger. Please look at all alternatives before cutting budgets.	1/4/2019 9:13 AM
1428	Our program is based on getting our clients out in the community as much as possible, however we are not allowed to drive more than a certain amount per day, so our clients are limited to where they can go.They love being outside either walking or sometimes even just listening to music and relaxing away from loud crowds, so being outside of our program is very beneficial for certain clients. Many also enjoy doing arts and crafts on rainy days when it is hard to get them outside. The administrators often pay for most of the supplies out of their own pocket.	1/4/2019 9:12 AM
1429	Our program is based on getting our clients out in the community as much as possible, however we are not allowed to drive more than a certain amount per day, so our clients are limited to where they can go.They love being outside either walking or sometimes even just listening to music and relaxing away from loud crowds, so being outside of our program is very beneficial for certain clients. Many also enjoy doing arts and crafts on rainy days when it is hard to get them outside. The administrators often pay for most of the supplies out of their own pocket.	1/4/2019 9:12 AM
1430	I love my job as a care provider and I have been doing this Job for over 3yrs. Yet, I think about leaving it because I just had a baby and I'm not making enough money to support my family. Some of my friends are making so much more money at the post office as a carrier or as a waitress, no experience needed. This is really sad to see. My job needs dedication, patience care and so much more and truly I have seen a lot of care providers that come and go and clients are left sad not understanding why this happens. There was one client that was depressed because she was thinking that no caregiver wanted to work with her and she felt she was the problem. A raise will increase caregivers to stick around longer and not having to look for a second and even a third job to care for its own family.	1/4/2019 9:10 AM
1431	Our program is based on getting our clients out in the community as much as possible, however we are not allowed to drive more than a certain amount per day, so our clients are limited to where they can go.They love being outside either walking or sometimes even just listening to music and relaxing away from loud crowds, so being outside of our program is very beneficial for certain clients. Many also enjoy doing arts and crafts on rainy days when it is hard to get them outside. The administrators often pay for most of the supplies out of their own pocket.	1/4/2019 9:10 AM
1432	From experience i would love to see a better support programs or financially for people who has disabilities and the people that work with them because in society alone with everything becoming more difficult just to survive I guess knowing that i know nothing in life is fair but it would nice to see fairness in our society	1/4/2019 9:10 AM
1433	No nothing at this time. Would like some kind of training with children of different disability to know how to handle them.	1/4/2019 9:09 AM
1434	Our program is based on getting our clients out in the community as much as possible, however we are not allowed to drive more than a certain amount per day, so our clients are limited to where they can go.They love being outside either walking or sometimes even just listening to music and relaxing away from loud crowds, so being outside of our program is very beneficial for certain clients. Many also enjoy doing arts and crafts on rainy days when it is hard to get them outside. The administrators often pay for most of the supplies out of their own pocket.	1/4/2019 9:09 AM
1435	No	1/4/2019 9:08 AM
1436	I don't think the government has had the pleasure of working "hands on" directly with people with disabilities. I am most certain that this line of work is underpaid. With that said a majority of people I work with wouldn't say they work with the disabled community for pay. This is the kind of work you do from the heart, but we should be recognized, and not forgotten.	1/4/2019 9:07 AM
1437	No	1/4/2019 9:05 AM
1438	I think the role we play in our consumers life is an important one. We serve as source of socialization for our clients a way to practice social skills and as a buffer in public situations.	1/4/2019 9:04 AM
1439	No	1/4/2019 9:02 AM
1440	I love our program working with clients and learning with and teaching them change your aspect in life	1/4/2019 9:01 AM
1441	We do not make a living wage	1/4/2019 8:59 AM
1442	No	1/4/2019 8:55 AM
1443	IT WOULD BE GREAT IF THIS FIELD PAID MORE. THANK YOU.	1/4/2019 8:55 AM

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1444	we do more stuff for the residents and we don't get paid what we need to get paid.	1/4/2019 8:54 AM
1445	I have known many respite providers who work a lot and support families and clients of special needs. I would agree that it is important to receive a living/fair wage. As a family member to a person who receives respite, it is really supportive and needed. It is also a job that requires a lot of trust which is important to consider because when we have a high turn over, it is difficult not only for the families but also to clients. I would agree that providing a more livable/fair wage would help maintain wonderful/hard working/qualified/big hearted people with our agency/community and families. Thank you for advocating and thinking on how to support respite providers and our work better.	1/4/2019 8:52 AM
1446	I have an Associates Degree and our clients here at BARC get paid more than I do.	1/4/2019 8:51 AM
1447	I've been employed at the same company for 14 years. I received a pay cut of 3% about 10 years ago and have not had a raise since then. The only raise I received was due to my tenure. This is very disappointing!	1/4/2019 8:50 AM
1448	Yes, I believe the people who went to medical school should get a raise because minimum wage went up and I think its not fair for those who went to school and not get paid for what there worth. Thanks	1/4/2019 8:49 AM
1449	I think the essential care we are providing for Adults with Disabilities ensures they are happy and healthy.	1/4/2019 8:48 AM
1450	Caring for someone with disabilities is very taxing on your mind and body. But it is a job from the heart so it's worth it. There should be a greater compensation to take of someone.	1/4/2019 8:47 AM
1451	We work directly with our clients to ensure growth and healthcare.	1/4/2019 8:46 AM
1452	The cost of living in Sonoma county is very high and the wages barely cover the rising inflation.	1/4/2019 8:43 AM
1453	The company I work for makes a sincere effort to provide people with disabilities with the support they need to be independent in their communities and find employment. An increase in budget would mean that people who are passionate about working with people with disabilities are more likely to stay in the field as they don't have to choose between another job that offers more pay and one that him/her love which in turn benefits the field and clients.	1/4/2019 8:43 AM
1454	I have my Bachelor's degree, 8+ years in the non profit field and work full time yet because of the low compensation have never been able to live independently.	1/4/2019 8:43 AM
1455	I work for a large vendor full service agency that provides Supportive Employment, Community Integration Day Programs, Supportive Living Services, etc. to adults with developmental disabilities. The majority of our direct worker staff are females earning minimum wage. There is a great wage disparity between the responsibility and wages paid. We as workers take on a great task for ensuring the health, safety, care and training for a wide range of adults with disabilities. We have to learn how to deal with each adult as an individual and meet their daily needs regardless of our education, past experience, level of training etc. We are expected to perform miracles for adults who are limited in their cognitive abilities. The wages and/or benefits are bare minimum. It is difficult to survive on such wages and many workers take on second jobs or have to sacrifice their independence by living with others. The quality of care suffers not just the care providers. We realize that our employer cannot afford to provide a high quality program (not even a moderate quality program). In our situation the only well paid individuals are upper management with salaries above \$70,000 per year? It's very discouraging to see the inequality in the system of care for persons with disabilities. The best thing that ever happened was AB2X funding in 2016 that allowed our direct staff who work with the disabled to get a \$1 increase from \$9 to \$10 per hour on July 1, 2016. It's been over 9 years since the last increase. But managers continue to get increases. The average non management hourly wage at the time \$10.19 versus \$28.19 for managers? The point is that wages for service workers is at the lowest possible point for the mandated providing the highest possible program service quality?	1/4/2019 8:38 AM
1456	I have been a Direct Support Provider for 10+ years and my husband is on disability which means his check gets reduced the more I make so getting a raise does not even help me. I became ineligible for cash aid and food stamps 3 years ago. I struggle just as much now as I did when I received aid and I live in low income housing. It would take a significant raise for me to live comfortably with my two children and disabled husband. The amount he receives barely covers my rent. I can't even afford to buy a decent vehicle.	1/4/2019 8:35 AM
1457	i have to work 3 jobs to keep my family (wife, 2 kids) fed. rent is super high and we don't get compensated enough to make a living wage	1/4/2019 8:35 AM

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1458	I am in a position where I have to rely heavily on my partner and family to assist me financially. I am in graduate school and also have a childcare job. If I were not continuing my higher education, I would have to have a second job that would provide me with 20-30 hours of additional work to my position at Becoming Independent. Instead of relying on my family and partner for financial support, it would be ideal if I could make enough money to meet my basic needs while I continue my higher education.	1/4/2019 8:33 AM
1459	I have a bachelor degree Psychology and my passion is helping people. I spent a lot of time to develop a personal program to help my clients. Sometimes I spend my own time to develop my materials to help them to reach independence. I have to work on the weekends because the money I made is not enough to pay my bill and I live in affordable housing.	1/4/2019 8:33 AM
1460	This field is a second career for me, after ending a 20-year retail administrative career due to illness. This required me to start from the ground-level providing Direct Service before becoming moving into a leadership role. I initially had to pull from my 401K in order to make ends meet. While it is still a big struggle, I am able to manage with the help of my partner, who also works for a non-profit in a similar role, providing services to the homeless. He, however, makes double what I do, is new to leadership, and has better benefits.	1/4/2019 8:32 AM
1461	We all matter.	1/4/2019 8:31 AM
1462	yes, if we could get better vans. some of the vans we have don't work that well like they use too.	1/4/2019 8:31 AM
1463	What we do is very important. We make lives more meaningful. We love what we do, but it is very hard to live off of what we get.	1/4/2019 8:30 AM
1464	It's exceedingly difficult to live here from a financial perspective. I am grateful to work here and live here. However, we are all struggling to stay above water.	1/4/2019 8:28 AM
1465	I am barely able to survive financially in the county where I live based on my current salary, and I am one of the highest paid DSPs in my organization.	1/4/2019 8:27 AM
1466	Over the twenty years I have worked in this field my standard of living has actually decreased due to infrequent pay raises, spiraling health care costs, and ever increasing rent. I will soon look into leaving this field due to inadequate compensation even though I enjoy working in this field and feel I have a gift for it. After all, one has to survive...	1/4/2019 8:25 AM
1467	Caring for another human being is one of the most important jobs we can do. It is also the most undervalued. Care-givers are some of the hardest working employees. Their jobs demand infinite patience, dynamic problem solving, attention to detail, and a multitude of skills. Providing direct support is also one of the only jobs you will ever have where you will be told that coming to work and being hit, kicked, spat on, yelled at, and smeared with feces is simply a part of your job. And yet caregivers are some of the most universally underpaid of all workers. It's time we begin to place more value on the people who provide this immensely valuable service.	1/4/2019 8:23 AM
1468	I need a higher wage so that I can continue to provide this important kind of support to a population that needs it!	1/4/2019 8:21 AM
1469	During annual ISP/IPP meetings I hear many stories from families about how appreciative they are that our program is here for their loved one and how much their family member enjoys coming into day program.	1/4/2019 8:19 AM
1470	Our work is incredibly meaningful as well as incredibly difficult and taxing on our minds, body, and souls. Having the additional stress of living paycheck to paycheck and not being able to save for the future, forces us to work less efficiently because we don't have that security at home. Our work is more difficult than many professions and we are directly impacting individuals daily. I've seen an incredible amount of hustle happen throughout this organization; staff don't take breaks, they don't eat lunch, they don't get to use the bathroom because they all put the individuals we serve above their own needs. I believe that needs to be compensated with higher wages. This is important and necessary to keep doing the work we are doing. I could see myself doing this work for the rest of my life except for the fact that I could never afford to live if I continued doing this. I would never be able to buy a house, pay off my student loans, have children or be able to retire at a decent age. This type of work isn't for everyone and in order to retain the good, hard working individuals, they need to be paid higher wages.	1/4/2019 8:18 AM
1471	Most of the people I work with stay within this line of work because it helps better lives of the people in our community and the people we serve. High turn-over rates are a result of direct service professionals leaving this line of work to pursue higher wages, and this turn-over rate creates many negative outcomes for the people we serve.	1/4/2019 8:13 AM

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1472	Working an additional job is exhausting. I work in food service and the hours can be very long. There are times where I feel like I am not doing as well at my job as a DSP because I am tired and emotionally drained. I wish I did not have to work the job but I do. I want to further my education but I have to put it on hold to save money so I wont have to do 2 jobs on top or a masters program.	1/4/2019 8:12 AM
1473	We try our best to help people to do basic functions, sometimes we get hurt or we work long hours. We sometimes get sick and we have to loose pay. Some of us rely on our paychecks that we get bi-weekly. We love helping all these people that need our help but we would like to be appreciated also.	1/4/2019 8:09 AM
1474	The only reason I can afford to work at my job is because I do not have children and my wife currently works as well. I also have parents who can support me financially if needed. I know of others in my field that do not have this support system and cannot afford to work in this field for as long as I have. I also can honestly say that neither could if my circumstances where to change.	1/4/2019 8:08 AM
1475	i would like to thank Becoming Independent for striving to sincerely have the best intention for all participants in their goals and their best quality of life. Becoming Independent works daily on always improving to make a better life for each individual. Also the training givin to all DSP's is very informative..	1/4/2019 8:06 AM
1476	I work mostly overnight and it's hard to stay up at times to listen for the client takes everything I have just to be alert for my client but I do enjoy my job	1/4/2019 8:04 AM
1477	I work mostly overnight and it's hard to stay up at times to listen for the client takes everything I have just to be alert for my client but I do enjoy my job	1/4/2019 8:03 AM
1478	Medical insurance does not adequately cover medical services	1/4/2019 8:02 AM
1479	We use our own cars and phones. Maintaining car and gas can get expensive. Since staring this job I've had to invest in my car to ensure I can use it for work.	1/4/2019 7:57 AM
1480	Increase DSP wages, people have to make a living.	1/4/2019 7:35 AM
1481	Our starting wage is less than that of many fast food restaurants. Because our work is so demanding and the pay is so low, there is little surprise that we have a really hard time attracting and retaining quality staff. The people who suffer most are those we support, who sometimes have no staff to work with directly or are often forced to adjust to working with someone new on a consistent basis. If it wasn't for rent control, it would not have been possible for me to continue providing direct services, my chosen career, for over 20 years. With case worker caseloads often totaling around 100 individuals, or roughly around 40% higher than mandated, the experience of DSP staff becomes even more vital in helping those who receive our services navigate an extremely complicated support system that includes, but is not limited to, education, housing, medical, and employment becomes even more vital towards meeting the expectations of the Lanterman Act. Low pay, however, and the high turnover that results, simply does not allow for this kind of support and the lives of many are seriously compromised and has long been a moral shortcoming in my opinion, especially when one considers that California was once, long ago, an exemplar for others in the providing of services for those with developmental disabilities but has fallen near the bottom or at the very bottom, depending on what report is read, especially over the last 20 years. For a state with our financial flexibility, it is disgraceful.	1/4/2019 7:10 AM
1482	I am married to a disabled husband and help support him too.	1/4/2019 7:05 AM
1483	Cost of living is through the roof in Sonoma County	1/4/2019 6:14 AM
1484	I have worked in the field of helping people with disabilities as a direct care staff and as an administrator. I have found it very difficult to hold on to good dependable staff due to the fact that this field just does not pay enough. I am currently working as a DSP while also an administrator for a different home. The clients depend on our daily commitment so that they can feel that we will be there to help them overcome any obstacle but due to the pay rate its usually a stepping stone job for most of us which means that staff move on to better paying jobs	1/4/2019 5:56 AM
1485	In order to survive I have to work two jobs, I'm not young anymore and it is not easy for me, I'm hardly ever at home I leave one job a head to another. And I am sure there are others like me, I have to raise my child from my job and pray that she will turn out alright maybe if workers had higher wages we would not have to just survive, maybe we could be home with our children, maybe our bodies would not hurt from working all the time. Maybe America would be great, maybe people would not loss their homes and be Homeless living on the streets, maybe the children would not have to suffer, maybe it's time for the world to change, and start caring about each other.	1/4/2019 5:24 AM

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1486	It takes special (caring, committed and compassionate) kind of people to work with adults with intellectual disabilities. This job isn't for everyone! We need a higher pay because we put a lot of heart and energy into this job. Thank you.	1/4/2019 3:08 AM
1487	This is an amazing job, but at times can be challenging when dealing with some of the behaviors/toileting issues of the residents. I feel the pay is way too small for the amount of work that is done for the residents. Pay should be raised to no less than 15.00 an hour for regular RST and at least 18.00 for house managers etc etc. Especially for house managers and the immense amount of work they have to do with the home and residents.	1/4/2019 1:29 AM
1488	I coach 3 participants that make more than I do, and in holidays they get paid double, I don't even get pay holidays!!!!	1/4/2019 12:09 AM
1489	n/a	1/4/2019 12:01 AM
1490	RST's are the ones who are first in contact with the residents. RST's are the ones who take the time to know and understand the residents. RST role is not for everyone, but the ones who actually give a care put their heart and soul into these residents. RST's should be getting paid more.	1/3/2019 11:47 PM
1491	People with disability need people like us helping them to function in the outside world.	1/3/2019 11:36 PM
1492	Think about this if you had a family member needing someone like me to help them with daily activities such as meal prep doctor appt. Go grocery shopping I know if it was me I would want there thoughts on the job at hand and not how that person is going to pay the rent and buy enough food to last till the next pay check or if I will have enough gas to take the client to that doctors appt or shopping for their food for the week and because the family believes that that's all being handled by care giver and we don't have the gas to do it so the client doesn't have enough food for the week who's fault would that be I'm sure your first thought would be the care giver but you can only stretch that dollar so far with the cost of living being what it is and the gas as it is the money we make sure doesn't go for anything extra we barely make our basic bills rent utilities and one meal a day if we are really good at budgeting our money and hope the client doesn't have an emergency come up or an extra doctor appointment because probably won't have the gas to get them there just think if it was one of your own family member's where do you want the care givers thoughts be while they caring for your family member	1/3/2019 11:25 PM
1493	No	1/3/2019 11:19 PM
1494	As a DSP2 we work hard for very little pay to where we have to work another job to support our family. we give top quality care to our clients to not get the pay we deserve. It would be nice for DSP's to get good pay seeing that we have to take care your people with a disability.	1/3/2019 10:48 PM
1495	The management in your company is a joke. Favoritism is the only way to get anywhere. And if the VP doesn't like you, you will be miserable. That is why your turn over will always be high. The only people staying are the ones there for their checks. Not the disabled. Good luck.	1/3/2019 10:46 PM
1496	Its tough to live in Santa Clara County and pay a liveable wage to my employees. minimum wage is \$15.00 hr. I think for this area \$18.00 would really help	1/3/2019 10:33 PM
1497	We need to be paid more!	1/3/2019 10:19 PM
1498	N/A	1/3/2019 10:08 PM
1499	No	1/3/2019 9:55 PM
1500	People with development disabilities need our services to learn the tools they need in order to live more independently rather than in developmental centers or in group homes and to have a better quality of life. Unfortunately, DSP's in this field don't make enough money in order to live with the cost of living today, without having additional jobs for compensation. People with developmental disabilities need people like us to help them.	1/3/2019 9:54 PM
1501	As we've seen minimum wage go up for the last couple of years to adjust the cost of living in the state of California, we have not experienced the same allotted pay increases. It is a shame that working 40 a hours a week, one still has to seek additional employment to supplement the lack of pay in this field that provides a much needed service to so many.	1/3/2019 9:46 PM
1502	no	1/3/2019 9:30 PM
1503	thank you	1/3/2019 9:18 PM
1504	Love my job, but underpaid. 2nd job necessary	1/3/2019 9:03 PM
1505	Need higher pay	1/3/2019 8:56 PM

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1506	We need higher pay	1/3/2019 8:54 PM
1507	With all the budget cuts our hours cut and we went from a 40 hour week to a 37.5 hour week. It effecting our life because prices go up and our salaries are the same with less hour in the week to work for the same amount of money. We have not received any raise in salary in years. Less people want to work in this field because it is hard to make a living of of the salary alone they would have to take a second or even a third job. It affects the people we work for to be so understaffed because people leave because they can no longer afford to work there.	1/3/2019 8:28 PM
1508	I need to work a second job to afford being able to keep my full-time job. We provide such a valuable service to our clients - we should be paid a living wage for what we do.	1/3/2019 8:13 PM
1509	No	1/3/2019 8:12 PM
1510	I have been working in this field for over 30 years serving people with special needs and the people that I train or my coworkers train make more money than we do... think about this... you can make a difference by using your vote to create more change for people making a difference and participating fully in society. Thank you.	1/3/2019 8:06 PM
1511	Suggestion: Pay raises that match your yearly evaluation, that way slowly over the years you start earning more per hour based on your work ethic. Then that way, when someone new is hired they won't be making the same amount or a misley 20 cents less than someone who has been working here for 7 years.	1/3/2019 8:01 PM
1512	An increase in wages would compensate for hours we lost from not being able to have IHSS included in our work schedules.	1/3/2019 7:46 PM
1513	I feel as if we do a lot of work for the Ventura county community. Finding jobs for our clients and making sure that they are engaged within the community takes patience. Also the amount of work in the office regarding end of the month, psrs, and writing protocols are not easy tasks to complete. We do plenty and our paychecks should reflect that. The position is less than 40 hrs a week, that's not going to pay the bills, I think the standard should at least be 15\$ an hr.	1/3/2019 7:32 PM
1514	The wages made do not match up with the cost of living. In fact, we are not even paid a living wage. Our rate of pay keeps us at poverty level, by Southern CA standards, and getting paid only twice a month puts serious hardship on people like me who generally have to drive our clients around in our own cars, putting a lot of miles on, and using a lot of gas, and also requiring basic maintenance more often. On top of the cost of being fully insured, I have other bills that need to get paid like rent and utilities. That's not to mention the cost of food and other basic needs. We do a lot for our clients. We are care takers, Employment specialists, life coaches, behavior specialists, drivers, and teachers/instructors. We make sure they are safe as they are immersed into their communities. Our wages should certainly be raised and we should be paid more than twice a month. preferably weekly. In fact, I believe we are not being paid the living wage that is required for LA and Orange counties, which is approximately \$15 per hour. We are getting \$13 per hour. I also believe, for the type of work we do, our pay should be closer to \$20 per hour.	1/3/2019 7:31 PM
1515	No	1/3/2019 7:30 PM
1516	Yes! It's the LOWEST paid job around, and the most important. These people need our help, and we can't help them if we aren't paid accordingly. \$1 above the minimum wage is useless. People are leaving the company and going elsewhere, because this is the lowest paid industry to work for. Please change that!	1/3/2019 7:29 PM
1517	Working with people with disabilities is very rewarding although very limited. The funding in our organization is limit . We would want our clients to do more exciting , life benefiting activities yet transportation is an issue . Working in this field doesn't always pay the best and compared to what we do it doesn't cut it. Getting extra funding would help a lot	1/3/2019 7:24 PM
1518	Working with people with disabilities is very challenging, it can get very difficult at times , we have a lot of responsibility and many depend on us to keep them and others save . Although working with them is rewarding the pay doesn't equivalent the work we do . Getting extra funding for both consumers and clients would benefit all of us a lot.	1/3/2019 7:20 PM
1519	what we do is very important to me I love my work. But it always helpful of extra funds	1/3/2019 7:18 PM
1520	I handle extreme behavioral issues, enact behavioral plans, teach independent living skills and oversee budget plans, eating plans and meds All for slightly more than minimum wage.	1/3/2019 7:14 PM
1521	Job is amazing. Never dull moment But hoped compensation reflect the hard work & patience needed.	1/3/2019 7:04 PM

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1522	Would love a raise I have bills to pay	1/3/2019 6:59 PM
1523	You will never experience life, until you've cried for a person that you've never met. The bonds that you create while working in this field transcend any conventional idea of 'family'. The bonds established in only two years of employment are nonnegotiable the strongest out of any person in my personal network. I regularly receive praise for the work that we all do, which I feel uncomfortable receiving, as I feel that our work should be regarded as common courtesy. People praise patience, empathy, and our dedication. The surprising amount of people who have been affected by mental and developmental illness shocks me. For every one person that I am lucky enough to assist, I know that there is an entire lifetime's worth of people who I am affecting as well. I love what we do, and so should everyone else. -Anonymous	1/3/2019 6:58 PM
1524	No	1/3/2019 6:50 PM
1525	We deserve raises and bonuses just like anyone else.	1/3/2019 6:47 PM
1526	I am currently living with my parents and therefore do not pay monthly rent. However, if I were living on my own then I would need to find outside paid employment because I currently do not feel like I am making enough money to live on my own and pay for all my expenses.	1/3/2019 6:24 PM
1527	I feel organizations that have behavior clients should definitely compensate their employees better as we have to deal with love threatening events. For instance I have had a multitude of things thrown at me and my life threatened by different clients. There is much more patience required for these individuals. Also mileage reimbursements so not even remotely cover the actual mileage. Also the pay we have now barely covers rent and puts food on the table. With organizations teaming with lhss everyone is working overtime hours but not being paid overtime wages because overtime is sent to lhss where it together to regular paid time not showing all of the extra dedication that we provide.	1/3/2019 6:19 PM
1528	I feel that the work we do has a direct impact on the quality of life for the individuals we serve. If we are compensated a living wage we will be able to stick around and support these individuals. If we continue to be under compensated, staff will continue to come and go while our clients suffer the loss of the staff they have grown attached to.	1/3/2019 6:12 PM
1529	we need a raise!	1/3/2019 6:11 PM
1530	I am way underpaid. I give more than my time. I care for those who sometimes have no one else in there life to help. And that is worth so much more than what I'm paid. I travel and get no compensaition. If I made more money I could do so much more. If only ?	1/3/2019 6:02 PM
1531	People who help other people in need. Are way underpaid. They provide so much of themselves. To help others and should be compensaided as such.	1/3/2019 5:57 PM
1532	I shouldn't have to work 2 full-time jobs in order to survive	1/3/2019 5:46 PM
1533	Minimum wage goes up a dollar every year. We are lucky to see anything at all. We are expected to use our own vehicles and the state mandated reimbursement pay is a joke. We support our clientele as much as possible. It would be nice if we didn't have to be struggling ourselves. We put our hearts and souls into helping other. We should be reimbursed accordingly.	1/3/2019 5:34 PM
1534	N/A	1/3/2019 5:27 PM
1535	Yes Eso de de payaso because if you are a parent u know it ise hard	1/3/2019 5:17 PM
1536	The work that we do with families that have children with special needs is vital to the health, wellness, happiness and ability to thrive in society. Early Intervention Therapy (PT, OT, ST, ABA, and Infant Education) truly works and should be considered for more funding. We touch and make a positive impact on the lives of the child and the family.	1/3/2019 5:10 PM
1537	i believe that these programs, care homes and care-giving etc., play a every important part in people with disabilities lives, it gives them support and helps them to be happy with themselves. the line of work we do is not an easy one we are helping to shape peoples lives,we are like teachers. but with out the pay.	1/3/2019 4:55 PM
1538	yes, organization are important to peoples with disability to help them in daily life. they really need helps	1/3/2019 4:50 PM
1539	I have had parents cry and tell me how much they appreciate the support we give to their disabled child - even though they are adults by chronological age. They have had a difficult time making things work financially for their family due to the needs of the disabled person in their home.	1/3/2019 4:50 PM

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1540	I've worked here almost 20 years. Soon I'll be making minimum wage from the rate increases. I think we should be paid more for working with human lives. It's not as easy as working in a store. It's complex. We're like their second family. Most people wouldn't come and provide personal care (restroom assistance) for minimum wage. It takes patience and training. You also have to have heart to do it, it's not just filling out forms or pushing buttons.	1/3/2019 4:46 PM
1541	As a direct support professional in the agency I work in, we have a good share of personal expenses that we have, that we truly don't get reimbursed for. For example, we are not paid the federal average mileage for driving our own vehicles. Second, it is unclear whether we are truly covered by agency insurance while driving our personal cars during our work hours. Many employees, (or most employees) are either not covered by their personal auto insurance for work use or they don't realize that they may have to pay extra for their personal auto insurance to be properly or legally covered while driving during work hours. Do most direct support employees make enough money to pay for this cost? Or should they have to incur this cost? The answer to both questions is NO!	1/3/2019 4:44 PM
1542	Cost of living keeps rising and it is getting more difficult to make ends meet. As a millennial with a college degree, I do not qualify for government assistance (medi-cal, food stamps etc), because I make more than minimum wage but I have to pay to have health insurance otherwise I will be fined a ridiculous amount if I don't have health insurance. I have to pay student loans. Those 2 alone are the leading causes of bankruptcies, it delays opportunities to buy a house, get married or to have kids because of financial difficulty which impacts our economy. This is becoming a common theme among millennial who get into this line of work whom are already in debt before even graduating college and are left in the dark if they make more than minimum wage (even though it is not fixed to inflation so wages are stagnant). An increase of wages will alleviate this matter and will help individuals in this line of work make ends meet and improve our economy.	1/3/2019 4:43 PM
1543	I love working with this population and have done so for over 30 years. I am a direct service provider as well as a supervisor of seven instructors who provide Independent Living Skills to sixty five consumers. The need for services is growing at leaps and bounds and the wages for this type of work has not kept up with the demand. Some of the staff are on housing and food stamps but continue to work here because they are dedicated to the people we serve. Also it is more difficult to get qualified people to work here. The type of people who apply cannot write a sentence much less write a resume. Everyone has to be fingerprinted and many we cannot hire because they have poor or felony records. We end up letting these people go because of this. An increase in wages is essential for agencies like ours who serve over 100 consumers to survive. With the minimum wage going up people with disabilities need to have qualified workers provide quality services. They deserve the best and with an increase in wages much more can be done to make people with disabilities have a better quality of life. Please make it happen for them!	1/3/2019 4:41 PM
1544	Direct Support Professionals in my organization show passion, enthusiasm, and heart when it comes to their work. They are intelligent and capable human beings that go above and beyond to better the lives of the people they serve. Many DSP's in Sonoma County must work multiple jobs in order to afford to live in this county. They are passionate about this field, and should be compensated appropriately. People helping people is something that society and our government should be encouraging.	1/3/2019 4:36 PM
1545	No	1/3/2019 4:33 PM
1546	I feel we should get raises once a year at least, more paid holidays.	1/3/2019 4:30 PM
1547	The government needs to compensate us for the emotional and mental tole it takes out of us , we put our clients first often missing personal events for our consumers . They should also give us extra pay for dealing with extremely aggressive behaviors and diagnosis.	1/3/2019 4:21 PM
1548	I believe that having the ability to take care of ourselves first would greatly impact the level of service we are able to provide for others.	1/3/2019 4:18 PM
1549	This is probably the most meaningful job ive held in my life and its very important to me	1/3/2019 4:17 PM

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1550	I have worked in this Field of work for over 18 years and i make almost what new hire make. i help support my mom that's 85 years old. I have to work 2 jobs to do it. I make 12.50 per Hour because the state does not understand the amount of stress, paperwork and work we do with people with disabilities. I notice high rate of turn around with staff because the state don't pay enough for the high stress job and us getting hurt from are clients aggressing on us. The state need to come do are work for a week or month and tell us if are making enough. what i also notice that the state pays different in other parts of California doing the same type of work. Ventura County cost a lot to live in, i was born in Oxnard. I might have to leave my home town and my jobs i work for dealing with people with disabilities because i'm not making enough, because is California not wanting to give us raises every year. We should be making the same in every county in California doing the same type of work. California cost a lot to live in and i pay my taxes. I also do more then ask for with my people i work for because they don't enough hours for support and money. i work unpaid hours because i love my job. Please give us raises and make it fair throughout the state of California. If you need to ask me any questions call my cell at 805 824 8440. Thank You, Julian Rodriguez	1/3/2019 4:12 PM
1551	I would not be able to live on the income I make from working with Community Interface Services alone. I am grateful for my other sources of income.	1/3/2019 4:12 PM
1552	I started as direct support part time and had a regular full-time job due to pay being so low and unable to maintain household. If pay was adequate i would have love to have worked full-time	1/3/2019 4:09 PM
1553	I don't feel it's right that the tf position has been eliminated at the Sacramento office but those previous tfs still get paid at the 15 dollar rate when they are current ets. ETS Make 14 and those same TFs that are now ETS make more than us. That's wrong. They need to be brought back down like the rest of us. Office staff makes almost 20 a hour when we go into office they are on there phones and doing nothing you see blank computer screens and we are out driving, serving actually making the changes, dealing with behaviors. I also don't understand while are mileage checks are not separate checks.	1/3/2019 4:03 PM
1554	While I love to work and serve this population, it is becoming very hard to live off of the compensation I receive with all the other cost rising (rent, gas, toll, daycare, food, etc.) It's hard to make it through pay periods.	1/3/2019 3:54 PM
1555	Since minimum wage just increased in California to \$12.00 per hour and we the Direct Service Providers our only receiving \$14:00 per hour it can be bery disappointing for the provider	1/3/2019 3:52 PM
1556	In this line of work, you are always underpaid and understaffed. Increase in pay would help give better support to the people we help, and the families we support.	1/3/2019 3:50 PM
1557	In and Out Burger in Santa Barbara is advertising too hire new employees starting wage at \$13.00 an hour--50 cents per less than a DSP at Pathpoint.	1/3/2019 3:49 PM
1558	Need to have compare rates with the cost of living in califorina	1/3/2019 3:48 PM
1559	It is getting harder to make ends meet. Expenses are going up but not my wages.	1/3/2019 3:47 PM
1560	Direct care workers receive poverty wages, which costs the state more money in the long run due to their reliance on government aid (calfresh, housing assistance, and healthcare). Urgent action is needed to bolster the system of social services and those individuals who work directly with individuals with disabilities.	1/3/2019 3:41 PM
1561	I was off work for 2 weeks due to be injured from a client. I was off work for 3 weeks due to another injury I received from a second client.	1/3/2019 3:41 PM
1562	Providing support to those with disabilities is very rewarding as an experience and helps me to understand my own son's disability- which is why I went after this job. I'm worried that when my son gets older there won't be as many people in this field as the cost of living goes up. A lot of my coworkers need other jobs in order to continue working in this field. It says a lot about the values of a person that is willing to serve for little pay, we all do this because we want to help. I have met some of the kindest and most giving people in this field and I hope that this industry continues to grow and move with the latest financial trends so that the future of those who live with disabilities continue to receive quality support.	1/3/2019 3:39 PM

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1563	Every day we help to improve the lives of individuals with disabilities and teach them skills that lead to more independence. Skills that help them acquire jobs and other necessities. It is very rewarding seeing the individuals we serve getting ahead, but working in a non profit organization is very tough because we see little to no increases in our salaries year after year that reflect the impact we have in our community. It is also very frustrating seeing programs that pay homeless individuals more than we make to cleanup after themselves. Please help us with an increase that will help to keep us feeling motivated in our cause, and be able to keep up with California's rise in cost of living. Thank you for your time.	1/3/2019 3:38 PM
1564	Soy una madre soltera con un adabilidad y quisiera ganar un major sueldo para sobrevivir con mi hijo.	1/3/2019 3:36 PM
1565	I work many hours without pay to develop teaching materials for my consumers	1/3/2019 3:36 PM
1566	I am concerned about my agency's capacity to meet California's increasing minimum wage (\$15 by 2022). Furthermore, I am also concerned about the impact this will have on pay compression and salary compaction - and consequently, the agency's ability to retain competent and compassionate employees.	1/3/2019 3:34 PM
1567	I have personally changed the behaviors and increased the quality of life for several adults with disabilities. I have done this through hard work, patience, repetition and knowing the people I serve. I do not take this job casually. To the contrary, I take it very seriously and take tremendous pride in the achievements my clients make. I believe that being responsible for someones safety, mental and physical health as well as meeting short term and long term goals is very important and should be compensated by regular performance based increases.	1/3/2019 3:27 PM
1568	Feel wages are too low as minimum wage has went up and my pay doesn't. Being a single mom I need to have more income. Pay needs to be more then what it is now.	1/3/2019 3:26 PM
1569	More money	1/3/2019 3:24 PM
1570	As a single mother of 2 in 2005 I began working with people with disabilities. Due to cost of living, supporting 2 kids at that time, I was obligated to get a second job in 2006. For approximately 12 yrs I worked 7 days week doing about 74 hours a week. It took a toll on my health, I was over worked, and stressed 80% of the time. I was hit with a reduction of hrs, and keeping in mind my travel time, and gas prices, I resigned my weekend job. It was and is difficult to go from getting by to saying no to some luxuries, like taking my son to the movies. I love what I do, I don't regret coming to work. I would just wish we would get an increase so I not worry about not giving my son weekly spending money or bus fare. Thank you for your attention.	1/3/2019 3:24 PM
1571	None	1/3/2019 3:24 PM
1572	direct service professionals are underpaid	1/3/2019 3:23 PM
1573	pay increase	1/3/2019 3:19 PM
1574	no not at this time	1/3/2019 3:15 PM
1575	I do not earn a living wage at 12.50 an hour. This wage does not cover basics like rent, food and clothing. I am a professional with a degree in counseling. I could provide much more service to this agency.	1/3/2019 3:15 PM
1576	My suggestion would be for us to get raises. I feel like our rate is too low for all the work we have to do, especially the mileage. We do drive a lot so we put a lot of wear and tear on our vehicles and living paycheck to paycheck with a big family, is really hard to keep up with the maintenance of the vehicle, for example having to do oil changes more frequently, having to get new tires sooner as well as brakes. Our job might not be a physically demanding job but it is a mentally draining job which I feel should be worth more than just a dollar or two above minimum wage. Cost of living is just getting more and more expensive, especially for the people who have children.	1/3/2019 3:11 PM
1577	.	1/3/2019 3:04 PM

Should The State Pay Direct Support Professionals Higher Wages? Please take five minutes to complete this important anonymous survey that will help us better understand our workforce as you provide critical support to people with disabilities.

1578	I have been working for Futures Explored Inc. for 3.5 years. I love my job and enjoy working with our participants to help them reach their true potential in life. The cost of living in the Bay Area is so expensive and our income as direct support professional so small that I am not able to afford my rent so I recently had to move in with my parents. I also make pottery which is a supplemental source of income for me. I am a part time student working full time as a Living Skills Instructor III with no dependants and yet I am financially struggling so much that I am considering taking on another job or start working for another industry to make ends meet. I have co-workers who are single moms with 3 or 4 children and I cannot imagine how they can afford to live in the area. Most of my co-workers have 2 hours of commute each way to find affordable housing. I would love to continue working for Futures Explored Inc. and/or continue serving the disabled community if my wages pay for living expenses however if wages remain as I am in the process of finding employment in a different industry that pay higher.	1/3/2019 3:04 PM
1579	Unable to live on the pay that we get.	1/3/2019 3:03 PM
1580	no	1/3/2019 3:02 PM
1581	I feel for the work we do, and put in, wages should definitely be increased. Especially when some of our clients are getting payed more than us.	1/3/2019 3:02 PM
1582	Due to the fact that most people have to work, making schedules work with parents of disabled children is difficult and sometimes they do not have the courtesy to formally cancel their scheduled appointment, therefore an attempt is made to see the child but they are "no shows". We do not get paid for the driving mileage on these children, nor any compensation for our time.	1/3/2019 2:57 PM
1583	I have seen other organizations like the one I work for and many do pay a little more that what we get paid. I feel that people that do this work should be paid a little more. Sometimes people thing that our job is easy and believe we shouldn't get paid more. But what they don't see is that we do work and our job is sometimes stressful and frustrating because sometimes we can only do so much for our clients and we want and wish to help them as much as we can. Although sometimes it is out of our hands.	1/3/2019 2:57 PM
1584	i am very troubled by the fact that so many of us in this field make less than those folks who flip burgers. The knowledge that is required is far more than almost all minimum wage jobs. These folks totally rely on us to help them stay safe and have a positive experience, under some very challenging circumstances.	1/3/2019 2:57 PM
1585	Disabled individuals really depend on us , for their daily lives and forever. We are here to serve them to be independent and help them out on their special needs.	1/3/2019 2:57 PM
1586	No	1/3/2019 2:53 PM
1587	I truly love my job but suffer with the wage we get. I have seen other jobs starting out more but it is not as rewarding as the one i do.	1/3/2019 2:53 PM
1588	need more pay	1/3/2019 2:50 PM
1589	DSP workers provide extremely important service to adults with disabilities. Our work effects the lives with the clients we work with to help them lead independent, fulfilling satisfying lives. It is ironic and sad that the low pay does not allow DSP workers to achieve financial stability in their own lives and meet their basic needs under the current California system.	1/3/2019 2:49 PM
1590	A higher wage would make it easier to get of of public assistance	1/3/2019 2:46 PM
1591	As a direct support professional I go above and beyond to care for my participants, however, it's stressful as I feel am underpaid for all that I do. Working for a non profit is rewarding, but nonetheless, the wage doesn't compensate for all that we do... change needs to happen.	1/3/2019 2:45 PM
1592	pay increase	1/3/2019 2:41 PM
1593	No	1/3/2019 2:38 PM
1594	I love to help and work people with disabilities because I have two best friends have one of their own. They work hard their best and the same thing here in the organization i work and treated them as one of my children or family. But wish to get more pay possible because right now I only live and support myself pay to pay check and make ends meet and thanking my sister gave me discount on cheaper rent which \$500 a month as long I helped them in returned. Thanks and appreciate your time to consider give a raise so hopefully will stay longer to the company that I love to serve and help them to be independent.	1/3/2019 2:37 PM

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1595	Our function is much more than being a caregiver and the compensation should reflect those job duty requirements..	1/3/2019 2:37 PM
1596	We should be recognized for the hard work that we do. We love what we do. It is amazing to come into work to know that each and every day we are able to make a difference in our clients lives as well we learn from them too. But the pay is not well at all especially for what we do.	1/3/2019 2:37 PM
1597	I would like to see a wage increase and the same for mileage that we put on our on personal vechiles 5days a week.	1/3/2019 2:36 PM
1598	I think a raise makes sense considering that the minimum wage is going up rapidly and housing is very expensive.	1/3/2019 2:34 PM
1599	I love this job! Helping people with disabilities is one of the best ways to give back to communities and let people know that we are all human and humans are capable of truly showing love to one another.	1/3/2019 2:34 PM
1600	Na	1/3/2019 2:32 PM
1601	No, Thank You	1/3/2019 2:31 PM
1602	I would suggest rising the minimum wage at a 501-3(c) to 18\$ per hour	1/3/2019 2:30 PM
1603	N/a	1/3/2019 2:30 PM
1604	With the cost of living so high in southern California, I find it hard to believe that Day Programs have not had an increase in over 10 years. Most of us (not upper management) have to work 2 to 3 jobs (even with a spouse) to barely scrape by. Without direct support professionals, who would take care of the people we serve, and do you even want to find that out?	1/3/2019 2:29 PM
1605	for the things we do we should be compensated a little bit more.	1/3/2019 2:27 PM
1606	I have worked with those who have disabilities for about 5 years now. I enjoy my job very much and I would love to stay in this career field. Due to my pay bracket, I do not qualify for any type of government assistance. I do not have any children to support, however, I do financially support my siblings on occasion as my mother is a single mother who also takes care of my grandmother who has dementia. She is not able to work. I work full time at this organization and part time at another company to make ends meet as I live on my own in a low income area. I also attend classes part time to work in the medical field. As I have said, I would love to stay in this field. Unfortunately, the pay does not suffice to support myself even to be low income.	1/3/2019 2:26 PM
1607	DSP's aren't paid enough for the work they do. This is an entry level job, but there are SOOO many job responsibilities they we do on a daily basis and so many things we have to keep track of and record on a daily basis. DSP are overlooked in the eyes of government funding.	1/3/2019 2:26 PM
1608	For the things we do, are willing to do, and love to do, I personally believe compensation should be higher but that is just my opinion.	1/3/2019 2:26 PM
1609	No.	1/3/2019 2:24 PM
1610	My agency hasn't been able to give raises on a consistent basis for many years. Our rates have changed nominally over the years due to minimum wage changes but nothing to keep up with cost of living. My clients have constant turnover due to people leaving due to wages. These are some of the most vulnerable people and their staff are paid poverty level wages.	1/3/2019 2:24 PM
1611	I started working at a nonprofit 40 hours a week, but because of low funding our hours had to be lowered, because the company did not want to lay off employees. I love this job and I want to continue working for this company, but because of the cut hours I need to take side work occasionally to be able to pay for bills. With a higher compensation for direct support professionals and care providers, I can afford my own living expenses and provide better services for those who need it, because I will not be as overwhelmed with trying to maintain multiple jobs. I have seen incredible talent and dedication from the people that I work with and I want to be able to support them even more.	1/3/2019 2:24 PM
1612	Our low pay makes it impossible to live on our wages. Most workers at my agency have second jobs, or social security, or have a partner with a good income.	1/3/2019 2:23 PM
1613	Due to increase of standard of living here in Silicon Valley, almost of the people like me who is a Direct Support Provider needs more than 3 jobs to survive.	1/3/2019 2:22 PM

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1614	I have been with my company for 11 years and I have only recieve a raise twice. I had to endure a pay cut in my first year of employment. I currently am working for \$2.00 above minimum wage. My teenage son earns more delivering pizza.	1/3/2019 2:20 PM
1615	N	1/3/2019 2:20 PM
1616	I am a wife and mother of 3 children, My family relies on my husbands income to pay rent and put food on the table. With my income alone, It barley covers house hold bills and gas for school and work. Without my husbands income, I would not be able to pay rent or put food on our table. We would have to move. I been in this field for many years due to work schedule matching my children's school children and allowing my husband to work longer hours. The pay has always been a hardship, I love what I do and caring for people with disabilities. Increase in pay would allow me to help more with household bills and may be save for the future. My children don't get to do extra actives at times do to my pay , simply not being enough.	1/3/2019 2:20 PM
1617	Need two jobs to live.	1/3/2019 2:19 PM
1618	The current level of compensation forces ARC San Diego and other providers to compete with for profit companies that who provide less effect on our population in the communities served. The staff are motivated to provide individualized solutions that require sufficient time for the interactions to induce positive outcomes. The cost of living in this region forces DSPs to work another job to provide the continuity we recognize as a major element in outcomes achieved by Consumers who are receiving Day Program services.	1/3/2019 2:17 PM
1619	I've been with a Direct Support Professional(DSP) for approximately 4 yrs. I am paid the same as newly hired DSP's and this doesn't seem right or just.	1/3/2019 2:14 PM
1620	I Love The Work That I Do Here At HGHCA, great company, fair company and they give me the opportunity to provide care for the residents. It fulfills my passion for the cause and will continue to do so until further notice.	1/3/2019 2:09 PM
1621	I love what I do but the pay is not a realistic for someone who is living on their own.. this forces people to look for employment else where	1/3/2019 2:09 PM
1622	I find in this field that we as DSPs give to our residents the same level of care (sometimes greater) that a parent gives it's children. We are here with our residents more than we are with our families the majority of the time. I don't get to go to weekend bbq's, I miss almost all holidays and family events due to the hours we spend with our residents. We as DSPs make these sacrifices willingly. At times our residents can pose dangers to our other residents, the community and always to ourselves, and a good DSP is always on the frontline when these challenges arise. I've been doing this happily for almost 13 years, and my only regret is that we aren't compensated for our risks and sacrifices as we serve some of our most vulnerable citezens, and our families sacrifices as well seen as how we are away from them a lot in order to serve our residents. With that said, I love the work I do, and as long as I can keep the lights on at home, and food on the table, I shall continue to serve with or without proper compensation.	1/3/2019 2:08 PM
1623	Personally if my significant other didn't have a decent paying job, we would be struggling to make ends meet. He recently took a pay cut and we are starting to feel the pressure of not having enough funds to cover all of our expenses. I am starting to feel the need of looking for employment elsewhere in search of higher wages. I genuinely enjoy my job and what I do. I do not want to have to find another place of employment. However due to the cost of living, I see myself being forced to do so within the next 6 months.	1/3/2019 2:07 PM
1624	I make a little more then a direct support professional due to working two positions with the company. I work in the filed and also have an administrative position.	1/3/2019 2:02 PM
1625	I think the support we provide is essential to these individuals so that they can provide for themselves in the future. With that being said, support staff needs to be able to provide for themselves by having wages that can support their living in an expensive city. A fair compensation/hours for support staff can improve moral and motivation to stay in this field and continue supporting these individuals.	1/3/2019 1:59 PM
1626	Dir. Sup. Profs. give tirelessly to care for our clients. The pay for the Livermore area isn't enough to support themselves independently. Most commute from outside areas, live with family or friends, & barely able to meet their bills. Being a Dir. Sup. Profs. is hard on their bodies from all the physical lifting of clients to tables, to the floor or chairs. Being responsible for emergenies that happen at Day Program like seizures, giving medications, feeding through G.T. & J.Ts, transportations to & from Day Prog. And this year having to deal with the loud noise of remodeling during working hours; which was up setting to the clients also.	1/3/2019 1:53 PM

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1627	Give us full benefits paid by company	1/3/2019 1:52 PM
1628	It is really difficult having 2 children and having to work 60-80hrs a week just to make ends meet. I remember growing up in a home in which it was possible to have 1 parent working but now day this is impossible especially working in a field that helps others. I have a boyfriend and in our house hold he works 1 job paying \$30 an hr while I work 2 jobs making minimum wage yet I still qualify for all federal and state aid. I hope one day that we can go back to where people didnt work to survive but rather work to grow, live and make differences	1/3/2019 1:52 PM
1629	Compensation should be at the same level as any occupation that entails safety, instruction, personal care, tutor and employment instruction. That combo should be quite a bit higher than the minimum wage given to a first time retail employee. The emotional and physical demands are tremendous. You can't outsource these positions. And they are vital.	1/3/2019 1:48 PM
1630	The work that I do is very specialized, extremely important and vastly underpaid. I have over \$80,000 in student loans and a child with a disability to support. I am extremely passionate about what I do and very good at it, but if I don't get an increase in pay to a living wage soon I am going to have to quit my DSP job and try to get hired full time at Target, my second job. I didn't go to college to work at Target, but my wages as a cashier are higher than the pay I get to support an individual to be able to access a healthier, happier and more meaningful life. The state needs to make these changes before the system collapses and hundreds of thousands of people's rights and quality of life are vastly compromised.	1/3/2019 1:48 PM
1631	I have a job title that puts me slightly above our regular DSP's. When the minimum wage goes up my rate barely goes up. I should get a raise to keep me at a higher pay rate than a regular DSP. Not by a few cents but a few dollars. It would be nice to continue to have this. I feel right now that I'm getting close to being at the same rate of pay and yet I have more responsibilities than the others and should be paid more to reflect that. It would also be nice to get raises yearly based on performance not just because the minimum wage is going up.	1/3/2019 1:45 PM
1632	My time working with the company I am currently at has truly been amazing. I love being able to see those I work with find what makes them happy. It is always awesome to see those I work with go out into the community and find their voice. The only downside to the job is the pay since it is truly not a livable wage. I have to supplement my income with other jobs since my current position does not offer enough hours or pay. I choose to stay at my job because I always look forward to work the next day.	1/3/2019 1:45 PM
1633	We take care of your sick and mistreated, and in return we are unappreciated and underpaid. We don't make enough to exist let alone thrive, but we make too much to qualify for any assistance (by roughly \$100/month). Without question, we deserve better than we've received.	1/3/2019 1:44 PM
1634	We have a huge responsibility with our group.	1/3/2019 1:43 PM
1635	Our service is vital to the citizens (families) of California. People doing this work require a livable wage.	1/3/2019 1:39 PM
1636	Yes I have to work two jobs to make end meet.	1/3/2019 1:39 PM
1637	Our service is vital to the citizens (families) of California. People doing this work require a livable wage.	1/3/2019 1:34 PM
1638	Not at this time.	1/3/2019 1:32 PM
1639	I enjoy my work very much. It has allowed me flexibility being a single mom with one wigh a disability and 2 with emotional issues due to father abandoning them. The pay rate could be higher	1/3/2019 1:31 PM
1640	Higher pay would increase the quality of work that we do, decrease turnover, and provide us with better candidates for the job.	1/3/2019 1:28 PM
1641	i believe all employees of HGH deserve a pay raise not because it would help us out but because we dedicate our lives to making the lives of our residents/ clients the best. we go above and beyond for them on a daily and sometimes we don't get enough credit. but HGH is one of the most rewarding jobs i've ever had and will continue to do my very best to improve the lives of those we serve !	1/3/2019 1:17 PM
1642	I work 50 hrs a week for the company and still rely on outside income to sustain a basic home for myself and my children. Our organization needs to provide a wage to at least keep up with the rising home prices and basic cost of living here in San Diego County.	1/3/2019 1:14 PM
1643	More services and pay the direct support workers more money.	1/3/2019 1:14 PM

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1644	I would like to suggest a pay raise for everyone who has been with this agency for Five years or more so that we wouldn't have to supplement our income by having to work other jobs outside of the agency. I believe caregivers would stay with the agency longer if they were paid better and shown that they are appreciated by being paid what they deserve.	1/3/2019 1:11 PM
1645	I am constantly looking for more hours to work either at my employment or elsewhere to pay my bills as the state keeps Increasing taxes on everything but wages stay low, NOT FAIR	1/3/2019 1:11 PM
1646	I feel we do a lot of hard especially with the number of clients we deal with at a time and also do a lot for each individual client depending on their needs and goals i feel we deserve more for the service we provide and work we do	1/3/2019 1:11 PM
1647	I wish that I have health insurance and paid vacation. However, my employer cannot afford.	1/3/2019 1:10 PM
1648	Provide health insurance and paid vacation and increase in pay	1/3/2019 1:10 PM
1649	I have to work 6 to 7 days a week and 55/hrs a week to make a check I can live on	1/3/2019 1:06 PM
1650	I have to have a second source of income to be able to live and serve in my community.	1/3/2019 1:05 PM
1651	As we all know, there is a huge housing crisis all across the state. The issue is that our job market lays directly in the shadow of the Tech organizations, and, unfortunately for us, they are able to more easily afford the rents that continue to rise while our paychecks stay the same. While I am not discontent with my salary, I have recently come to understand that I am currently making exactly 15 cents over minimum wage. I love my job and the people I serve. I am also on government supplied subsidizing for the building from which I rent a small apartment to support a wife (who works part time for the city of San Jose at less than 20 hours a week) and a child who just turned 13. Increasing our hourly wages just a few dollars over minimum wage would greatly relieve the financial pressure we are feeling everywhere to help with rent, insurance, car payments, food and clothing. My rent increases with every year, and yet my check has increased only once in the past 4 years. Please keep stories like this in mind when salaries for the average person are considered. Thank you for your time.	1/3/2019 12:55 PM
1652	Not at this time	1/3/2019 12:48 PM
1653	Our clients do so much better when there is consistency and reliability. Unfortunately we have a high turn over rate which I attribute to low pay. I truly enjoy my job and we all enjoy seeing our clients learn new skills, gain life experiences and make life long friendships that they might not get if it weren't for these programs. I believe an increase in salary will help keep these programs with consistent workers and opportunities. Thank you	1/3/2019 12:45 PM
1654	The current wage I receive for full-time work does not cover essential life expenses, i.e. rent, gas, food.	1/3/2019 12:44 PM
1655	N/A	1/3/2019 12:40 PM
1656	Pay is very low for the job that we do, we dont have insurance and other benefits other than the required sick pay	1/3/2019 12:38 PM
1657	We all deserve to get compensation for all the classes that we have to participate in, and we deserve a cost of living increase for every year that we work at Wine Bev.	1/3/2019 12:37 PM
1658	I would work more with the disabled but the pay is so much lower than what I could make elsewhere. I do what I can.	1/3/2019 12:37 PM
1659	No	1/3/2019 12:35 PM
1660	No	1/3/2019 12:35 PM
1661	N/A	1/3/2019 12:34 PM
1662	No	1/3/2019 12:32 PM
1663	I have to work 2 jobs to yay bills as well as a little savings for future and hoping that we could have a retirement benefit when we can no longer provide service.	1/3/2019 12:30 PM
1664	As an administrator it is very difficult to hire and maintain direct service staff as in Los Angeles County and Los Angeles City the minimum wage is considerably higher than the state minimum wage and the vendor program I work for has not had an adjustment that takes into consideration the difference between the state and Los Angeles County/City minimum wages.	1/3/2019 12:28 PM
1665	People that is working with individual with disability are really devoted to their allocated task or job description, it is best for them/us to be compensated like how we care for our clients.Thank you.	1/3/2019 12:23 PM

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1666	I am 61 years old. I have to live in low income housing and maintain a vehicle I put 400 miles A month just for work. I feel for anyone to truly understand what we do daily, the stress of dealing with clients on very personal level, need to spend at least one full day with an Instructor to understand and see we are worth much more than a barely surviving wage. We deserve a descent working wage with a company who gets paid enough to provide benefits and descent wages. My company has the best of the best in management and employees. We are a family and do excellent work with our clients.	1/3/2019 12:21 PM
1667	This is what Sega should have done for the Daytona USA theme on the PS3.	1/3/2019 12:17 PM
1668	We do more medically here then some trained medical staff in hospitals. We also deal with very potent human waste. We physically lift people out of their wheelchairs. We have to be always aware of seizures and medications we give. We are actually highly trained and what we do but don't Get Compensated accordingly. Actually the checks we do get a lot of times come back returned, with the reason that regional center doesn't pay our company on time or enough. Our folks lives are literally in our hands and we could make more cooking burgers.	1/3/2019 12:16 PM
1669	N.a.	1/3/2019 12:15 PM
1670	I have been in this field for years, and I can say that it is the most rewarding job I have ever had. I know that there are many that feel the same way. The only problem is keeping people is tough, because we just cant pay them a wage that is equal to the amazing services they provide....a real living wage.	1/3/2019 12:14 PM
1671	As a female health care professional, we need to be valued more for our work and experience and education. And have that reflected in our salary. Thank you	1/3/2019 12:13 PM
1672	DSPs need more compensation for what they are worth. They are the ones working directly with the individuals in order to support them through their challenges and difficulties.	1/3/2019 12:13 PM
1673	I feel as though persons with disabilities often get left behind when it comes to government assistance. In turn, the community that supports them is also left behind. I think people who can't change the course of their life due to a disability should be more of a priority over people that choose not to.	1/3/2019 12:12 PM
1674	Need more pay because everything are cost more.	1/3/2019 12:07 PM
1675	More education (free) in college	1/3/2019 12:06 PM
1676	Direct support is a very hard job. No one knows unless you've worked in this kind of work. One must have lots of patience to deal with our students. I love my job but sometimes us direct support are overlooked because people like to degrade our work, and therefore I feel we need more pay. We work hard hours, have lots of responsibilities, and wear our bodies out. Most people have two jobs to maintain a good home for their families.	1/3/2019 12:04 PM
1677	The work that we do is far under compensated. We care for our clients in various ways, emotionally, mentally, physically. We get paid less than the average fast food worker. How can caring for somebody's needs pay less than the person microwaving your food at McDonalds? We provide services that our clients do not receive anywhere else. They come from broken homes or homes where they are not wanted and we show them they matter and that they can do whatever they set their minds to. We teach them skills to integrate into the real world, a world where they can be a productive part of society and probably get a job that pays them more than we make while we are serving them. We have multiple clients that have gotten jobs in the community at a nearby hotel and their starting wage and benefits surpass those of the staff at our program who helped them get those jobs. This is a thankless job and nobody gets into this job for the money, because frankly we don't make any money. People get into this job because they like to help other people who are often left behind and forgotten in our society. In the process of helping the least of these, we risk putting our own families into financial distress. This job requires a lot of personal sacrifice, but the people we help would lose so much more if they didn't have the services we provide. With constant turn over in this industry the clients we serve do not receive the stability they need. This high turn over rate occurs because we are not paid enough to stay working this job forever. There are people that have worked in our company for over 6 years and have never had a raise. The minimum raise keeps going up and our clients get paid more and more each year, but the pay for us (the staff) does not increase. If the wages for direct support providers does not change soon, more and more providers are going to be looking for other jobs because the income we receive provides no financial stability, especially while minimum wage continues to increase.	1/3/2019 12:02 PM

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1678	The work that we do is often not easy. We travel a lot and have very little time that is billable to complete paperwork and no money for additional projects for the organization. I often find myself working for free. Occasionally, I will work as a private caregiver on the weekends. My parents have had to pay my student loans. I can barely afford my portion of the rent much less food and care for my dog. I also live in Marin County where the cost of living is really high, so rent is really high. Additionally, things like car expenses would be impossible for me to afford on my own so my parents have to help me. And, I am required to drive my own car so this is not fair. Although we are paid for mileage, that money goes to living expenses generally. Thank you for considering this pay increase!	1/3/2019 11:58 AM
1679	A wage that is keeping up with the high cost of living. With the higher cost of rents, higher prices of food and utilities a person with a family has to have a second job.	1/3/2019 11:58 AM
1680	If we could increase wages, then we would have more qualified and serious candidates for job openings and potentially lower turnover.	1/3/2019 11:54 AM
1681	I'm lucky to have no rent (live in a family owned home) but when I did it was a struggle to keep up on bills. It was nearly impossible to save to have my car repaired last year. PG&E, auto insurance, and various other bills don't allow for a savings. Basic life struggles.	1/3/2019 11:53 AM
1682	This is a special field that requires a lot of patience, empathy and organization. The people who do this type of job generally, are a special type, who have dedicated their life to helping individuals, especially young children with disabilities. I know the struggles that our agency goes through to try to cover all requirements to be in compliance. There is travel time, mileage reimbursement, phone reimbursement, sick time, vacation, time off, and trainings, none of which is covered by direct service rates. The work we do changes people's lives for the better, it gives them a better opportunity for a successful life or at least some coping skills for what will be a difficult life. It is only fair and just that rates be increased to help with the stress of trying to fit professional livable rates for employees, with good benefits and flexibility, with the current direct service rates. For a better, kinder, more functional world, we need to invest money in these types of services.	1/3/2019 11:52 AM
1683	Im grateful for my job, but living in California the pay doesn't add up. Also, I don't understand why bachelors degree gets \$0.50 more than someone who did not go to college or is in progress. Also, i checked the IRS website about miles the pay for using personal car is 53.5 cents a mile not .53. https://www.irs.gov/newsroom/2017-standard-mileage-rates-for-business-medical-and-moving-announced	1/3/2019 11:51 AM
1684	No	1/3/2019 11:48 AM
1685	I am a parent of son who needs Regional center services.	1/3/2019 11:47 AM
1686	I actually took a pay cut, so I could work for this organization. I wanted to do something where I felt I was making a difference both to those I served and my community. However, working for a non-profit company should not lessen your worth & value as an employee vs. working in the private sector.	1/3/2019 11:47 AM
1687	No	1/3/2019 11:45 AM
1688	Working with those with special needs is crucial work. It takes a lot of patience and I truly believe should be compensated accordingly. Thank you!	1/3/2019 11:40 AM
1689	I receive the lowest pay of all health care workers. My skills are indispensable. If I was paid more I can do more. There are workers like me in every county in every state of this country.	1/3/2019 11:39 AM
1690	Yes, The government needs to step up and help support these non-profits with a bigger budget so that we don't have fight so hard to stay open.	1/3/2019 11:33 AM
1691	Yes, I have worked with my current program for four full years and have just started my fifth year in the last two months. In that time period I have received one small raise in my hourly pay. At the current rate of the salary increases the clients that I work with will end up making more due to the continued increase in the California minimum wage schedule. The work that is required by a direct provider is a challenge at times and it would be nice to see compensation that would help to retain responsible and qualified direct providers.	1/3/2019 11:32 AM
1692	DSPs work extremely hard to provide the support needed to people with disabilities. Sadly there is a high turnover in this job because the rate of pay is not enough to cover many people's needs and expenses in life. If DSPs and other professionals in this field had a more sustainable rate of pay, there would be less turnover and the quality of services would improve over time with more consistency.	1/3/2019 11:31 AM

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1693	i don't make enough money to have a decent living situation to maintain only one job and its stressful and sometimes gets on the way of how i deal with work related situations.	1/3/2019 11:29 AM
1694	As a physical therapist for children with disabilities and now as an administrator for a company who provides OT PT and Speech for infants and toddlers with disabilities, I've seen the rate freeze impact my ability to receive raises and I often go years without even receiving a cost of living raise. Many therapists work long days, overtime, and weekends in order to provide therapy for children who desperately need it. Our therapists and early intervention providers are dedicated hard working professionals who deserve yearly raises and recognition of their dedication to families and children who are helped tremendously by these professionals.	1/3/2019 11:27 AM
1695	more pay	1/3/2019 11:15 AM
1696	I feel like if our pay is raised a little more, I'd have more time to be there for my babies and be able to support them. I'd be able to quit my second job.	1/3/2019 11:14 AM
1697	I love my job . but it's not a livable wage . I have to do side jobs to pay rent and struggle to pay bills and to keep food on the table even with 2 jobs it difficult to survive. Rent is too high and buying a home is out of reach with the pay I make ..no room to save ...	1/3/2019 11:07 AM
1698	The work my organization does is challenging and rewarding, and it contains some truly amazing people (both staff and clients). Being in such an expensive city/county is its own challenge, and many people who choose this work often do so because of their dedication to the DD population and choose to make less than they would at a for-profit enterprise. Worker retention and institutional memory are fundamental to our organization, and any increase in funding can only help ensure that we can keep and attract strong, talented, motivated individuals to do this important work.	1/3/2019 11:04 AM
1699	A third of all DSPs have college degrees, and many are minorities or recent immigrants to the United States. Faced with physically and emotionally demanding responsibilities, overwork due to staff shortages, inadequate training, low pay, few opportunities for advancement and sometimes receiving no employee benefits such as health insurance and vacation time, many leave the profession for other jobs. Not to mention antiquated rates.	1/3/2019 11:04 AM
1700	this company makes enough to buy buildings. however the pay for staff here is at poverty level. our upper level management is paid very well. just look up our web site to confirm such a comment. our client employees are given raises but support staff is not. needless to say this demotivates all support staff.	1/3/2019 11:02 AM
1701	Don't just ask about being a single mother. I have a family, I'm a male father, I have to work multiple jobs to make ends meet, I have to pay child support for other children and I'm required to have additional income from my spouse or a roommate to survive in California. We provide a service to so many people that just push our folks out the door for the day and are considered numbers to our management, case managers, ISS workers and group homes. I love and enjoy my job but the pay turns away many people in our line of work with a high turn around rate. We are expected so much of us in caring for others when we are not being cared for. We take people into a community that puts us at risk on the daily due to the area we live in. I've been threatened multiple times over the years by community members. Witnessed violence that's almost a norm and nothing new. I work hard and do my best I can do with trying to meet the expectations made of me but it's hard to care when making \$12 to \$13 an hour for 6 hours a day when I can go flip burgers for higher pay. We are people too. Care for US and we will continue to care for YOU!	1/3/2019 10:55 AM
1702	I feel like the government needs to take a close look at the cost of living and cost of housing in the area, and increase our compensation so people who do this kind of work can stay and live in the area.	1/3/2019 10:55 AM
1703	It is a struggle for the agency and management to maintain quality of service for employers and I can't support myself without working more than 40 hrs a week. I have relied on roommates and family. At one time the budget allowed this job to be decent but with inflation and rising rent, it is very challenging, both financially and psychologically.	1/3/2019 10:52 AM
1704	It is absolutely necessary for direct support staff salaries to be increased if individuals with disabilities are going to lead quality lives. There is a direct relationship between the two. The job isn't easy, and staff can earn the same salary working at a fast food place with way less responsibility. I consider this to be a crisis for our society--we must find a way to more fairly compensate those who care for our vulnerable populations.	1/3/2019 10:51 AM

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1705	<p>Compensation in this field is, to be honest, not the best. People who work with people with disabilities need two jobs, if not more, just to keep afloat with the cost of living in our State (California). I am from a single household, work 2 jobs, and I provide for myself; yet I still define myself as low income and living paycheck-to-paycheck - I can't even begin to imagine the hard work for people who have a family to provide for. UCPNB provides fair wages for its consumers and pays them the yearly wage hikes (minimum wage hike), but the pay for the DSPs barely moves and is getting behind because we rarely get a raise. It is hard to define how to grow within the company, and there is no clear definition of how to get a raise, even if I have been in the industry for a long time - it is still hard to pinpoint what to do to get a raise in this company. It would be ideal to also raise the wages of the DSPs yearly as the minimum wage goes higher for its consumers.</p>	1/3/2019 10:49 AM
1706	N/A	1/3/2019 10:44 AM
1707	<p>The starting wage at this firm is so low that the only people who could take the job and afford to stay in the region are a) married to/living with another worker b) working a second job c) supplementing retirement d) living at home post-school e) living with MANY roommates idk the threshold for MediCAL, if we're above it or not.</p>	1/3/2019 10:39 AM
1708	<p>Working with individuals with developmental disabilities is intrinsically rewarding but not financially rewarding. Many staff have to work overtime or other jobs to make ends meet. We do a wonderful service for such extremely deserving individuals who depend on others to treat them with dignity and respect. On a daily basis staff may need to change peoples diapers, feed them, provide interesting and engaging activities, deal with aggressive maladaptive behavior like hitting, kicking, spitting, pulling hair, elopement. Many staff make the same amount of money that a teenager makes working at a fast food restaurant. It is imperative that people working in this field make enough money to care for themselves and their families because they spend their day taking care of someone else's family member. We are not talking a couple of months or even a couple of years I am talking 38 years. 38 years because I love and adore what I do and who I am privileged to do it for. Please provide more government money to help me and the agency that I work so we can continue to provide quality care and programming for individuals of all ages and developmental disabilities. Thank You and remember you could have a member in your own family who would benefit from this wage increase.</p>	1/3/2019 10:34 AM
1709	<p>Cost of living increases are very needed for the Direct support professionals at this facility.</p>	1/3/2019 10:32 AM
1710	<p>I help with hiring people and it is extremely difficult to hire people who are reliable and qualified at the current salary. It is also difficult to provide raises to keep up with cost of living and minimum wage increases at the current reimbursement rate. Many of my staff are single mothers who rely on this job for their income to support their families. Feedback I get from them when they choose to leave this job is that they love their work, but they need an income that is more financially sustainable.</p>	1/3/2019 10:27 AM
1711	<p>We are all in this field for a reason. The people who provide direct support are the ones who are making the biggest difference and contribution to our individuals. We should make sure to compensate them fairly for their work to show appreciation and ensure that we are paying for what we expect.</p>	1/3/2019 10:26 AM
1712	<p>Compensation needs to match your location.</p>	1/3/2019 10:25 AM
1713	<p>Its sad that we expect to be paid lower than other jobs just because we work for a non-profit.</p>	1/3/2019 10:20 AM
1714	<p>I have nothing to say. Thank You .</p>	1/3/2019 10:18 AM
1715	<p>I feel the we put a lot of heart in a jobs and is flustering went a participant got sick and can not come to program because coming to the program is the best part of there day. when are participants are sick we go to the hospital and we do not go because someone tells us to do it we do it because we want to do it. I been in the organization for over 20 years and impact my life went some one pass because there are like family to me. I love my job but unfortunately if do not cover all my bills I had to used outside help. One of my favorite memories is about a participant who was blind, every time I walked by her she could tell it was me by the way I walked.</p>	1/3/2019 10:15 AM

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1716	I read in the LA Times today (1/3/19) that Governor Elect Gavin Newsom would like to propose in the upcoming state budget 1.8B for investing in early care and education. I would like to share that for a baby 0-3 with a developmental concern (CDC stats 1 in 6 babies born will have a developmental concern) many will receive early intervention (early start) services funded by the state regional center system. ECE centers are not necessarily prepared to provide the unique services required. Investing in ECE needs to consider the babies and toddlers with developmental issues. Early start or early intervention is their ECE programs. Please consider using some of the proposed funding to restore funding to the regional center system. Babies born with developmental challenges can thrive when identified early and given high quality early intervention services. This is supported through evidence based research on early brain development. Thank you.	1/3/2019 10:11 AM
1717	We bend over backwards to support people with disabilities, through behavioral challenges, accessibility issues, personal care needs, psychiatric crises, and are paid the same as a 12 year old babysitting the neighbor's kids. I work for two nonprofits, IHSS, and my "real" job with actual extensive business. I run myself ragged doing this, and am called upon to cover shifts 30-45 minutes away on a regular basis. I sacrifice sleep, my personal life, and put wear and tear on my car, for very little compensation. Please raise wages and increase benefits. There is a reason that the industry sees such a high turnover rate. We are burned out, poor, and do not feel appreciated at a state level. There's only so much our local companies can do without more government funding.	1/3/2019 10:10 AM
1718	DSPs and any other profesional that works with people with disabilities should be appreciated. It takes a special, compassionate, patient, and understanding individual to do the work we do. We spend the whole work week with this population of individuals that society has alway put aside. We have not turned the side eye and pretend they are not there or stare at then or even be scared of them because that's all the reactions I have encountered when going out in the community with our persons served. Our persons servers matter and so do the individuals who take care of them.	1/3/2019 10:08 AM
1719	The work is challenging and so very rewarding, but the compensation in this field is not sufficient to live in Sacramento (for me personally, 50% of my take-home pay goes to my rent). Most of the people I work with are highly educated, passionate, and compassionate people who are living paycheck to paycheck and could be making much more doing something else, but we stay because we love the work that we do. It takes a specific skill set to serve the people we do and having that skill set usually involves having a degree; if compensation doesn't become more competitive, we are going to lose or not attract the type of people that are able to do this kind of important work.	1/3/2019 10:03 AM
1720	Working with adults with disabilities is a job that I feel should get paid more than we are getting paid because it's a part of making a change in the clients life,family members and community.This job requires you to be attentive and allows the client to be competent and independent.The work done here is a job that requires many skills because what you have learned yourself and in others you can teach to someone who has not had the opportunity to do so because of the lack of activities created for people with disabilities or awareness about disability in the community and us as DSP's are here to bring awareness and help guide our clients towards reaching their goals.	1/3/2019 9:56 AM
1721	I have to work 2 jobs to make ends meet since this job does not pay enough. I love what I do but is discouraging that I cannot put all my time and energy into just one job because it does not accurately provide for myself.	1/3/2019 9:48 AM
1722	One of the biggest problem we have with working with consumers with disability is, that we for sure don't get paid enough to pay bills and be able to maintain our home with the low pay we get. Another big problem is that our checks bounce due to Regional Center not paying us on time. The amount of support we give our folks is huge and for sure a lot more than just flipping burgers, who get paid more than what we get paid here. It is very important for the State to be able to recognize the service we give and how it has changed since 20 years ago.	1/3/2019 9:46 AM
1723	I am very proud of my work, and so are all my friends and family. I feel as though a DSP is one of the most legitimate careers an individual can strive for. The work is hard: it demands the utmost from the professional's emotional, mental, intellectual, spiritual, and sometimes physical capacities for work that is under-recognized and under-praised in our community. For those of us who are bold enough to choose this field to benefit our community and the individuals in it, our motivations are often beyond making money; however, it is the most fair thing to request that we are paid adequately enough to live well and not worry about our own finances.	1/3/2019 9:44 AM

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1724	Everyone I work with works her because they have good caring hearts no one is doing it to get rich, but people need to survive so must of my coworkers, like myself, have a second job. I love what I do, I get to help people everyday, some days are so exhausting you running around all day trying to make sure you can get everyone's needs met, but just seeing the smiles and hearing how much they like being there everyday makes it worth while. I think most of the outside world doesn't understand what DSP's do and hard hard we work. It can be frustrating at times to see people working easier jobs and get paid the same amount or more. Being a DSP is emotionally, physically and mentally draining at times. It is so important to have a strong supportive staff to help each other out, but sometimes the pay can cause a high turnover rate and that makes it hard on the current staff as well as the people we serve. One of my favorite things about my job is learning about the people I serve and finding the individual things that each of them like to add that like extra to make them feels special and seen.	1/3/2019 9:42 AM
1725	I've been working with the arc for 5 years and more and the support we receive is very little. Everyday I consider leaving my job just because of the pay but I stay because I love my job.	1/3/2019 9:42 AM
1726	these programs are so important to our clients-many live in group homes and if they didn't come to our program they would be stuck home all day doing nothing	1/3/2019 9:40 AM
1727	Wage increase because of the high cost of living. Rent to apartments and houses increases yearly	1/3/2019 9:35 AM
1728	I work both as a DSP and Coordinator. Over 50% of my staff including myself work two jobs in some capacity to make ends meet. In the field, turnover can be high do to the pay. This diminishes the quality of services as longevity proves to be an important factor of the quality of services that can be provided enriching the lives of the people we support.	1/3/2019 9:27 AM
1729	I truly love my job and the people I get to support daily. It saddens me to hear that you can get a minimum wage job doing anything and make more money being there a week then I can after over 10 years of service.	1/3/2019 9:21 AM
1730	The work that we do isn't easy, but we love it, being paid more would make us feel more appreciated, but will still do a great job either way.	1/3/2019 9:19 AM
1731	If you can make \$15.65 working at Target in Mountain View, and receive two 15 minute breaks, and a 45 minute lunch, and receive great health benefits, why would someone work at HOPE, with more job responsibilities, and receive the same pay? HOPE needs to compensate their staff much better if they expect less turnover, and to expect more people to work for their company.	1/3/2019 9:11 AM
1732	The high cost of living in the bay area has me considering a move outside of the bay area. My rate of pay is below poverty level, and housing costs are unrealistic.	1/3/2019 9:10 AM
1733	no	1/3/2019 9:10 AM
1734	The time and care I provide to individuals with disabilities is a necessity and a passion of mine as this is the reason I continue to work in this field.	1/3/2019 9:10 AM
1735	I absolutely adore my job as a Direct Support Professional. This job is one that I am proud to tell people I know and meet about. I have been told many times by my supervisors and peers that this is a job I am great and successful at. Though I have been told these things, and though I have a hard time imagining myself leaving a job such as this, I know that I will have to move on eventually. This year I received my first "raise", although I am grateful, I still realized it would not be enough to support my needs and bills. This caused me to have to get a second full time job. Throughout the year and a half I have been here I have only been able to spend three months relying on only this full time job, the rest of the time I have had to work full time at restaurants as well, where they start me at more money than I am currently getting paid as a DSP.	1/3/2019 9:06 AM
1736	Look at level of care required for the population and put services in place to support clients instead of waiting until it's too late. Most client needs are documented and the state ignores what they need and continues to expect companies to pay and loose money taking on the states responsibility.	1/3/2019 9:04 AM
1737	I would like to get paid more to help pay for my son's daycare. I hope we get a raise.	1/3/2019 9:03 AM
1738	I feel that DSP's give the utmost support to these individuals. Without us there will be no support. We deserve a fare pay for all of our hard work.	1/3/2019 9:01 AM
1739	I don't have any negative statements at the time, but I feel that if you have people doing an outstanding job at what they are doing they should be compensated for a job well done.	1/3/2019 9:00 AM

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1740	There are so many stories. The company that was taken over by UCPNB continues to strive within, due to the strength of both Administration and direct care leaders. The clients have different needs: one may want quiet, or a game boy or tablet. As care providers we need to have instruments for band class, implements for different jobs we are committed to. We always need care providers who actually care and nurture. A raise or equal pay is no joke for any of us. Thank you	1/3/2019 8:59 AM
1741	I do what I do because I love the folks I support and I believe in the mission of my company, but financially, I struggle each month, even being married to someone that makes a good salary.	1/3/2019 8:59 AM
1742	Many of the staff that work here, work in different departments to make ends meet. yes, they could go find a better paying jobs, however, the longer you work here the more that the consumers become family.	1/3/2019 8:57 AM
1743	We give all we can to help these human beings that rely on us everyday.	1/3/2019 8:57 AM
1744	Pay raise so I can provide for my family	1/3/2019 8:54 AM
1745	If it were not for my husbands income, I could not do this job. I LOVE it, but it does not pay enough to live off of.	1/3/2019 8:50 AM
1746	Yes wagers are not up to par to live in California. A wage increase is definitely needed to help	1/3/2019 8:50 AM
1747	Growing up, my best friend had down syndrome. She made a huge impact on my life starting at a young age. I feel like this job has continued the impact for me as far as helping people with disabilities is concerned. It has taught me more patience, being understanding, and helpful towards not only others but myself as well. There are so many things I have learned that help me at the job as well as in the outside world towards anyone. This is a dream job and there are fantastic people we take care of daily. At the same time, it is a job to get my foot in the door towards a higher paying one in the future. It is kind of difficult to survive the daily needs of life on this income and there may be a need to obtain a second job.	1/3/2019 8:50 AM
1748	I work two other jobs to keep this one because i love the people i work with on a day to day bases. both other jobs pay more then this one does and they are also direct care.I have to use my own phone data for gps on trips I spend 4 to 5 days a week in the community with no less then 5-7 participants at a time and i get paid less then all other staff	1/3/2019 8:45 AM
1749	I need full time 40 hours, not 32, this is ridiculous. Also they trim off lunch hours despite that we eat with clients. I am considered homeless and forced to live with people in a dirty house. Why can't I have living wages and the ability to rent my own home?	1/3/2019 8:45 AM
1750	As a parent of an adult who relies on the services provided by Regional Center, and as a DSP for an agency, I know that wages are low. It is impossible to find qualifed, motivated individuals who can sustain employment at these wages- so many of my friends are providing incentives to staff so they can keep the good ones, which is not something I can afford to do. Frankly, I'm worried for my son.	1/3/2019 8:44 AM
1751	Not now	1/3/2019 8:43 AM
1752	I feel we need more compensation because there has been times where a client would like to do a recreational activity during our work day but we could not due to low funds and it happens quite often that staff cant afford to keep up with some of the lifestyles that the clients want. I think an increase would aid that.	1/3/2019 8:42 AM
1753	I feel we need more compensation because there has been times where a client would like to do a recreational activity during our work day but we could not due to low funds and it happens quite often that staff cant afford to keep up with some of the lifestyles that the clients want. I think an increase would aid that.	1/3/2019 8:41 AM
1754	Why no single father question??? This survey is very sexist..	1/3/2019 8:41 AM
1755	As a parent and staff is a lot of work in this community and under pay,	1/3/2019 8:41 AM
1756	I have been working in Santa Barbara for an organization that provides direct support to adults with disabilities. I can barely afford to live in Santa Barbara. I love my job but have found it hard to live here with the current pay rate.	1/3/2019 8:40 AM
1757	N/A	1/3/2019 8:40 AM
1758	Often times, DSPs are expected to contribute more in their day to day operations with their clients. This may be help with basic skills or helping a college student navigate their major/classes. We are expected to go above and beyond, but that is not reflected in our pay.	1/3/2019 8:40 AM

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1759	I believe everyone should be compensated for their job and people who have been here quite awhile should see something in being compensated.	1/3/2019 8:38 AM
1760	I have worked in this field for over 30 years . With my day job on 6.5 hours i can NOT live on 1 job with take home wages of 1000.00 i have worked 2 to 3 jobs for 22 years living in San Diego county. We do the most important job taking care of the disabled community and we make less than a person working at Mc Donalds which is sad	1/3/2019 8:35 AM
1761	Honestly don't feel that anything I have to say would make a difference in anyone's opinion. I feel that to many who are not actually providing any direct care DSP are disposable	1/3/2019 8:34 AM
1762	Any increases would be valuable to us in this field helping deal with everyday issues and saving for my daughters college fund.	1/3/2019 8:33 AM
1763	It took me over 14 years with the company before I made enough to support myself without a second job. Now that the minimum wage keeps going up, employees that have been here quite a few years are making almost the same as the new minimum wage of \$12.00. It's hard to keep good employees because of this. What we do as DSP's supporting our folks with developmental disabilities is a should be a profession, not a job. We support our folks in a variety of ways such as : in home care, personal care, advocate on their behalf, help them learn to be more independent in the community so they can be self sufficient and contributing members of their community.	1/3/2019 8:32 AM
1764	Making minimum wage to care for those with disabilities is ridiculous. The amount of work that is expected and we do is more than the "minimum". We are responsible for their safety, health and well-being. Eyes and/or ears must always be on them.	1/3/2019 8:30 AM
1765	I love my job!	1/3/2019 8:30 AM
1766	Increase wage in every year if you can	1/3/2019 8:29 AM
1767	I love my job but the pay is not livable . I had thought of leaving multiple times but i love my job	1/3/2019 8:28 AM
1768	The minimum wage is going up, so our wages should be going up	1/3/2019 8:28 AM
1769	I don't think the wage rates keep up the the actual COL	1/3/2019 8:27 AM
1770	I would get paid more if i worked at Mcdonalds	1/3/2019 8:26 AM
1771	no	1/3/2019 8:25 AM
1772	Many people like myself love being able to provide direct support to those with disabilities and getting them ready for the workforce but the compensation for the work we do might deter many people from being able to help others. We have family to feed, bills to pay and if we work 2 jobs we are not able to provide the level of service we wish to provide or focus on those in need of our help as much as we would like to.	1/3/2019 8:24 AM
1773	As a manager that oversees staff, I have seen many folks overly worked, exhausted and barely able to spend time with their families because they are working 2-3 jobs.	1/3/2019 8:24 AM
1774	no.	1/3/2019 8:23 AM
1775	I work directly with the disable and find it rewarding but I could not continue to work at the pay rate I recieve. It's sad and frustrating because I have a large amonut of responsibility to my clients and ensuring thier success but receive minimum pay. I am unable to pay my bills unless I work another job. I find it hard to stay in this field at this wage.	1/3/2019 8:17 AM
1776	As the years go by the cost of living continues to increase causing families to work two jobs just to make ends meet. Causing staff to have lower morale when coming to work, tired and stressing on how to make the most of their paycheck. Staff looks forward to a yearly raise and they work hard, every day with a lot of passion for the clients they serve. They deserve better pay.	1/3/2019 8:13 AM
1777	none	1/3/2019 8:12 AM
1778	i think by getting a raise would help everyone be more helpful on supporting their families and themselves also a better future.	1/3/2019 8:11 AM
1779	n/a	1/3/2019 8:10 AM

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1780	People who work as a DSP need to be recognized as a professional and paid as such. To attend to a person's needs with feedings, g-tubes, colostomy bags, medications, hygiene, and restroom assistance we are closer to a nursing assistant who has to go to school to get certified but are trained by our companies. Respect what we do by paying us a living wage as a professional. I do this job for the fulfillment that I feel helping and not trying to get rich. I just want to live a somewhat comfortable life for myself and family.	1/3/2019 8:09 AM
1781	It's discouraging that after putting in years of hard work and dedication the bottom is coming up from beneath me (min. wage increases). After putting in years to learn my job anyone coming in with zero experience can make the same wage as me. I've seen people go elsewhere because they can find easier jobs that pay the same. This job has a lot of responsibility (ensuring safety of people with no safety awareness, helping with ADL's, mandated reporting) and it's compensated no better than if you were working in a fast food place.	1/3/2019 8:08 AM
1782	I live paycheck to paycheck for a job that can be physically and mentally demanding. It would be nice to have a pay where i can still have a decent quality of life and not have to work two jobs. I have no kids and still can not afford to live in L,A	1/3/2019 8:07 AM
1783	though I don't receive government assistance, I couldn't afford to work in this field without my spouses income.	1/3/2019 8:05 AM
1784	The turnover at Tierra del Sol, has been at 40% for nearly three years. Direct Support staff leave to make \$.50 more an hour at a minimum wage fast food job because they can't afford to work at Tierra. It is not only expensive to retrain and replace them, but as we do, others must take on extensive workloads, and the worst part is, that it is detrimental to our clients who depend on their care givers each day. The relationships they have built are gone, and sometimes the turnover is as much as 2-4 different staff members in one year. Parents complain, staff is struggling and we continue to fundraise, but it is beyond help. Also, many large funders do not want to fund "our population" because they feel that we get enough funding from the government. This is not true, or we would not be advocating for more funding. Please consider helping us with new legislation so we can keep valued and experienced employees.	1/3/2019 8:02 AM
1785	i believe we are doing a lot in this job to be only getting paid 11.50 , 12.00 dollars now. we have to feed and change clients. i believe that is an unfair pay	1/3/2019 7:54 AM
1786	I feel like I could do a better job supporting people if I only needed to work one job. I'm often exhausted.	1/3/2019 7:51 AM
1787	Caring for people is an extremely high stressed and intense job. People in this job description deserve more pay for their valued hard work.	1/3/2019 7:50 AM
1788	It has been over ten years a no pay increase. Administration keeps telling us that it's because they have to received any increases on rates from the state. But then again Administration makes sure they get their pay increase every year. We dependent on our jobs to be able to support our families. It is very sad that some fast food places pay their employees more than what direct staff gets pay . I love working with my clients and that is the main reason why i have not left but unfortunately my love for our clients and my job is not going to pay my bills or put food in the table for my family.	1/3/2019 7:48 AM
1789	We are severely underfunded and are in need of a wage increase in order to be able to do what I love while being able to have a proper living situation without the need of a second or even third job.	1/3/2019 7:48 AM
1790	It is vital that employees of Hope Services EMCC Program are paid a living wage; the turnover of Staff continues to cause undue stress and anxiety on consumers and facilitators of this program alike.	1/3/2019 7:48 AM
1791	I have relied on outside retirement earnings to augment my earnings or I would not have been able to keep my DSP job of almost 20 years.	1/3/2019 7:46 AM
1792	No	1/3/2019 7:46 AM
1793	As a direct care provider i would like to express the important role we play in the daily living skills of people with disabilities, without us who knows what would happen to the participants. I dont think the State realizes how important our role is there for the dont think we are worthy of a proper salary	1/3/2019 7:42 AM

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1794	Many people such as myself that work in this field are forced to purchase items for our clients ie lunch etc as the simply don't have enough money to buy things as simple as lunch. I have purchased shoes, pants, movie tickets, food etc for my clients and yet I barely make enough to get by myself. They need more funding.	1/3/2019 7:42 AM
1795	I have been at Tierra for a while now and the turn over rate is insane. When most people leave they say it is because of the pay. A lot of DSPs have second jobs and are just making it. This is not an easy job. Days can be emotionally and physically draining and when there is no real pay off, we begin to wonder why do we still do this? Ultimately the clients suffer the most. They see their staff come and go and think it is because of them, but a lot of the time, it is the pay which has nothing to do with them.	1/3/2019 7:42 AM
1796	Fortunately I work because I enjoy my job and don't require the income to live on. I would not be able to support myself on the wages I earn. Frankly, I don't see how anyone can. Of the wages I earn, over \$900 a month goes to pay for healthcare.	1/3/2019 7:39 AM
1797	I have worked for our non-profit for 26 years and have received 2 increases over that time. I would greatly like to see an increase for myself and the staff that struggle working for our non-profit while going to school.	1/3/2019 7:36 AM
1798	I love this field of work. It is all I know	1/3/2019 7:19 AM
1799	I feel I should not have to work two jobs to provide for my children if I only have one job with a good steady income I would have more time for myself and my family	1/3/2019 6:53 AM
1800	We're dedicated to serving the disabled community, but have struggled financially to provide for my children.	1/3/2019 6:31 AM
1801	Working as a DSP is a wonderful job. The compensation is so low that you have to do the job as a passion rather than a career. With the turnover rate so high in the field the people we serve are suffering the consequences. With people leaving so frequently for financial gain, it leaves or people that we serve constantly saying goodbye to people that they grow close to.	1/3/2019 5:53 AM
1802	we need a wage that realistically keeps up with cost of living	1/3/2019 5:14 AM
1803	No	1/3/2019 1:07 AM
1804	Supporting people with disabilities has made a difference in my everyday life.	1/3/2019 1:05 AM
1805	No	1/2/2019 11:47 PM
1806	I am a single mother of 3 kids. I am the sole provider. I am currently working 2 full time jobs to provide the basic living necessities for my family and still living paycheck to paycheck. By me working all these hrs its has taking a heavy toll on my children they are Basically living without a mother. With higher wages I wouldn't need to pick up so much overtime and would give me more quality time with my children. By working all these hrs its physically and mentally draining. I really enjoy my job working with the clients with disability but in my opinion we don't get paid enough for the services we provide.	1/2/2019 10:53 PM
1807	The work direct support providers enact is valuable and rewarding. The personal growth of members of our population could exceed societal expectations with increased awareness and recognition. Competitive compensation for direct support providers encourages and incentivizes highly skilled and passionate professionals to invest in people with disabilities as valuable citizens and community members.	1/2/2019 10:51 PM
1808	As a single mother I struggle every day to make sure my son has everything he NEEDS. I am the sole provider for my son and I am the only parent present in his life. With the cost of living being so high I fear that one day we will be homeless again. Being homeless with my son was the hardest part in my life. I worked multiple jobs until I was able to get a place for us to live. But trying to pay for daycare, rent, food and basic necessities with minimum wage jobs was hard. I was working two minimum wage jobs that didn't always promise a lot of hours which meant unsteady pay checks. I was offered a job through a friend to work for a company that works with adults who are developmentally disabled. The pay was better than I was getting, offered benefits, full time and the hours work better for my son's schedule. I feel that this job has changed me into a better person and mother. I love my job and the clients I get to work with. But with the cost of living still being an issue for me and still living pay check to pay check. I cannot afford to keep doing this type of work forever. I feel as a DSP we provide so much more than our basic job description that comes naturally as a care giver.	1/2/2019 10:30 PM
1809	N/a	1/2/2019 10:10 PM

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1810	the stress of the job and salary do not much . people who work with special needs should get paid more than what are paid now, because the job requires a lot out of you, it is very draining and demanding.	1/2/2019 10:02 PM
1811	As someone who works as a DSP and also has a family member with a disability, I can say how important our jobs are. I've been working in this field for five years, and counting, and it's been life altering. I've learned skills that aren't taught in school. Not only am I helping others but they are also helping me. What I learn from them I take home and I can apply it to my everyday life, as I live with someone with a disability. It is a tough job that we do working in a 3:1 or 4:1 ration environment is not easy. Everyday you have to make decisions that not only affect you but their lives as well. It takes a special kind of love to do what we do, because they deserve it.	1/2/2019 9:28 PM
1812	Cost of living does not seize for employees who are underpaid for providing a generous, and effective, life changing service for adults with a learning disability. This needs to change, not drastically, but fairly.	1/2/2019 9:25 PM
1813	We lose great staff because pay isn't enough to live off of comfortably. Staff have 2nd jobs, travel far to get to work, and have side jobs aside working full time with the org.	1/2/2019 9:24 PM
1814	Our job includes teaching, training, medical support, medication monitoring, finances and budgeting, all health and safety issues, housing updates and paperwork, home cleanliness, personal hygiene reminders to name a few. In other words, We DSP's play a valuable role in insuring that our participants live a life they choose to the fullest. I feel we are underpaid considering the multitude of positions we have under the title of a DSP.	1/2/2019 9:20 PM
1815	We. Do. The. Best. We. Can. We. Are. Careing. We. Care. About. Our. Clients. AND WE HOPE. YOU. CARE GOD. BLESS	1/2/2019 9:20 PM
1816	After 18 years of working as a DSP (a job I am happy with) but it is sad that after so many years I don't qualify for any raise. It has been more than 6 years that my salary has stayed the same because my company prefers education over experience. If I continue working it's because I consider the people I work with family and there is no one who has a degree who stays to work for my employer for more than a year.	1/2/2019 9:11 PM
1817	No.	1/2/2019 9:06 PM
1818	communication with staff could be better with the company. and how they handle criticism.	1/2/2019 8:36 PM
1819	Would like to have health insurance if not higher wages.	1/2/2019 8:34 PM
1820	Thank you for helping us. I would like to stay in the field, but work only one full time job.	1/2/2019 8:15 PM
1821	I been with this company for more than 13 years, I like my job, and I like helping people with disabilities, but my pay is almost like the minimum wage, the cost of life is very high in the bay area, then on top of that I cross the dumbarton bridge every day, to go pick up clients, and the toll just went up too, so please, I hope that this helps us, thanks:	1/2/2019 8:10 PM
1822	We are here working towards the same goal. Meaningful lifes for all of those we serve!	1/2/2019 8:06 PM
1823	Yes need increase due to high standard living in our county Alameda	1/2/2019 7:52 PM
1824	I enjoy what I do. The pay may not be the most competitive, but I go home everyday with a sense of satisfaction because I have provided support, and I have had the opportunity to learn from people with disabilities.	1/2/2019 7:42 PM
1825	we need more paid holidays	1/2/2019 7:33 PM
1826	We work hard for the people we support and we should get adequate compensation	1/2/2019 7:28 PM
1827	We work hard for the people we support and we should get adequate compensation	1/2/2019 7:28 PM
1828	Pay is low and not enough to survive in California.	1/2/2019 7:27 PM
1829	I hold a BA in Sociology and work as a DSP. I currently make only 75 cents above current minimum wage. I feel this is unfair.	1/2/2019 7:25 PM
1830	If something were to happen to my husband, I would not be able to support myself and my two beautiful daughters with my paycheck. Sad truth...	1/2/2019 7:19 PM

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1831	I've been working for my employer for less than a year and it's been a wonderful experience. The adults I work with depend on me and I try to be a positive influence in their lives. My agency has had to rely on fundraising to help pay us and keep up with the increase of minimum wage requirements. It's making things a lot worse for them since they want to keep doing as much as possible for the people we support. These adults benefit so much from the services they're given and if the agency can't keep up with the minimum wage requirements then that will have a negative impact on our guys. Thank you for reading this.	1/2/2019 7:19 PM
1832	The work that we do for this demographic usually have fantastic hearts. They are selfless and I have seen many people quit due to a lack of compensation. If they didn't then their quality of living would be effected. Many people work 2 or more jobs to make ends meet. There is a large population that need services to increase their quality of life. Wouldn't the people providing the services want to be able to do that without needing to work multiple jobs?	1/2/2019 6:45 PM
1833	I would first like to start out by saying that I absolutely love my job but unfortunately the pay rate is incredibly low for the amount of work I do with the families I work with. It is challenging, physically and emotionally draining work but the reward is seeing these children succeed and be happy, not the pay. I work multiple jobs just to make ends meet and this is the lowest paying one, unfortunately. I do other private care because it pays so much more but it breaks my heart that these families that I work with can't afford that kind of care so these agencies are an absolute must for them but with such low pay it is so challenging to keep workers on staff which means less consistency and quality care for these children who really need that. I realize that money doesn't appear out of thin air and that these agencies have to jump through a lot of hoops to get the funding they're already struggling to get but if you want to keep staff for these families then the pay needs to be higher so that more consistent and quality care takers can continue to be provided. I really hope that this pay increase happens because we are all suffering from a lack of better funding; the agencies, the care takers and most of all the families and children that aren't getting the care they need and deserve because of such low wages. I have seen so many care takers come and go over the years I've been working with children with disabilities but I have stayed because I love the families I work with but unfortunately that doesn't pay the bills which for many people is a deal breaker. I have had to cut my hours here at the agency so that I can work in private care to make ends meet and I hate doing that but I can't afford to live off of these low wages that I'm getting here. So please, consider the ripple effects that these low wages are having on everyone involved when making this decision to give the pay increase or not. Thank you for all your time and hard work on trying to make this happen. I truly hope it works out so that we can all work together on giving these amazing children all the quality care they need and deserve!	1/2/2019 6:43 PM
1834	Compensation for milages from home to work place	1/2/2019 6:27 PM
1835	This job is mentally and physically exhausting . It is rewarding to work with the clients but the pay is horrible . This is the reason why there is a large turn out rate for direct support professionals and workers in the company . Direct support professionals need to be paid more . We provide complete care for individuals with disabilities and it's not right that we get paid a little more than minimum wage.	1/2/2019 6:24 PM
1836	The job I work pays very well for a DSP but as they really more on IHSS to pay me I have considered seeking other employment.	1/2/2019 6:17 PM
1837	No	1/2/2019 6:14 PM
1838	As care givers we are not paid a decent living wage. Many workers in this field are living pay check to pay check and are struggling with day to day life.	1/2/2019 6:09 PM
1839	It takes quality people to serve as DSPs. All the great ones leave for better paying jobs or are promoted. This hurts the consumer with scarcity in quality DSPs.	1/2/2019 6:07 PM
1840	Please pay us more. I love what I do but can hardly afford my rent.	1/2/2019 6:04 PM
1841	It really affects the student's learning and upward mobility when we consistently change staff (due to severely high turn over). It also disheartens me to see staff in 114 degree weather without air conditioning in their car because they can't afford to get that fixed.	1/2/2019 6:01 PM
1842	I've spent thousands and thousands of dollars on getting an education and credentialing and yet don't make enough money to pay back my student loans and to pay bills including my housing costs	1/2/2019 6:00 PM
1843	I've spent thousands and thousands of dollars on getting an education and credentialing and yet don't make enough money to pay back my student loans and to pay bills including my housing costs	1/2/2019 6:00 PM

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1844	I spent thousands and thousands of dollars on education and credentialing and yet don't make enough to pay back my student loans and pay all my bills and housing costs	1/2/2019 5:58 PM
1845	This is an important field and those who dedicate their lives to this work deserve a living wage.	1/2/2019 5:57 PM
1846	We more money for more raises. Alot of californians are struggling.	1/2/2019 5:37 PM
1847	I am a Coordinator and about 75% of the time I need to fill in as a DSP because there is high turnover due to poor compensation. It often leaves me behind in my duties.	1/2/2019 5:35 PM
1848	Due to the raise of costs of living in California, we need major increases in funding to help maintain our residents needs, costs of providing services, pay our staff and etc. Without the increase of funding, we can not provide further help to individuals with special needs.	1/2/2019 5:30 PM
1849	We are compensated for the opportunity cost, plus the job. This job requires morale that isn't found at or around minimum wage. Dont let opportunity cost you good employees. Pay the good ones to keep the good ones.	1/2/2019 5:27 PM
1850	I would like to make more money per hour for the work that I provide	1/2/2019 5:24 PM
1851	My dedication and efforts to provide direct support /instructional coaching has been through not only by my caring, but the realization and understanding of the necessity in this field. But the compensation for my work and time to take lengthy detailed notes is being under compensated through pay. I have to continue working my other 2 jobs aside from this DSP position in order to pay my bills and my costly higher education tuition. I don't get financial aid and I'm not on any public assistance. I'm a single mother trying to give my son what he needs and be an exemplar role model. But it's hard when all my son observes is that his mom has to work all these jobs just to pay rent, bills, and put some food on the table all the while going to school and having to pay for that as well leaving no time for family quality time. I think it's time that we get compensated salary-wise for the hard work we do as DSPs.	1/2/2019 5:23 PM
1852	N/A	1/2/2019 5:20 PM
1853	Direct Support providers brings out the best in person with disabilities which makes them a better and productive part of our society. As a result, our community is happier and more productive.	1/2/2019 5:20 PM
1854	Support employee rights, stop funding Teri Inc, they are spending my parents tax money in an unethical way	1/2/2019 5:15 PM
1855	Maybe if the employer didn't take half or more of the hourly rate, it would be a living wage, as a vendor I make 28hr, as an employee I make minimum wage 11hr, employers complain, yet they take a large portion for themselves, and always boast how much cheaper they can provide services than the state, yet state employees have better benefits that are affordable, and are protected by the union, the turnover rate is extremely high in the private world and the only ones making the money are administrators, Teri Inc in Oceanside CA is a perfect example of this, with extremely high turnover rate, and no regard for employee's well being. The CEO struts around in a Maserati , yet decries please support out poor program, with holes in the wall and heating that doesn't work, then turns around and has a commercial nursery on HUD property with no regard to tax payers expense. There are so many things that would not be legal if it were a normal business. So no we need more regulation, and supervision of tax payers dollars.	1/2/2019 5:12 PM
1856	I am currently living with someone, because I can't afford to move into my own place. My monthly income doesn't qualify me for a place. The cost of living in California far exceeds the wages.	1/2/2019 5:07 PM
1857	This line of work is not known for making money, but in my county the only way I am able to continue my work and afford to live here is by living with four other people. As a younger single person, this is not a big problem. As I get older, however, this line of work may not be enough for me to have my own place in my current county. With an increase in pay, myself and other DSP's could stay in this line of work longer and be able to financially support ourselves. I love my job, but if I am unable to afford to replace clothes that are damaged on the job or be able to afford enough support for a one day family, then I would have to leave or sacrifice time away from people who need the support to work elsewhere for enough finances. This line of work is hard to put a number on, but any increase in pay would help DSPs be able to afford working this line of work for a longer period of time. Thank you.	1/2/2019 4:58 PM
1858	N/a	1/2/2019 4:58 PM
1859	I feel that as supporters of individuals with disabilities we are caring for these individuals as if they are our own families. We know the families see this and are grateful and I feel that they too hope for the best financial situation for ourselves and our families in return.	1/2/2019 4:55 PM

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1860	Working with independent living there is a lot of stress and other factors that come along with job. Being a DSP provider the current hourly pay is not sufficient enough for the current cost of living and the wear and tear on vehicle. Gas prices are always going up and down. There has been multiple times I have gone over the allotted pay period mileage and I'm not able to bill for it.	1/2/2019 4:54 PM
1861	We work with clients who are highly dangerous either to themselves and others. These types of individuals typically receive abysmal care because it is tiring, dangerous, and thankless. Add the typical pay rate for the staff, it is almost impossible to employ people with good intentions for the clients wellbeing. This job is high turnover and abuse of clients is rampant. If pay rates were to increase, poverty rates would decline, reliance on state programs would decrease, and the standard of living for employees would increase. Perhaps, client wellbeing and treatment would be better as well.	1/2/2019 4:51 PM
1862	Without some other form of support, we don't make enough money to rent a room and have a car payment.	1/2/2019 4:48 PM
1863	Increasing the wages for Direct support professionals would be very helpful, especially for those of us that commute from one person we serve to the next. Some of us live paycheck to paycheck and can only afford so much, therefore, it is hard to keep up with the maintenance on our vehicles. Being a DSP is also not something everyone can do. I would love to continue this line of work and advance in the future. Having an increase in pay will motivate so many individuals who strive for the same goal. It will also help those of us who want to pursue college and continue our degrees.	1/2/2019 4:48 PM
1864	Get paid more because we don't get paid enough.	1/2/2019 4:47 PM
1865	As a college graduate, I should be compensated accordingly. I started my career as a teacher/Day Care provider in 1996 at \$13 an hour. Which is my current pay grade. I also feel like we should have a larger gap in our hourly wage versus our clients.	1/2/2019 4:47 PM
1866	The cost of living is incredibly high and as we get paid slightly more and more, the cost of rent goes up with it	1/2/2019 4:43 PM
1867	I've done many different things including taking and sending pictures of activities to my supervisors and parents, have had 5 participants who's ISP meetings i'm involved with, and making monthly schedule for a paid job the participants have.	1/2/2019 4:42 PM
1868	NO	1/2/2019 4:41 PM
1869	NO	1/2/2019 4:41 PM
1870	Our work is challenging, but intensely rewarding, however our compensation prevents us from making a living and sustainable wage. I have a Bachelor's degree in social work and most other social workers could not afford to work in this field, because the pay is inadequate, so we end up with staff with very little humanistic skills. If our wages really reflected our work and value our field would attract more skilled employees.	1/2/2019 4:37 PM
1871	This type of job has many challenges, and to be pd less than a McDonalds employee is very sad.	1/2/2019 4:32 PM
1872	Programs that support people with disabilities are very important to enable these folks to integrate into society as best as possible. DSP have alot of responsibility and the pay scale should reflect that... currently it does not. Consequently, it is difficult to get long term dedication... our workers try to find other careers so that they can earn a living wage.	1/2/2019 4:27 PM
1873	Please do not base any funding/financial aide on a National Median (SSI does this), as I am sure you are aware that California is very expensive to live in and Sonoma is worse. I am a Job Coach by day and Elder Care Giver by night and weekends. There are so many folks needing support not only in this field but else where too. But not enough funding available to Non Profits to give the support deserved.	1/2/2019 4:25 PM
1874	I believe direct care professionals provide invaluable support to community members in order that they may best contribute their own abilities and skills. It's unbelievable and grotesque to me that our society doesn't show this same value in how we are compensated. It makes no sense that in order to work and care for other people, we need others to work and care for us, indirectly through government and other assistance. Give us a living and valuable wage!	1/2/2019 4:17 PM

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1875	I have worked as a caregiver and an instructor for persons with disabilities for nearly 20 years. My husband is an amputee making less than \$140/mo on Soc.Sec. for the past 2.5 years since we pulled out of his business. Each and every weekend for the past 2 years my family volunteers at a food service distribution program through our church. We came on a serving basis, but if we do not go and help as well as receive food from that program, we go without. We were sick this past weekend, so we are already out of some staples which I cannot afford to buy. Currently, with California raising the minimum wage, I will be making just over \$1.30 more than that. I have already written a letter to my CEO explaining how I am proficient in my job, a team player and one of the first to offer help where there is need. I was told in reply that I cannot get any more pay than what I already had. The knowledge that there is not much difference in pay from that of someone without lives in their hands is frustrating. We are often our client's last line of defense from any deficits in care at their homes. The past few weeks has had me thinking about leaving a job that I love and finding a different career entirely. I pray this reaches the right audience so the void of proper pay in our industry be rectified, and so I may continue providing the best care for my clients.	1/2/2019 4:11 PM
1876	Teachers in special education are paid quite a bit more than those of us working with adults with disabilities. Those children they work with are for a short time. We work with our clients well into their 80's and many until they pass away, and for many we are the only family they have and we support and often stay with them in the hospital until the end. We help them through all the changes in life their body goes through as they age and for many that get dementia, they also experience challenging behaviors as well as loss of mental and physical abilities. Are job does not stop for staff development days, long holiday breaks or summers off. We are year round as our clients depend on us to be open. We should be recognized by our state and government as staff that deserves to be compensated for our ongoing dedication and longevity at our organization. As a staff that has dedicated more than 27 years to caring for, instructing, building up, teaching, and giving self-worth to all of our clients, I feel if you asked the families of those we care for, they would insist we be compensated more. Without our organization their adult children would have nowhere to go and with our services they have a quality of life they otherwise would not have. As teachers in California complain about their pay, I guarantee they could not last a week in our department at our current pay. It is not a job for those that just want to help others, but a job for those who want to change lives for the better, to uplift and encourage independence.	1/2/2019 4:11 PM
1877	I believe we should be paid more than minimum wage, the job we do is not a easy day teaching our consumers things needed to live safely in the community and becoming more independent. We go through a lot such as dealing with the behaviors and sometimes getting hit. We have groups where we have volu teer sites and work sites. We have to keep them safe and teach them proper hygiene ect. And we are still struggling working two or three jobs just to survive. We stay here because we LOVE our job and our consumers but it isn't fair to us to have to struggle. I believe if our pay matched the work we did our turnover rate wouldn't be so high. I personally am working two or three jobs throughout the year. I work in the training center and in the homes, I have one day off this month just so I can provide for my family. And with that being said I am taking away a lot of time from my child that could be prevented if I was making a fair amount of money. Living in California is so expensive and its hard to find a job that you LOVE but it makes it hard to stay when you cant survive off your wage.	1/2/2019 4:08 PM
1878	N/A	1/2/2019 4:08 PM
1879	all of us as human beings and individuals require assistance especially monetary and those who are less fortunate require it the most, a little extra help won't hurt anyone.	1/2/2019 4:06 PM
1880	If my son were not on disability, I could not afford to support us on my compensation alone.	1/2/2019 4:02 PM
1881	This is a really hard work not physically but mentally yes.	1/2/2019 4:00 PM
1882	The work we do should be compensated enough to have decent living as we give meaningful life to the clients with disabilities as they do deserve like other normal human beings.	1/2/2019 4:00 PM
1883	I feel like we should have more time to enter data and do timesheets while being at work. There's plenty of times when I'm doing work from home or off the clock that's not accounted for and I just think we should have more time to do that while being on the clock because once I get home, I'm home and not getting paid, but most importantly I want to relax. So my biggest point would be giving employees more time for data entry, timesheets, etc....	1/2/2019 3:50 PM

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1884	I work full time and provide a valuable service to the community yet I do not make enough money to make ends meet. I do not have a second job currently but I am looking for one because I do not make a living wage. We are required to use our own vehicles and the wear and tear of extensive use exceeds the mileage reimbursement we receive. More compensation would attract people to work in the field and reduce turnover as people leave because they simply cannot afford to stay.	1/2/2019 3:43 PM
1885	I am currently a 24 year old recent college graduate. I work full time at my current place of employment in a management position full time. I have a bachelors degree and am a certified therapist. I still rely on having a second job to be able to make ends meet. I work roughly 50-60 hours a week and sometimes it is not enough.	1/2/2019 3:43 PM
1886	What we build with our individuals is more than just a job we form relationships and understanding. I have worked with some of our more difficult cases and have turned their lives around and helped them to be more social and outgoing. I have also worked to build relationships with our clientele. I work very hard to insure their safety and that they are given everything they need to work towards employment in the outside world. The relationships we make compensate for the pay we receive but the living wages make things difficult in this field right now. Living paycheck to paycheck is not an ideal way of life and I want to be able to continue to provide support and care for my guys as well as myself in the end as this is an emotionally draining job and we need to give our full support.	1/2/2019 3:42 PM
1887	If I didn't live and care for my parents I would not be able to support my daughter and myself. I would need to work to jobs, maybe three to survive.	1/2/2019 3:39 PM
1888	There nothing more important then providing human care.We have a high turnover rate of quality DSP's do to low wages, lack of recognition of the importance of caregiving. A sustainable living wage for DSP's must be increased in order to recruit and retain more workers and encourage long term employment. As a society we must move to a place where we view Direct care as a career, rather then simply another job. Imagine having to rely on someone for your daily personal care and activities, and just when you start to establish an effective working relationship they are replaced by someone else because they got another better paying job. My mission is to provide the best quality care , give 110% everytime. building relationships for life.. Having one job more time and patients .. thank you	1/2/2019 3:37 PM
1889	Our center provides OT, PT, and speech therapy. The entry level for PT is now a doctorate. OT is moving to this in the next few years and I believe that speech therapy will be looking into this as well. Our staff are professionals (licensed and registered with continuing education requirements), highly educated and provide the highest quality of hands on unique therapy but the reimbursement rates especially in pediatrics has been frozen for 15 years! What other business can operate with stagnant rates yet the cost of doing business in California continues to increase. It is unimaginable that rates have been frozen since 2003. It is hard to attract and retain top professional staff that usually also need to have advanced training in pediatrics ie., feeding, sensory integration, NDT, Hanen, AAC, etc. In addition, services such as social skills and therapeutic camps were cut from the budget during the great recession and never restored. We are a nonprofit and we fundraise 2 million dollars annually to provide the quality of programming but year after year it's a break even budget. It's scary to run a business that employs nearly 200 staff (middle class incomes and as a business are an economic driver for our community) and hope that we get a donation or grant to break even at the end of the fiscal year. The day to day fiscal stress is enormous. I am pleading with our state legislators, to uphold the pledge made through Lanterman Act over 50 years ago, help us by adequately funding service providers to support Californians with developmental disabilities so that they can live to their fullest potential - the Californian dream! Honestly frozen rates since 2003? It's unconscionable. Colleagues I know that run smaller practices are retiring and no one wants to buy their practices. Unless we get some rate reform, we will be losing the infrastructure of services and it will be so hard to build things back up. We need the HELP of our state legislators! Thank you.	1/2/2019 3:37 PM
1890	I love the work that I do, and would like to keep serving the individuals we serve with our organization. I have definitely faced challenges maintaining afloat with the cost of living in this area. As a single mother I have had to always rely on a second job to make ends meet.	1/2/2019 3:37 PM
1891	No	1/2/2019 3:37 PM
1892	Been in this industry ten years now and will be leaving soon due to the low rate of pay.	1/2/2019 3:36 PM
1893	Compensation for gas is not enough. Of my total monthly gas compensation, I spend double that amount to cover how much gas I use for work. Gas prices in California are not going to change, and the payment rate per mile driven is not enough.	1/2/2019 3:30 PM
1894	no	1/2/2019 3:30 PM

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1895	In this line of work, it is a very rewarding job. With that being said, I believe employees that are going into a clients home taking care of our clients should be treated better and get paid more money an hour! Minimum wage is not enough let alone respectful for the type of work we do for others, especially the graveyard shift! I love my job! Please take this into consideration of a pay raise. Thank you for all you do for my family and !! We love UCP	1/2/2019 3:28 PM
1896	No	1/2/2019 3:24 PM
1897	We provide high-level personal care with little pay. Clients rely on care providers.	1/2/2019 3:20 PM
1898	When people are adequately compensated, then they tend to stay longer at that job, and dedicate themselves to doing a good job.	1/2/2019 3:20 PM
1899	More pay for staff who work with people with developmental disability	1/2/2019 3:19 PM
1900	Nothing That I Can Think Of	1/2/2019 3:18 PM
1901	Personal Care Providers are very important to our disabled community. They rely on services to be able to live a normal life. It is key to make sure staff are properly paid for providing high-level care. They are more than staff they are teachers, advocates, protectors, and overall some companions. Please consider the duties of care providers.	1/2/2019 3:16 PM
1902	I have had to take money out from my retirement to make ends meet my situation is so bad because I have had financial distress for about one year already due to health I have had 2 major surgeries in the past year witch has made my situation even worst we in this industry of providing care to people with developmental disability are in need of better pay for our services California has one of the country's highest living cost throughout the nation and still our pay has not changed in over 5 years! We still make the same amount as we did 19 years ago cost of living is going up but our pay remains the same our need is dire we must get an increase soon or we will have to take a next step! And what's that next step we'll the next step is to become homeless because we are not able to pay rent car payment and insurance all are a major problem and for the pay we are forced to live with many people in order to pay rent utilities and still manage to keep up with great services that we provide to the people that we work for please our need is so crucial that we cannot ignor the situation any longer! Thanks for your time praying that we get what we work for and for the services that we provide!	1/2/2019 3:16 PM
1903	no	1/2/2019 3:14 PM
1904	N/A	1/2/2019 3:14 PM
1905	It is difficult to put the value of a DSP into an amount. Some I am sure some work harder than others, that will be true no matter where people work. Higher compensation would be wonderful, but I feel it needs to be earned. This being said, I live in an expensive county, housing is not cheap and I am unable to afford a place on my own even working an additional part time job. Public transportation in Sonoma county is not very good, but it is all I have to get to and from work. There are times I feel like I need to find a different job as the stress that I suffer from this one is on occasion too much to handle, but I don't want to leave as, I care about my job as a DSP, I care about the people I serve, I care about the quality of work I provide and will continue to do so. I am glad to know that I am making a difference in the lives of the people I serve, to help them learn, grow and become a part of their community. I don't feel DSP's are given the proper compensation that is deserved, as we do more than just provide support, we teach, we mentor, we nurture and we provide opportunities for the people we serve to acquire skills to function in the community.	1/2/2019 3:13 PM
1906	Most of our DSPs qualify for low income services and work more than one job in order to survive. Our ongoing housing crisis (high rents, low availability) coupled with sub-living wages is not sustainable. We have experienced hiring and training new staff only to have them quit a month later because they could not afford a place to live here. I can also recall a situation where a DSP coached a client to acquire skills for employment. They were successful and the client got the job and was paid \$5.00 more per hour than their DSP was being paid. It was incredibly exciting and depressing at the same time.	1/2/2019 3:13 PM
1907	I struggle to pay my bills, and make it through the pay period. A lot of the times I have to ask to borrow money from someone so that I can put gas or able to buy groceries. I believe that direct support professionals should be making more money especially the staff at the Garden programs, because they are dealing with much more responsibility. This job is very physically, emotionally, and mentally draining. We are basically nurses, we are dealing with medications and if we even make one mistake these are peoples lives in our hands. Also a lot of the staff that does work at the program cant afford to live there because its so expensive, so everyone has to commute.	1/2/2019 3:09 PM
1908	Here in California it is near impossible to live near or at minimum wage.	1/2/2019 3:09 PM

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1909	No	1/2/2019 3:09 PM
1910	Because DSP work can be so challenging and the pay so low, I have witnessed large turn overs with staff burning out. It is actually normal to see so many good people leave for better paying jobs. Unfortunately it is the clients who suffer from constant changes of staff. New staff have a steep learning curve when it comes to knowing their clients well. The importance of keeping staff who have learned so much about their clients doesn't seem to matter much at all. Sad.	1/2/2019 3:08 PM
1911	No	1/2/2019 3:07 PM
1912	Better pay	1/2/2019 3:07 PM
1913	I have worked for UCP 20+ years and I can no longer survive. I make \$14 after being employed for so long. The new employees are coming in at \$11. I have been loyal to UCP but now I may have to find other employment.	1/2/2019 3:05 PM
1914	no	1/2/2019 3:05 PM
1915	I've worked for UCP the last 19 years and only make \$12.57 an hour. I really love what I do <3 Their are other agencies that do less and make a lot more than we do.	1/2/2019 3:02 PM
1916	I have made less money than our clients have, managing their work. I have personally saved lives of clients in the past, by giving them the Heimlich Maneuver, or by getting them out of traffic. I have been physically assaulted by clients. Yet, I love my job and care very much about our clients.	1/2/2019 3:01 PM
1917	More pay	1/2/2019 2:59 PM
1918	I have been working in this Field of work since I was 15 years old as a Summer job. I started at a Day Camp at Agnews State Hospital at the age of 15 years old. The experience was scary at first working with Mentally, Emotionally and Disable Adults but I enjoyed working with Adults. I worked with Severally Emotionally Disturbed Children from ages 9 to 18 years old for 3 years, until I accepted a job with Sacramento County Mental Health Treatment Center. I worked with Adults for 6 years , I have been attacked by a female at SCMHTC as I was on a 1 to 1 with the patient. My Co-workers assisted me with getting her hands from my hair, that was a challenge,aggressive patient . I have worked in a Care Home with 5 males Clients and 1 of them chased me around the island in the kitchen . Now I'm working with Mentally Challenged, Disabled Adults in the Community. This Type of work is Stressful but Rewarding and should be paid at Top Dollar for the services that we provide for our Clients and their families. We as Direct Support Professionals take our job at heart and make a Big difference every day. We shouldn't have to work full time and a part time job to be able take care of Our Families. We're helping someone else's Family member and We should be taken of care as well, if it wasn't for Direct Support Professionals a lot of people would be just sitting at home and being able to be in the Community learning how to become Independent and to be able to live on their own. Direct Support Professionals are very important to this field of work. Can we live comfortable too and not be over worked, working 2 jobs to make up for 1 job pay.	1/2/2019 2:57 PM
1919	More pay/ livable wages.	1/2/2019 2:57 PM
1920	Yes...I do love serving adult's with disability and it's a full time work. However due to increase in cost of living for the past few years that I'm hoping that we get an increase in pay.	1/2/2019 2:57 PM
1921	Yes...I do love serving adult's with disability and it's a full time work. However due to increase in cost of living for the past few years that I'm hoping that we get an increase in pay.	1/2/2019 2:57 PM
1922	People who work as direct support professionals need to make a living wage. People with disabilities need services in order to function.	1/2/2019 2:57 PM
1923	More pay!	1/2/2019 2:56 PM
1924	I can't afford to live in a place where a studio apartment is 1000 dollars and I can't buy food and pay for utilities on minimum wage.	1/2/2019 2:56 PM
1925	I work 3 jobs to merely survive, raising pay in the state of California always helps.	1/2/2019 2:54 PM
1926	Please raise my paycheck	1/2/2019 2:49 PM
1927	good workers often cannot afford the low wages, especially if they have family to support	1/2/2019 2:41 PM
1928	I feel that programs such as the one I work for have a huge, positive effect on people with disabilities. I feel without our program and others like ours, people with disabilities would not have the quality of life that is provided to them with these programs and with the help of direct support staff to assist them in becoming part of their community.	1/2/2019 2:41 PM

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1929	We need fair wages to be able to support our self, one Job in California at minimum wage wont allow you to cover basic living necessities such is housing and food. If you work you do not get any assistance programs and you can't support yourself, if you don't work and quality for any program you are homeless.	1/2/2019 2:39 PM
1930	Compensation and benefits should be more competitive so as to attract a higher level of employee to increase the quality of services provided	1/2/2019 2:34 PM
1931	N/A	1/2/2019 2:31 PM
1932	If we get paid enough we wouldn't have to be working more than 40 hours a week to pay bills. I think if we get paid more we wouldn't want to work anywhere else and always be thinking about switching jobs.	1/2/2019 2:30 PM
1933	We do not get paid enough,	1/2/2019 2:28 PM
1934	I want more money for what I do.	1/2/2019 2:26 PM
1935	Minimum wage is now up to \$11.00 I've been with Futures/ALIVE for over 9 years that \$11.00 is not far behind to what I'm currently getting paid a hour.	1/2/2019 2:25 PM
1936	we don't make enough for what we do everyday!	1/2/2019 2:25 PM
1937	n/a	1/2/2019 2:20 PM
1938	none	1/2/2019 2:19 PM
1939	none	1/2/2019 2:18 PM
1940	ive had to work a second job the past fifteen years because of no wage increase	1/2/2019 2:18 PM
1941	no	1/2/2019 2:17 PM
1942	None	1/2/2019 2:17 PM
1943	team work	1/2/2019 2:15 PM
1944	It cost of living in the bay area. My salaries is not enough to support me and my family	1/2/2019 2:15 PM
1945	None	1/2/2019 2:15 PM
1946	Most of the employees that work in the field of disabilities are caring, hardworking individuals that are unique and hard to find. We don't want to lose these employees due to being overworked, underpaid and not having a sense of being appreciated or valued. Employees often have to seek second jobs just to make ends meet which also may affect the care provided to the individuals being served at their primary job due to a result of tiredness. If we were paid a better salary that we could provide for our families and eliminate the need for a second job would make employees value their paycheck as much as they value the people they care for.	1/2/2019 2:13 PM
1947	none	1/2/2019 2:12 PM
1948	I think for the work that we do we should get paid more.	1/2/2019 2:11 PM
1949	I believe I should be paid more per hour.	1/2/2019 2:07 PM
1950	None	1/2/2019 2:06 PM
1951	Honestly the wages we receive do not cover much especially for the work we do but we love the job which is why we do it. it would be nice to see our hard work reflected in our pay for once.	1/2/2019 2:06 PM
1952	I would like to high wages,because I am a single parent. It very hard to food on the table because you have choose to put gas in you car. I think it hard it deal with clients who need diaper change and to be feed sometimes it take time to change an adult.	1/2/2019 2:05 PM
1953	I am fortunate to not have to pay rent to live in my home, if I had to pay full rent I would need to seek other employment after hours or leave this organization. I couldn't afford to live otherwise. DSP's do need a higher wage, to make the job enticing to others and keep the current staff we have. Please support the raise in wages, as it helps our employees.	1/2/2019 2:05 PM
1954	DSPs are underpaid which causes a large turnover rate in the profession.	1/2/2019 2:05 PM
1955	a raise would be good to match the hard work we do on the daily, most of us come from a far and commute just to be here. so a little more money would help my daily struggles	1/2/2019 2:05 PM

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1956	My pay rate is only little bit above my co-workers who do not have a bachelors degree. The state has not increased the funding rates for direct support agencies for many years. Our agency has to increase direct support staff pay rates because the state has mandated several minimum wage increases and the state has not increased funding to account for this increase. The staff with more education only receive a small percentage increase because after the agency has increased the direct staff pay rates, there only a small amount of money left for the more educated direct support staff. I would have left this field of work years ago but I enjoy working with people who benefit from the support I provide for them and I help them to become active members of their communities.	1/2/2019 2:02 PM
1957	no	1/2/2019 2:01 PM
1958	If programs received more funds and could pay their staff a living wage they could hire staff that would be more qualified and caring to work with our participants/ clients.	1/2/2019 1:59 PM
1959	Whether we get higher wages or not I think the more important aspect is preventing cuts in funds for disabled people. Without the proper funding companys/agencies lack the funding to keep programs going and lack the funds to keep GOOD support professionals employed. Programs get cut and good workers seek out other types of employment when they arent compensated accordingly, disabled individuals aren't getting the quality support they deserve.	1/2/2019 1:57 PM
1960	Pay should be increased	1/2/2019 1:54 PM
1961	none at this time	1/2/2019 1:49 PM
1962	The way older programs are held at antiquated rates simply because they have been around awhile is wrong. Quality service is not tied to a new program and we have the same expenses.	1/2/2019 1:49 PM
1963	There are a surprising amount of people who will tell you "oh, i worked with people with disabilities when i was younger", showing that they never thought of it as a career. The assumption is that the work is an entry level job that people grow out of, when the reality is that there is no way for it the wage to support a family. With such a large number of single parent households, it requires extreme overtime to provide a semblance of the life everyone dreams of for their children. However, working overtime has so many other impacts on the family structure that have been better documented elsewhere. Without a career path laid out for direct support, the ones who suffer most are those who rely on assistance and spend much of their time rebuilding relationships and retraining new inexperienced support in their lives.	1/2/2019 1:46 PM
1964	We have short staffing due to the low starting wages of our company. So many individuals are served in our programs, yet we do not get paid high enough wages for the hard-work and dedication that we do each day. I provide both Direct Support and Administrative Support. I struggle just to make my monthly bills. My program should definitely be making more with the amount of personal care we provide (personal restroom care, medication administration, high volume of seizures, etc.) It takes a very special person to work in this field, and it's so sad that we can't hire more staff because they are unable to make ends meet with the wages we start at. So a lot of individuals are not able to attend program and be served, all due to staffing concerns.	1/2/2019 1:43 PM
1965	I am a college student and rely on my money to pay for my tuition while I receive my FAFSA. It is also the way I help my parents with house bills. Leaving me with little to no money.	1/2/2019 1:42 PM
1966	No	1/2/2019 1:41 PM
1967	I believe we should be getting a higher pay, I know people who do the same job we do and get pay a higher rate. Especially when you are a single mother with kids.	1/2/2019 1:38 PM
1968	As things start to get more expensive the more income is needed. Minimum wage does not pay all the bills and at times it does get hard. A job like this is not easy and I believe is not recognized for its work.	1/2/2019 1:35 PM
1969	Our people (Staff) deserve to be compensated appropriately for the work that they do! We are dealing with human lives!	1/2/2019 1:35 PM
1970	things are expensive nowadays and getting an increase would be great	1/2/2019 1:33 PM
1971	I feel that for some participants this is program offers many opportunities for them to become independent, work opportunists and also give them the opportunity to many things they don't do with family or care homes. I enjoy seeing the smiles on their faces when they accomplish some thing new. And how proud they are of them selves.	1/2/2019 1:30 PM
1972	I believe that we who provide direct support to people with disability should be paid at least two dollars an hour more than our clients.	1/2/2019 1:28 PM

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1973	Our jobs are not only a job It requires special care and attention to work with a person with a disability	1/2/2019 1:28 PM
1974	All of our DSP's work very hard with our participants every day. Many days it is a challenge. They deserve higher wages.	1/2/2019 1:27 PM
1975	No thank you	1/2/2019 1:25 PM
1976	Question 11 - The answer is both (administrative support and direct support.	1/2/2019 1:23 PM
1977	i went 18 years without a raise. i stayed because what i do is important to those i serve.	1/2/2019 1:23 PM
1978	No	1/2/2019 1:23 PM
1979	no	1/2/2019 1:14 PM
1980	In my area there are a lot of social service agencies, however alot of individuals who are homeless, have substance abuse, or significant mental health issues and or intellectual disabilities there are not enough qualified individuals to meet the needs of the area and those that should be compensated better	1/2/2019 1:12 PM
1981	N/A	1/2/2019 1:11 PM
1982	none	1/2/2019 1:08 PM
1983	Raises	1/2/2019 1:05 PM
1984	During the last 10 years lv had to work 50 plus hours to service. It has been a challenge and can't save money for retirement so will have to work until I'm not able to physically do a job to the best of my ability.	1/2/2019 1:03 PM
1985	During the last 10 years lv had to work 50 plus hours to service. It has been a challenge and can't save money for retirement so will have to work until I'm not able to physically do a job to the best of my ability.	1/2/2019 1:03 PM
1986	There is no way that such a low pay rate will get someone through. Especially living in the Los Angeles County where everything is constantly going up in price.	1/2/2019 1:02 PM
1987	If direct care staff were paid a higher wage, maybe a more quality staff would present itself.	1/2/2019 1:02 PM
1988	The direct care staff is the most important person in the clients life outside of their home and the more consistent that staff is the better quality of service the client receives. At the current rates, its hard to find good staff.	1/2/2019 1:00 PM
1989	No	1/2/2019 12:59 PM
1990	No	1/2/2019 12:58 PM
1991	None	1/2/2019 12:57 PM
1992	I have worked in the industry for 3+ years and have 2 separate jobs in order to make ends meet while I pay my way through college. The wages I make from my main job at the day program are so low that it is impossible for me to attend school and pay for food and bills. A pay increase would relieve a lot of the burden and help me have more time to spend with family.	1/2/2019 12:56 PM
1993	I'm a single mother living in Ojai which doesn't provide enough. Working with disability changed my life for good. I love my job and it teaches me how to be patient & giving them extra tender loving care.	1/2/2019 12:53 PM
1994	No	1/2/2019 12:49 PM
1995	No	1/2/2019 12:48 PM
1996	None	1/2/2019 12:48 PM
1997	Making just slightly over minimum wage means I struggle to get by and mostly live paycheck to paycheck. The work I do is fulfilling but doesn't provide the means to live anywhere near comfortable. A raise in compensation, even by one dollar would be tremendously helpful in the way of bills and rent and would grant me breathing room, making life more comfortable.	1/2/2019 12:48 PM
1998	need a higher hourly pay	1/2/2019 12:45 PM

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1999	Everyone here has to work 2 jobs at least to have money to buy groceries, pay utility bills, car insurance, car repairs. Extreme hardship to pay medical needs not covered by insurance like dental. Nothing we they provide dental cleanings basically. Working in this field improving the lives of the developmentally disabled is honorable work, really the staff is unrecognized. The devotion and hard work is part of every minute and every day. It should be better compensated.	1/2/2019 12:45 PM
2000	I love my job in this workforce but I still have to work at another job 40+ hours a week to afford to live in our area along with my husband's full-time job.	1/2/2019 12:39 PM
2001	I'm poor, please help!	1/2/2019 12:35 PM
2002	I have worked for VTC Enterprises for 28 years and I love working with the individuals. Over the years of what I see is that the individuals love their program and there are several that don't even want to go home at the end of the day because they love their program and their instructors. For some individuals their program staff is their family and their consistency and love.	1/2/2019 12:29 PM
2003	I have been working in this field for over 14 years. Because of the low wages my husband and I have not been able to afford vacations, good cars, or any luxuries. This can be very depressing. If not for the love of the people we serve, I would not be in this field.	1/2/2019 12:29 PM
2004	All my other jobs pay between \$16-19/ hour.	1/2/2019 12:27 PM
2005	No	1/2/2019 12:22 PM
2006	Owner talked to us about closing the business because of short of funds.We employees are aware of it. We care for our residents and we contribute our time. We are aware that the owner took a loan to cover expenses with hopes to increase the pay for the business.	1/2/2019 12:19 PM
2007	I make too much to get medical but don't make enough to be able to pay my deductible for insurance. Can't just go to a doctor when I should. (Can't afford it.)	1/2/2019 12:19 PM
2008	I have an adult son who was not diagnosed as disabled, he lives with me. He is very sensitive and fragile, emotional. He has not been able to manage his life. He depends on me for housing. He borrows money for things he wants and needs. I wish there were services for people who fall through the cracks.	1/2/2019 12:15 PM
2009	Owner can only afford to pay minimum wage.I'm aware of funds received per residents. To calculate all the expenses to run the business , taxes and insurances , plus utilities and rent , funds received is not enough to keep the business.	1/2/2019 12:14 PM
2010	This increase would be very important for our direct care staff. As an organization it would be great to be able to pay our staff what they deserve and it is a shame we have not gotten a cost of living increase since 2007. With this increase, I believe, direct care staff could provide more meaningful instruction to the individuals we serve.	1/2/2019 12:08 PM
2011	The owner is upfront regarding funds the business received and how it is distributed.Owner plea for our humanitarian services as what owner does because funds received is not enough to operate the business.	1/2/2019 12:07 PM
2012	As employees in the ID/DD line of work, we must have a unique skill set that many people may not have. Our line of work is often career oriented and should be compensated as such.	1/2/2019 12:07 PM
2013	This work can be demanding and deserves to be rewarded as such.	1/2/2019 12:05 PM
2014	I think I can speak for my myself, as well as my coworkers: We are a dedicated lot to our clientele of people with developmental disabilities & traumatic brain injury, who attend the recreation center designed specifically for them, where we are employed. The participants range in age from children all the way through to seniors. I work in the Adult Development Department, where most of our participants require personal care & feeding assistance from staff. We are required to either lead, or assist other Leaders, in a wide array of classes, such as: swimming, art, adapted ballet/chair ballet, adapted sports, adapted Yoga, art, gardening, garden crafts, karaoke, adapted Martial Arts, cooking, wood working, photography, drama. I lead: adapted Yoga, create obstacle courses using large colorful bolsters, & cooperative games. I love watching how each participant figures out how to navigate their way through the obstacle course. Added to all of this, we have a caseload of participants that we are required to assess each year, generate an extensive Individual Service Plan for them, & meet with their family, care givers, & case managers to review it. I hold a MA in Recreation Therapy. The requirement for our position is minimally a Bachelor's Degree; we are a group of professionals who love our job, & are highly deserving of an increase in salary.	1/2/2019 12:04 PM
2015	You get what you pay for. Give qualified quality employees a living wage.	1/2/2019 12:04 PM

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2016	All my other jobs pay between \$16-19/ hour.	1/2/2019 12:03 PM
2017	Funds received for the facility is not enough to even cover expenses minimum wage for payroll.Considering the taxes and insurances the business have to pay .	1/2/2019 12:01 PM
2018	We all work very hard for a very important cause & do it with our hearts in it. With the rise in cost with just about everything it would be nice to have enough money to pay our own bills. Thank you for considering it.	1/2/2019 12:01 PM
2019	Although I've worked for my current company for 6 years, I've worked in the field for 12 years. The physical and emotional connection is beyond what most people experience. I've been spat at, chased through a home, been bit on the shoulder, been hit multiple times, and have lost consumers. I feel the closest people who can relate are nurses. We deal with so many day to day issues that most people would see a counselor for. So yes, I believe we deserve a higher wage for our job.	1/2/2019 11:58 AM
2020	Direct support providers should be paid first. Much like the fee for service in the medical field.	1/2/2019 11:52 AM
2021	For over 10 years I was a low-income single mother working here but my situation improved.	1/2/2019 11:50 AM
2022	No	1/2/2019 11:49 AM
2023	In my view it is VERY BAD that direct support providers are payed the same amount regardless of location. For instance, a DSP in San Francisco makes the same amount as a DSP in Bakersfield. Despite the fact that the cost of living is vastly different in these two areas. Consequently, because of BASIC market forces, a DSP position in San Francisco will attract less capable people because the wages are so low in contrast to cost of living. Thus, the quality of care in area with higher living costs is likely to be inferior. I work full time as a DSP in San Francisco and 70% of my paycheck goes to rent. I have to work another full time job just to pay my bills and student loans. In my view it is WRONG that working in service pays so poorly. I could make 3X this amount if I quit tomorrow and got a marketing or tech job. The only reason I don't is because I care about this community. It would be great to see an increase in funding so that those area of California that have high cost of living could actually pay their social service workers a living wage.	1/2/2019 11:48 AM
2024	I enjoy working with adults with disabilities. They are fantastic and I love helping them grow to become more independent and help them contribute to society and have them have the joy of Independence. But I cannot financially sustain myself with the low hourly rate I'm paid. It's practically minimum wage. This is a service of love, and to keep the best people for the clients, I believe better wages are what's needed to keep great coaches on staff.	1/2/2019 11:48 AM
2025	Many people have shared the job is very difficult but rewarding and if they were able to make a livable wage doing it would continue employment with organization but eventually need to go into another profession	1/2/2019 11:47 AM
2026	Minimum wage is for people who do a minimum amount of work, and any job pertaining to people with disabilities is anything but that. Assisting, taking care of, and advocating for our clients takes a special person. It requires being patient, compassionate and understanding. These are things that not everyone is capable of doing.	1/2/2019 11:47 AM
2027	In my younger years, I was a single parent, worked a second part-time job. Housing assistance, food stamps & MediCal for a brief time. When working for non-profits the employee does not profit either! But we love the people we serve and that's why we do our jobs!	1/2/2019 11:41 AM
2028	I pulled out funds from my personal savings to cover business operational expenses. I also did not pay myself for almost total over 2 years due to short of funds to keep providing care for our residents . Until I have to secure a loan for payroll expenses and to pay taxes	1/2/2019 11:39 AM
2029	I recently saw a sign posted at McDonald's stating that they were currently hiring someone to clean the bathrooms and front of house for \$13-16 an hour. This is more money than the DSPs in our office make. We are having a hard time finding quality applicants with an improving job market and higher wages offered to employees in for-profit industries. We cannot stay competitive with the current rates we are able to offer employees. As a result, quality and quantity of services will diminish because of fewer qualified applicants applying for employment in disability related fields.	1/2/2019 11:33 AM
2030	I am deeply passionate about working with this population but when I transitioned from a private NPO to my current employment, I took a 30% pay cut. I am currently in graduate school and so for the temporary period I am willing to deal with the lower pay, but upon graduating, there is no possible way that I could live in the area based upon the current rates. If I did not have student loans subsidizing my life, it would be impossible to live in Los Angeles county.	1/2/2019 11:31 AM

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2031	I'm a young single mother who receives no monetary help from the government. It's very difficult juggling work and motherhood when receiving a wage that hardly makes ends meet. I'm currently undergoing personal hardships due to low income but I refuse to get another job because I don't want to be absent in my daughter's life given that I'm the only parent supporting her. Working at The Arc has been a life-changing experience, I love my job. I love what I do but my wage here is affecting my personal life. I don't want to look for a better paying job because I know for certain ...	1/2/2019 11:30 AM
2032	The cost of living in CA is high and with this wage, it is not enough to pay for a room in someone's house and pay basic housing expenses like water, gas, electricity, trash, and gas for my car. The quality of our work decreases for many due to tiresome hours of working to provide for ourselves. Also, it is hard to pay for a college degree with a low wage AND a 40 hours work week not to mention to find time to study.	1/2/2019 11:25 AM
2033	I am considering closing down my pediatric physical therapy practice due to low compensation rates despite the high demand and need in Long Beach CA for pediatric services.	1/2/2019 11:24 AM
2034	Due to not making enough money I needed to make a little more money to help my significant other with bills and got a second job and help have a little extra money. And not rely on significant other. Because rent is raising. But I love this job and having a second job helped my family a little.	1/2/2019 11:21 AM
2035	I am not a single mom but my husband not being a citizen yet we do not make enough money. I have to pay for my kid's lunches I owe more than \$800 I didn't realize I had to fill out a form online for free lunch, and if I don't pay my kids can't graduate. I love my job but it would be nice to get paid more.	1/2/2019 11:18 AM
2036	I'm very appreciative of my job & love what I do. My employment at the Arc provides me with medical insurance at a low cost as well as a 403-pension plan, and a few other perks. However, the income alone from this job is not enough to support my daughter and I, therefore, I have a second job and have roommates to be able to afford rent.	1/2/2019 11:14 AM
2037	It is difficult making ends meet. Especially with the increasing prices of food, etc. due to inflation.	1/2/2019 11:12 AM
2038	I work full time and my husband is on disability S.S. We barely get by making our house payment and buying food. I am unable to save any money because there is nothing left. So when unexpected expense comes up something does not get paid.	1/2/2019 11:08 AM
2039	Better complete pay rates	1/2/2019 11:08 AM
2040	I Have a masters degree in counseling psychology and am a full time teacher at the ARC of SF the fact that I make less than \$20 an hour is a HUGE BURDEN in me I have to rely on income from renting rooms in my home in order to make ends meet.	1/2/2019 11:03 AM
2041	Please increase my salary to minimum wage	1/2/2019 11:03 AM
2042	That we work with people's lives, not flipping burgers and that people's lives matter more than fast food but fast food workers get paid more. Why wouldn't someone go work for fast food where there is hardly any stress for the same amount of pay that Direct Support Professionals make but with 2x the stress working with people with disabilities. It's just not fair to the people who live with disabilities because staff turnover rate is so high because the pay is not enough for the work when you can work at fast food for the same amount. If the pay was compensated for the work we would be able to keep the great staff who need the pay to stay. Thank You for your time.	1/2/2019 11:02 AM
2043	With the cost of living (housing), food, gas and transportation, and utility bills: Am working 2 jobs to support my family. Please consider 8% budget for our services. I do not want to be homeless or working many jobs to support our family. Thank you	1/2/2019 10:55 AM
2044	No	1/2/2019 10:53 AM
2045	pls raise hourly rate to \$15 . I have rent increase as of January 2019.inflation is high.	1/2/2019 10:52 AM
2046	Working in this field and organization is an amazing thing but often unappreciated and underpaid.	1/2/2019 10:40 AM
2047	I'm a full time college student, with the current wage it's still not enough for my school expenses and if I get another job then I won't qualify for health insurance and won't have time for school.	1/2/2019 10:39 AM
2048	Cost of living just keeps going up, wages in our field have been stuck for a long time and can't keep up with the cost of living in the bay area.	1/2/2019 10:37 AM
2049	To keep good caregivers in the field the wage needs to be increased. The caregivers love working with the residents and deserve quality pay, just as the residents deserve quality caregivers.	1/2/2019 10:29 AM

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2050	We perform a much needed and specific service and should be compensated accordingly. Our field requires expensive college degrees and it is difficult to pay off student loans and pay every day bills when our services are not compensated fairly.	1/2/2019 10:19 AM
2051	No	1/2/2019 9:58 AM
2052	While I do not work an additional job in order to make ends meet for my family, we are reliant on a second income (through my husband) for us to be able to remain living here. In addition, as an administrative professional for the organization, I am responsible for the hiring and retention of our employees. I have observed that it is very difficult for people to remain working for the agency given the wages they are earning. Often, people do not stay due to the wages or they do not complete the hiring process. Overall, this is a disservice to the people whom the agency supports - they are the ones who deserve to have consistent staff to support them.	1/2/2019 9:54 AM
2053	I have a college degree and come from another technology sales where I earned more than 2.5 times what I earn now. If it were not for my partner who works at a market rate paid job I would not be able to live/work here. In California and the Bay Area where the cost of living is much higher Council for Community and Economic Research, the total cost of living in San Francisco is 62.6% higher than the U.S. average a 8% increase in wages would make a huge difference. Most people I know who don't live at home have a second source of income besides our direct support role. Thank you for your consideration.	1/2/2019 9:54 AM
2054	I love my clients and I love my work but I struggle personally to make ends meet. Something must be done!	1/2/2019 9:47 AM
2055	RAISE THE PAY !!	1/2/2019 9:46 AM
2056	it's very rough when you love what you do. but don't make enough to support your family. That needs to change. Our jobs aren't easy.	1/2/2019 9:45 AM
2057	As many are aware, rates, for vital services, such as respite care, have been frozen for the past 2 decades and arbitrarily low statewide median rates have also been imposed. The disability services system in California is imploding due to the low rates making the ability to continue providing services non-financially viable.	1/2/2019 9:25 AM
2058	Working for an organization like WorkLink has been a privilege and I would love to continue to be part of a company that aspires to help those who are in need of our services. As much as I love my job, it is getting increasingly difficult to live in my community (Bay Area) due to high living costs. Our jobs can be stressful, and the added stresses of our lives outside of work such as paying our bills on time and taking care of our families can take a large toll on our well-being both psychologically and emotionally. I have a brother who has autism and everyday I worry about how he is going to live by himself when my parents pass or even if something happens to me. If I can't even afford to live in the city I was born and raised in, then neither can someone like my brother. My intention of joining an organization like TransCen was never about making a lot of money and potentially living a lavish lifestyle, but to help people like my brother become more independent and find purpose in their lives. We fully commit 40 hours and more of our lives a week to this company, and we only ask to be compensated enough for us to have a better peace of mind and to live without the worries of potentially working 2 or more jobs just to make ends meet.	1/2/2019 9:25 AM
2059	It is important for special needs people to have a constant, well qualified care provider. With better pay, qualified workers will be more willing to stay in these positions.	1/2/2019 9:23 AM

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2060	I feel that the work we do is very important and it takes a special type of person to work with special needs adults and children. I've worked With people with disabilities for over 16 years and I do it because I love it but unfortunately I always have to work a second job to make ends meet because in the 16 years I've never received a raise other than the one 5% raise two years ago. And also I am a single father and I saying that that was an option on this questionnaire. It is a struggle to support my family and also do a work that I enjoy. Unfortunately if things don't change I feel that I would have to take on another full-time job that I have no interest in an order to make ends meet. There is so much that goes into working with people with disabilities most people think that it's just babysitting but it's anything but that. We provide work experience training our participants to do jobs that pay more than what we make at times. We also provide training such as community integration behavior management passing medications Counseling Case management writing individual service plans and more. An 8% raise is not much but it surely would help With the extremely high turnover rate. Most people get into these field and love it but find out that they will not get yearly raises And end up quitting going to work places like McDonald's and Walmart where they are simple cashiers and get raises. In four years time they're making \$20 an hour while we're still waiting for a 5% which leaves us with Underqualified and unmotivated Employees with good reason.How can you argue with and employee that feels their work is on values and underappreciated by the United States government. Working a job you love just to live in poverty While rents are constantly being raised and we keep making the same amount of money it makes it almost impossible to live on your own as an adult let alone take care of a child so please consider the 8% raise if not more because any raise would help.	1/2/2019 9:12 AM
2061	The pay should be more in order for us to afford the high cost of living.	1/2/2019 9:08 AM
2062	N/A	1/2/2019 9:05 AM
2063	It's hard to get enough working hours, so increased compensation would help immensely.	1/2/2019 9:05 AM
2064	N/A	1/2/2019 8:57 AM
2065	In my experience, this field is losing people because the compensation isn't there. People with disabilities rely on their staff for our support but allot of direct support professionals have to have more than one job to survive and support their families, that it makes for call outs or the people we support to not get their full needs met due to people being too tired from working multiple jobs just to make ends meet.	1/2/2019 8:52 AM
2066	Just put yourself in our shoes. Thank, would you expect to get paid more? If your job was to change diapers, a white BM's, urine, insert with syringe medication in a j-tube, help two individuals that has CP and need full 24 hour care, give showers Fully with shaving. Etc. Every employer has different Meats. The two I care for by myself, has and a whole lot of needs. Okay, now what would you want?	1/2/2019 8:43 AM
2067	When working with special needs kids sometimes I'm needed more than my allotted hours allow but I do it anyways cause the kids and parents need help.	1/2/2019 8:34 AM
2068	You want staff to feel valued for the challenging work that they do in direct support staffing this encourages staff to be the best that they can be in that position. Which gives the persons we support a better quality of support and life.	1/2/2019 8:18 AM
2069	You need to fix question 5 to state single parent. I am a single father. Do you only care about mothers?	1/2/2019 8:15 AM
2070	I have taken many pay cuts according to my math every time minimum wage goes up. I have never gotten a merit raise. I often feel devalued by the company I work for and the state I live in. I do this job because I value the people I serve.	1/2/2019 7:40 AM
2071	Individuals with disabilities need our assistance to continue to live independently. The staff needs an increase in order to give the best they can to the clients without having to work 2 jobs to be able to make ends meet. Thank you.	1/2/2019 7:27 AM
2072	We need salary increase \$2.00 more \$ due to high living expenses. Our duties are more like a nurse coz DDN department.	1/2/2019 2:26 AM
2073	no	1/2/2019 12:12 AM
2074	The field we work in can be very demanding and stressful, the down time we get is needed to work at our best without burning out. It's hard to do that when you have to work additional jobs due to the gap between compensation and cost of living.	1/1/2019 11:36 PM

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2075	Not only do I spend over 34 hours a week with my clients but sometimes they need clarification or help on understanding routines and protocol so for me to do an efficient job during work I need to also speak up and communicate authentically with my clients outside off regular work scheduled hours.	1/1/2019 11:34 PM
2076	No thank you	1/1/2019 10:49 PM
2077	No	1/1/2019 10:45 PM
2078	Living in the San Francisco bay area is very expensive and wages are not according with living expence. One must have a second shift in order to afford living costs having a better compensation will be of great help.	1/1/2019 9:09 PM
2079	It will be nice to got a class how to work with especial people or, advice us the sintoms or actitud on individuals	1/1/2019 8:50 PM
2080	It will be nice to got a class how to work with especial people or, advice us the sintoms or actitud on individuals	1/1/2019 8:49 PM
2081	No	1/1/2019 8:41 PM
2082	As a supervisor we hire great staff that at times are unable to keep as they move on because the pay isnt enough to support them.	1/1/2019 8:34 PM
2083	I love to take care of my residents, the work is harder because is a level 4 home. Higher salary could stop people from quitting the job and will make us feel appreciated for the hard work we do everyday.	1/1/2019 8:34 PM
2084	None	1/1/2019 8:10 PM
2085	We need more funding, it's getting hard to live in California	1/1/2019 7:45 PM
2086	Not a lot of people are able to emotionally and physically support not only themselves, but for other loved ones that require a little extra care. This field is important as any other occupation in demand.	1/1/2019 7:32 PM
2087	I am a single parent of two children with mental disabilities. I work hard and still don't make enough money to support myself and my kids. I would like to make enough money so I would not have to rely on my ex husband for the money to make my rent payments on a monthly basics. If I made more money I would feel like I could a ford to not live on credit to make ends meet. I want to be able to rely on just myself to give my kids what they need. I want to be able to just go out and do things with my kids that I can't do because we do not have enough in the bank. I would like to not rely on My children's SSI to pay for our groceries. I don't make enough but make to much for food stamp help. Mine and my kids wish is to be able to live comfortable in life not all ways worrying weather we have enough money to be able to live in California. I just want to be able to give my children the services they need or other activities like playing a sport that I can't even afford. Thank you for considering this increase it will benefit those who work in this field of work.	1/1/2019 7:13 PM
2088	Sometimes clients need to go somewhere and I usually take them but the miles is only partially paid so it will be nice if the miles are covered 100%	1/1/2019 7:11 PM
2089	we get our two ten minute breaks, but they have recently removed our paid half hour lunch. we couldn't leave the building, but it was a time to decompress from the constant noise.	1/1/2019 6:58 PM
2090	I believe Shella is a very organized, friendly, and accommodating organization. They are extremely professional and make it a point to engage with and support the caregivers they oversee. I have thoroughly enjoyed working for them and look forward to continuing our relationship over the years to come.	1/1/2019 6:57 PM
2091	N/A	1/1/2019 6:55 PM
2092	I feel that with the cost of living in todays america being so high that well dst's deserve this 8% pay increase.	1/1/2019 6:16 PM
2093	I feel that with the cost of living in todays america being so high that well dst's deserve this 8% pay increase.	1/1/2019 6:15 PM
2094	Higher wages especially for employees who never call in and live really far!	1/1/2019 6:07 PM

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2095	When hired with the agency although I was employed in a supervisory role, and raising 4 grown children my income was just above the allowed income to receive government benefits but relied on local services as Childcare Council and a strict budget to remain employed full time and to put children through school and vocational programs. My husband and I both work in the field of human services and each have been here longer than 10+ years with the agency and over 20 within the field, we truly care for our consumers which keeps us in an agency that has had its struggles financially year after year. We have had to endure bounced paychecks as well as payroll changes due to state and federal payment not being paid and recieved by our agency. We have had to adjust to changes and loss of benefits such as life insurance. As a supervisor I would say that half of my staff rely on a second income as well and government benefits to raise their families. It is a constant effort to keep the morale up for staff that often disgruntled about the low wages of a DSP, as well as keeping staff as part of the team. Hiring staff and the training involved repeatedly having to repeat the process each time we lose staff, good staff is very disheartening and causes a large amount of stress. Our Consumers and staff advocates have spent 100's of hours at public hearings, rallies etc.. but still fight for the monies necessary for services provided (supplies, transportation, etc) and staff wages without much improvements to these rather to just sustain the services we provide.	1/1/2019 3:35 PM
2096	I deal with a high behavior client who gets very physical and working for \$12 and that hour with a high behavior client just isn't enough for the mental and physical exhaustion this job has on the person.	1/1/2019 2:11 PM
2097	The work we do is important. Each and every one of us is important. We deserve to be paid the proper wage.	1/1/2019 1:52 PM
2098	Start paying us a living wage.	1/1/2019 1:40 PM
2099	No complaints about the work, but raises are at a minimal rate making hard to manage sometimes the basics of living expenses when the economy keeps getting more expensive.	1/1/2019 1:36 PM
2100	I do not understand why I have to give out such personal information to determine if am I good enough to receive an increase in pay. As caregiver's we support the people we care for, and that should be sufficient enough. There are far more jobs that pay better, but I choose to stay to make a make a difference in people's lives. What would happen if caregivers went on strike??? Not to worry because no one can afford to take the time off for that (HINT)!!! A few more things to think about would be most caregivers are living in poverty, some struggle to put food on their table while others can't afford to purchase a table to have dinner on, and some just can't make room in their multi- purpose car (home) for something like a table. Why would most sane people stay at a job were they will continue to struggle financially??? The answer is we care about all people. I wonder how many people care about us??? When determining the budget keep in mind that we are real people struggling because we choose to stay in this field.	1/1/2019 1:25 PM
2101	When taking caring if siblings by the same caregiver. The pay should be fair and get not only 4 dllrs more. For the second sibling.	1/1/2019 1:00 PM
2102	When taking caring if siblings by the same caregiver. The pay should be fair and get not only 4 dllrs more. For the second sibling.	1/1/2019 12:58 PM
2103	When taking caring if siblings by the same caregiver. The pay should be fair and get not only 4 dllrs more. For the second sibling.	1/1/2019 12:56 PM
2104	N/A	1/1/2019 12:26 PM
2105	I believe the level of care in the DSP field would be better if we were paid more. It's hard to live on what we are paid...the client's I support have a better quality of life than I am able to afford for myself.	1/1/2019 11:53 AM
2106	N/A	1/1/2019 11:09 AM
2107	N/a	1/1/2019 9:08 AM
2108	As a DSP there is a lot of emotional work. Such as being understanding and patient with your employer. You have to be able to place yourself in some else's shoes. That can take a lot of energy out of a person which I believe is worth more than minimum wage.	1/1/2019 8:31 AM
2109	Prices for groceries continue to increase, as well as just about everything else except our wages. After paying bills every month and all the costs of my daughters school and sport costs it's hard to have anything left over for fun or vacations in the summer.	1/1/2019 8:31 AM

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2110	I've been working for almost 16 years now and I love my job Serving Special Needs Individual But the only Problem is the PAY is way way too low to survive a family of four in Leaving in Silicon Valley. I think this is the time to reconsider Increasing the wages of ALL EMPLOYEES Working In this FIELD IN ORDER FOR US NOT TO WORK SO MANY HOURS.	1/1/2019 7:58 AM
2111	housing and rent has been at a steady increase in the bay area(California) and gas to fuel our vehicle is not cheap. these should be considered in increasing our compensation. Our current compensation is not enough. I kept being a DSP because I love my job.	1/1/2019 7:52 AM
2112	No	1/1/2019 12:05 AM
2113	I'd like to be able to provide an much support as I can to both of my employers. I'm limited to walking, and public transportation.	12/31/2018 10:03 PM
2114	Need to be compensated a living wage without needing to work extra to be stable financially	12/31/2018 9:55 PM
2115	i love jncs a very great organization	12/31/2018 9:36 PM
2116	Working with citizens that have disabilities is such an honor each and everyone one have their own knowledge and never fail to make my days without this job I wouldn't know what I know today	12/31/2018 9:03 PM
2117	I work over 60 hours a week and I'm just getting go by. I am away from my 18 month old so long, I find myself crying in the bathroom at times. An increase in my pay would mean more time with my son.	12/31/2018 8:45 PM
2118	I love my job even if some days are very challenging.	12/31/2018 7:01 PM
2119	for being 10 years here...did not have a very good raise on rate...hope and pray donors will come in..more power to the ridge..	12/31/2018 5:50 PM
2120	I love working with Developmental Adults, unfortunately this field does not pay enough and i have another job in a group home. I have work in my two jobs for more then 20years each.. Working these two jobs allows me to be able to live above the poverty level in Orange County, CA. One of my jobs is taking people we serve out in the community and teach them independence. Is a Day Program for people with developmental disabilities. My other job is a group home, where people of developmental disabilities live.	12/31/2018 5:38 PM
2121	A pay increase would be a tremendous benefit. This year I purchased a new vehicle and after struggling for the last 11 months to try and make the payments I have decided to relinquish my car as I prefer to eat versus have a new car.	12/31/2018 5:30 PM
2122	With the rise in pre-mature births and the success rate in survival. The need for services has grown. If our clients do not receive services because of income constraints from the government the families will suffer. I have 2 children with Special needs. One of my girls received Early start services. My other daughter did not. The difference in both girls is shocking, but it is also a clear picture of the needs that these children need the services.	12/31/2018 5:00 PM
2123	Yes, it would be appreciated if the currentDTS hourly rate is reviewed and adjusted base on merit in addition to the mandated rate increase. It only seems fair to the employees who have been at the ridge for a long time and who honestly deserve a merit increase.	12/31/2018 5:00 PM
2124	The clients are important to this organization. They deserve to be taken care of just like everyone in the community. The government needs to support them. Without help they would not have anything. They are like our family.	12/31/2018 4:32 PM
2125	Over the last two years , my rent and other living expenses kept rising while my compensation did not.	12/31/2018 3:21 PM
2126	No	12/31/2018 3:20 PM
2127	We dont get to sleep well at night when ee do. Overnights and have to go home and sleep. Then take care of our own familys. Everything is time consuming.	12/31/2018 3:09 PM
2128	My companies ability to provide competitive raises is marginal due to the fact that their rates have not increased with inflation. I LOVE where I work but really do not think I can much longer due to the fact that they cannot increase my rate of pay due to the fact that they have not received a adequate raise in years.	12/31/2018 3:09 PM
2129	We take care of people who want to be apart of our community, and if they don't have our help they will be out in care homes where they don't have there own life choices. They need our care and heart right ways.	12/31/2018 3:04 PM

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2130	The consumers in this field really need this service provided for them daily as they are striving to become more independent	12/31/2018 3:02 PM
2131	Direct Support is a skilled profession. Many times DSP's provide support to consumers who earn more than them in the jobs they are being supported in. It is disrespectful and discouraging which causes many DSP's to leave.	12/31/2018 3:02 PM
2132	Would really appreciate if we all got paid more This job isn't as easy as ppl think it is Minimum should be \$13.00	12/31/2018 2:59 PM
2133	In doing our jobs we save the government a lot of money and caregivers and other health in doing our jobs we save the government a lot of money and caregivers and other forms assistance. By teaching people with disabilities how to function in the society independently with their limitations and how to be a member of a community	12/31/2018 2:41 PM
2134	Not at the moment.	12/31/2018 2:41 PM
2135	We do many complicated things with extremely low pay.	12/31/2018 2:40 PM
2136	The people we serve need this type of places to serve.	12/31/2018 2:39 PM
2137	I love my work but not enough rate because were leaving in bay area and too much high rental and the food is more cost , im only the one working in our family my wife is sick, I hope they consider our rate getting high because our work is very complicated because they are disable people we are the children of God I hope fair if you going increase us ... hope you understand ...	12/31/2018 2:28 PM
2138	I like to work with clients, and like working for BARC, the only bad thing is the pay but I like this job way to much to quit.	12/31/2018 2:23 PM
2139	I am a full time employee working 80+ hours every 2 weeks and a full time student in college, balancing the two takes a great time and effort, especially when I need my job to help pay for my education and my cost of living. Live many adults in my demographic working full time while going to school is difficult and even more difficult when your pay is minimum wage. Increasing the wage for direct support professionals will help with financial flexibility for not just those who work and go to school but for those living pay check to pay check to help cover my living cost and school since I cannot receive financial aid. As the primary income in my house, increasing the wage would greatly benefit everyone who shares a similar situation.	12/31/2018 2:21 PM
2140	We need higher wages because some of us workers are the only providers for our families. We work 80 plus hours every two weeks. I do not make enough for my bills and personal stuff.	12/31/2018 2:15 PM
2141	The cost of living is expensive and work load is heavy, so I believe all positions should have a wage increase. Especially those who work directly with clients.	12/31/2018 2:14 PM
2142	It is not a living wage. I make less because I choose to work here.	12/31/2018 2:11 PM
2143	I currently go to school 30 hours a week on top of my 40 hours of work, plus I take on any side jobs I can get, trying to support myself and my child is very costly and stressful at times. Thank you for your consideration on wage increase.	12/31/2018 2:09 PM
2144	It is hard to live on minimum wages when you work for a company for a long time.	12/31/2018 2:06 PM
2145	NO.	12/31/2018 2:05 PM
2146	Helping disabled is hard work.	12/31/2018 2:01 PM
2147	I do not do this job for the wages, but I do need this job to meet my bills and survive. I am a single women with no children. No family members to help. I would like to live alone but even working overtime I can not afford to do that.	12/31/2018 1:58 PM
2148	This job is stressful, it's taxing, and pays no where near enough money period. The constant worrying about taking care of someone else's life, the abuse that comes with high risk clients... y'all do not pay enough. Period. I work full time and I still have to have a second job.	12/31/2018 1:57 PM
2149	My experience over the year has gave me the compassion and thrive to work for this type of population that needs so much from us. Unfortunately the budget cuts over the time has tremendously effect not to the us but to the individual we served because they need our support and care and without us any facility or consumers can survive providing just the basic care this population need. We cannot hide the need and the support they need. The government needs to change their mind and focus in our population that they are no other ways or options to maintained good and caring services if we don't have decent salaries and support from our government. Our consumers need a meaning to their lives.	12/31/2018 1:56 PM

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2150	Work hard with special clients.	12/31/2018 1:54 PM
2151	I've worked here 4 years, 5 in November. I've asked for raises countless times here being that I've worked 400 hour months and for a long time was on at least 8 houses as a fill in worker. Not until I realized I was only making an additional \$300 per paycheck when doing 2 full time shifts (aka 80+ hours with STEP) did I realize this job really isn't here for the staff like they make it seems which in itself is neglect to say the least. These are people's lives in their personal houses STEP is setting us up in. There should be more value placed in the staff. If I didn't have an asleep overnight shift, or was still stuck on weekend shifts(a crap ton of time to require a person to stay without offering extra shift change options/vacation hours/something/anything), I more than likely would have quit long ago. But the job is easy enough for people to do the minimum and since people aren't paid well enough we are short staffed making it easier for people to get by on minimal effort. So all in all i think a pay increase could benefit everyone even the Employers.	12/31/2018 1:52 PM
2152	I love my job working with adults with disabilities but it is hard to survive on minimum wage. I love what I do and the people I work with but I do not make enough to support my family. An increase in wage would help me and my family tremendously.	12/31/2018 1:45 PM
2153	We don't make enough money. I live pay check to pay check and can barely pay my bills.	12/31/2018 1:43 PM
2154	I feel like I earn fair compensation for my experience	12/31/2018 1:42 PM
2155	We need a wage increase. The pay is low for what we do. I do love my job.	12/31/2018 1:40 PM
2156	Pay is low, I would like to see more money to help with my bills. So I don't have to look for other job opportunities.	12/31/2018 1:38 PM
2157	As a person working with developmentally disabled adults, I must wear my hats. Driver, teacher, supervisor, councilor, cheerleader, and many more. Such work is both draining as well as rewarding. It challenges me every day mentally, emotionally and physically. However, it does not pay very well, and many great employee move on from this work due to the low wages. We loose many great employees this way. If we were paid what our effort was really worth, then many more truly excellent employees would stay in the job. And that would only benefit the developmentally disabled in the end.	12/31/2018 1:34 PM
2158	We provide Direct Support every minute, every hour, every day, every week, every month an all year. Please Support us with the work we do. Thank you.	12/31/2018 1:33 PM
2159	It is hard to be a student and a new mother with the wages I am receiving now. Even though the wages are going up starting 2019, I feel that still isn't enough because cost of living will also be going up as well. Which is a lose lose situation in the end. Getting paid a higher wage would be more beneficial because then I wouldn't have to feel like I'm going to be struggling forever my entire life just to make ends meet.	12/31/2018 1:26 PM
2160	As a single mother with the wages I am receiving now, it is a struggle on a monthly basis. I enjoy working at BARC, but I don't feel like I am appreciated for the years I have worked at BARC, which is more than +10 years. I remember years ago job coaches did get raises, then it was stopped and it seems like no matter how hard or well you work it was never enough. So even though now my family and I struggle financially, it would be nice to get a paid my worth of time and years worth of dedication. To what BARC is about helping people with those disabilities and giving them a purpose.	12/31/2018 1:18 PM
2161	Lot burdens with disabilities people	12/31/2018 1:00 PM
2162	Often times the level of care provided to individuals with "different abilities" is equivilant to that of a CNA/LVN but without the requirement of certification. If we are asked to do this level of care shouldn't we be compensated same as those who are certified. The average salary for CNA/LVN is between \$31K to \$55K. Currently provider wages are \$12/hr at full time this is only \$23,040 annually and only if a provider is able to find full time positions. Not all recipients have a full time need. This forces providers to seek positions with multiple recipients to be able to obtain full time hours. The quality of the provider is determined by the quality of wages.	12/31/2018 12:58 PM
2163	I wish it could be my primary job but it doesn't pay enough	12/31/2018 12:53 PM
2164	No	12/31/2018 12:52 PM
2165	None	12/31/2018 12:44 PM
2166	More medication training needed. Have more DSP classes.	12/31/2018 12:39 PM
2167	Pay increase can really help with bills and rent.	12/31/2018 12:39 PM

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2168	Increase rate	12/31/2018 12:38 PM
2169	we need to have more housing options for adults with disabilities as well as elderly our generation has the ability to change that not only financially but economically	12/31/2018 12:36 PM
2170	none	12/31/2018 12:34 PM
2171	No	12/31/2018 12:21 PM
2172	Higher wage would help a lot given that we have more to put out than we have coming in. Some of us are actually working to try to get off public assistance but the reality is we still need the help even though we work because we just dont make enough.	12/31/2018 12:13 PM
2173	I have been working for 12 years. I didnt get much raise as the year go by	12/31/2018 12:11 PM
2174	High cost makes it extremely difficult for everyone in this field to survive. Their is an urgent need for support in order to continue to work in this field. "PLEAE HELP"	12/31/2018 12:09 PM
2175	I think the minimum pay for a care provider should be at least \$15.00 an hour. Especially in ca.	12/31/2018 12:00 PM
2176	I have been working for my current company for 20 plus years. I do not get regular raises have not gotten a wage increase in over 7 years. I feel we should get mandatory raises. If I was not married it would have been very difficult to raise my children on my current pay.	12/31/2018 11:55 AM
2177	Many organizations are struggling to provide quality services for out dated rates. Increased rates is needed for many operations to stay open and to increase the quality of staffing and services provided to clients across the state.	12/31/2018 11:54 AM
2178	Many organizations are struggling to provide quality services for out dated rates. Increased rates is needed for many operations to stay open and to increase the quality of staffing and services provided to clients across the state.	12/31/2018 11:53 AM
2179	DSPs have been underpaid ince the beginning. We support individuals to enrich their lives on a daily basis. It is about time that we get compensated for this....	12/31/2018 11:52 AM
2180	Learning about about people with many disabilities are challenging but it's enjoyable at same time.	12/31/2018 11:46 AM
2181	My family lives paycheck to paycheck. I work 45 hours a week and my husband works 70+ hours a week to support our family of 4. We hardly ever get to spend time together as a family and even when we do there is no way to go out and do anything fun because there's no money to splurge even just a little. Any increase would be greatly appreciated. Thank you.	12/31/2018 11:46 AM
2182	Increase salary we drive a lot and usually drive far and dont get paid enough to cover what we put in to the job	12/31/2018 11:35 AM
2183	The people in our industry do vital, life-or-death work every day. Many of the people we support need help 24/7/365. These jobs are not comparable to McDonalds, Walmart, etc. in terms of value and importance to life, and must be treated as such. Wage compression is another issue that must be addressed; a 20-year employee should not be stuck at the same "minimum" as a brand new employee. The system must allow for some seniority!	12/31/2018 11:31 AM
2184	It would be nice to getting better pay in ILS and SLS and direct support. ILS and SLS should get 20-25 hour and DSP should get 20-25 this should be based off experience and the workload or behaviors we deal with on a bases and wear and tear on our cars.	12/31/2018 11:31 AM
2185	There are many factors I deal with that far outweigh my compensation. These factors include dealing with deaths, high turnover and relationships that are suddenly ended due to program changes.	12/31/2018 11:27 AM
2186	The work we do is not easy, we should definitely be paid more than what we got, and step should receive more to help employers.	12/31/2018 11:25 AM
2187	N/A	12/31/2018 11:24 AM
2188	Working as a direct support staff. I have been able to work closley with my participants and give them the only support which sometimes takes from my own family, but the pay is not enough. I love what I do, but the pay makes me work other jobs to stay afloat.	12/31/2018 11:18 AM

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2189	I worked for almost 7 years with no increase in wages. As minimum wage increases in each state, compression of wages is going to force people out of doing this kind of work. The nonprofit agencies providing the services need rate increases so they can be reimbursed a rate so they can afford pay their staff and keep up with the increasing minimum wage. This is sometimes hard and challenging work, and if folks can work in fast food and get paid more than direct support staff you will start to lose the valuable work force you have that serves a very vulnerable and valuable part of our community.	12/31/2018 11:13 AM
2190	we, as direct care professionals, give our hearts to the people we serve. it is a very demanding and emotional job. we work every day to try and better the lives of those we serve, yet we ALL live paycheck to paycheck and can't afford many basics of life. we serve our most vulnerable citizens and do it from our hearts. If people worked in this field for the money, there would be 0 direct staff in the world. we do it because we have a passion to help people, we do it because not everyone can, we do it out of love. It would be nice to make enough money to take care of basic family need, such as food, housing, gas to get to work, you know basics.....	12/31/2018 11:10 AM
2191	I love what I do and the type of work field I'm in but the hourly wage is very low. Many employees are leaving this field do to that and it affects clients.	12/31/2018 11:08 AM
2192	Yes, I do not understand why our clients are making more money that I am or are getting pay at the same rate of pay when I have more job tasks, more responsibilities than they do.	12/31/2018 11:07 AM
2193	Yes, I am glad that I work to serve many adults with Disabilities, however, I do not agreed that our Clients are getting paid more than me or at the same rate of pay. I have an Associates Degree and many years of social serves skills that I have brought to BARC's company and I believe I deserve to get paid better. I have been at BARC for 5 years and I have been able to advances throughout the company which has given me more skills to give BARC but the rate of pay is not enough to live on my own. I personally do not live alone for this purpose that I can not afford it with the pay rate BARC is giving me. Hopefully, one day it can change.	12/31/2018 10:57 AM
2194	I've been working with CPES/Novelles (prior to that was Genesis Developmental Services) for almost 11 years. I have worked with this population for over 24 years now. I feel that providing care for this "silent population" often gets overlooked as far as for those care providers and licensed nurses and their pay rate. Living in the Bay Area is very expensive as most employees have to work 2 or 3 jobs in addition to make ends meet. The organization has made efforts to keep their employees happy though, such as adding paid holidays in 2019 and a retirement plan. However, the day programs in the Bay Area have been very stressed and understaffed for several years now and one particular day program in Burlingame has been running with a total of 6 employees (that includes the assistant administrator). Many of us employees believe that while "expanding" the business would be great for the company, it would be fair to take care of the understaffed programs that are suffering and already in operation. Competitive salaries would be a good start. Its amazing how in this county, a person can get paid more in a fast food restaurant flipping burgers while a direct support professional can make less and be taking care of human beings. Since this is a survey, I am hoping my identity will remain anonymous and no retaliation will be made against me for sharing my opinion.	12/31/2018 10:37 AM
2195	This is a wonderful position that few can handle, that few can do. If we didn't do it, who would, where would our communities go, what would our communities do? Who would care for them?	12/31/2018 10:36 AM
2196	Inflation high housing and food expensive. Raising our hourly rate would help us so many.	12/31/2018 10:27 AM
2197	The disabled people rely on us to support them in the community. Without us, where will they go, live, work, eat especially when state closes developmentally disabled places? They are people, like us. They are no different than us. They have voices and rights as well. They even pay their taxes!	12/31/2018 10:17 AM
2198	N/a	12/31/2018 10:17 AM
2199	I have to rely on another job just to make ends meet	12/31/2018 10:10 AM
2200	I have worked for this job for over 11 years. Recently, I had to cancel my health care insurance because the prices went up from the Trump care plan. I currently cannot afford to pay for insurance and housing. I am barely making it with a roommate. San Diego is very expensive on the salary that I'm paid. I love working with my clients and seeing them grow. It's getting to the point where I need to seek other opportunities because it doesn't pay enough to survive. As direct support staff we do so much to support these clients and work so hard to maintain balance. I feel like we don't get enough recognition or compensation that we deserve. Thank you for your time!	12/31/2018 10:04 AM
2201	Not at this time	12/31/2018 10:02 AM

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2202	the only story I could share is ..I love my job.but with in my long years as direct staff my salary is still at rest .im also doing transport for several years .I need also increase.do you think so?thanks	12/31/2018 9:51 AM
2203	I work and go to school everyday. I don't make enough to make ends meet. So I more more as time permits.	12/31/2018 9:47 AM
2204	I LOVE AND LIKE MY JOB..BUT I'm LIVING IN THE BAY AREA ANDTHE COSTOF LIVING HERE IS HIGH AND THE COMPENSATIONIS NOT ENOUGH FOR MY PERSONAL NEEDS..	12/31/2018 9:31 AM
2205	Compensation is not a living wage in SF or elsewhere in the state. Work is highly demanding requiring great dedication, yet wages are not much more than minimum wage.	12/31/2018 9:27 AM
2206	we need more support in serving our organization.and we need a better compensation.	12/31/2018 9:21 AM
2207	Certif from Para Ed from Washington State	12/31/2018 9:20 AM
2208	\$16.00 an hour maybe the average wage for a DSP may provide adequate daily consumption but still not sufficient enough to cover monthly expenses.	12/31/2018 9:19 AM
2209	I am working weeks where I cover to achieve 40-50 hours and have difficulties affording to live	12/31/2018 9:09 AM
2210	It's my first time I ever work with people with disabilities and I love when parents say thank you for what I do for their child and changes they can see. I love what I do, what would be nice is to receive a higher pay for the responsibility that we have and what we do.	12/31/2018 9:04 AM
2211	I wish we could make more on wages. I leave check to check. I love working with people disabilities. I feel that it's my passion to work with them. I love my job.	12/31/2018 8:56 AM
2212	I am currently having 2 jobs and I still struggling with paying rent and bills.In the last 5 monts I borrow 2100.I am a single parent and because rent is so high the children that were trying to leave on their own came back to leave with me and they struggle keeping a job or finding one. My struggle and stressful life made me gane wait and feel unhappy and have no joy just burden and pain.	12/31/2018 8:15 AM
2213	To make more money hourly	12/31/2018 8:15 AM
2214	We provide a much needed service for special needs communities. LOW pay is a reason why there is so much turn over	12/31/2018 7:53 AM
2215	a care giver doesn't make much and it's hard to pay bills	12/31/2018 7:47 AM
2216	Our work ensures that people with disabilities can lead full and meaningful lives as is their right as a human. Service provides are paid farto little and required to work all hours of the day and night with minimal benefits. The work can be stressful as we are working with people's lives. Funding/Compensation needs to encrease as we constantly loose good support staff to better paying jobs.	12/31/2018 7:31 AM
2217	In my position, I work with a non-verbal, non-potty trained 10 year old boy. It is not fun to change the dirty diaper of a 10 year old boy but I love the child as a whole. I am even learning sign language to communicate with him. His parents aren't interested in learning ASL, they just "talk" to him. It breaks my heart. I would like to work with this family as long as I can, just to see the mental and physical growth of the child.	12/31/2018 7:28 AM
2218	I don't let the low pay of my employment affect how I perform, but I can guarantee employers would see more dedicated, hardworking, and punctual staff if they were compensated more appropriately. Living on this salary, especially in San Diego, is extremely difficult and requires a paycheck-to-paycheck way of life.	12/31/2018 7:20 AM
2219	None	12/31/2018 12:39 AM
2220	Our efforts for others is a natural form of choice from strength and care.	12/30/2018 10:59 PM
2221	Our position does not receive adequate for living wages. we should make at least \$20 or more an hour to work in our job. We love our work, but should be rewarded more pay for all we do.	12/30/2018 9:10 PM
2222	Our position does not receive adequate for living wages. we should make at least \$20 or more an hour to work in our job. We love our work, but should be rewarded more pay for all we do.	12/30/2018 9:09 PM
2223	Yes, it would be appreciated if the current DTS hourly rate is reviewed and adjusted based on merit in addition to the mandated rate increase. it only seems fair to the employees who have been at the Ridge for a long time and who honestly deserve a merit increase.	12/30/2018 8:44 PM

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2224	I work very hard in this field for many years, but the pay we receive is not much. I do work seminar to LVN pay. But the state and our government don't seem to pay us for the hard work with Intellectual adults with disabilities.	12/30/2018 7:48 PM
2225	I can't keep up with high cost in Bay Area	12/30/2018 7:21 PM
2226	The additional hours I work are with another agency that pays me \$15 per hour and it's still a financial struggle.	12/30/2018 7:20 PM
2227	No.	12/30/2018 7:10 PM
2228	we should get raise without outside funding. According to the Americans with Disabilities Act the government should provide more jobs for them.	12/30/2018 6:36 PM
2229	I am currently having 2 jobs and I still struggling with paying rent and bills. In the last 5 months I borrow 2100. I am a single parent and because rent is so high the children that were trying to leave on their own came back to live with me and they struggle keeping a job or finding one. My struggle and stressful life made me give up and feel unhappy and have no joy just burden and pain.	12/30/2018 6:15 PM
2230	I have been with On My Own for 3 years. I really enjoy working with clients. However, there are some clients that need assistance managing their aggressive behavior. It would be nice to have wages increased to accommodate to those of us employees that are working with unpredictable behavior clients.	12/30/2018 4:15 PM
2231	I feel that in this region, the cost of living is too high, so an increase of pay is imperative.	12/30/2018 4:08 PM
2232	Often times I do one of my disability jobs I do more than a nurse therefore I feel we should be paid a similar salary.	12/30/2018 3:54 PM
2233	Yes having a caregiver work with someone who is mentally or physically challenged is an asset. They can give someone independence or assist them with their daily needs. Give support to the family and perhaps show them different ways to help their loved ones.	12/30/2018 3:14 PM
2234	I've decided to work in social services because I would like to make a difference in my community. However, the cost of living, gas prices, and food have gone up significantly. I do not have kids nor have been married and it's difficult for me to live independently in Oceanside. Although I've enjoyed working in this field I am considering relocating in the future if wages don't go up.	12/30/2018 2:33 PM
2235	No	12/30/2018 2:25 PM
2236	The women who works for this company that have kids spend less time with their children just to make ends meet, and not really make that much. It's a bit unfair.	12/30/2018 2:19 PM
2237	No	12/30/2018 2:07 PM
2238	No	12/30/2018 12:23 PM
2239	I struggle making ends meet and often miss out on time with children and family I am a single mother who does not get child support because my children's father refuses cooperation with myself or court.	12/30/2018 11:14 AM
2240	An increase in wages encourages competent support to remain and not have to seek other positions, thereby requiring more money to be spent on hiring and training of folks that will come and leave in a short period of time. This is economically wise and people wise, as competent, experienced support workers support folks with disabilities to have meaningful lives. Rapid turnover does not serve the system or the people being supported or, most importantly, the people being supported.	12/30/2018 11:11 AM
2241	Mountain shadows is an amazing organization. It provides a lot of help and support for the participants and the employees.	12/30/2018 11:09 AM
2242	Wages need to be raised. The level of care that we give our residents goes unnoticed.	12/30/2018 10:12 AM
2243	We should make more money than someone flipping hamburgers, because we are responsible for improving people's lives.	12/30/2018 10:07 AM
2244	I provide all of my time and effort to the individuals that we care for my entire life revolves around my job. I have no time to where I can receive any income elsewhere because I am working 6 days so that our clients are comfortable.	12/30/2018 9:30 AM
2245	Our residents are amazing individuals. And it is good to see how well they are cared for.	12/30/2018 9:14 AM

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2246	The pay for DSP is very low, thus the high turnover rate.	12/30/2018 8:11 AM
2247	Na	12/30/2018 7:27 AM
2248	Higher pay and more training especially because this is a field that will always have a need for employees especially skilled in working with behavioral clients. Also it has a very high turnover and a higher wage may combat that issue and keep staff around longer.	12/29/2018 11:11 PM
2249	Length of time in the field and experience should be considered when calculating wage	12/29/2018 10:26 PM
2250	I work in a program that specifically serves Deaf and disabled adults. This is a very underrepresented group, and for a variety of reasons, our consumers will frequently fall through the cracks, even in the disability services systems. Because we are so underrepresented, there is only one program in a very large area of our state that specializes in serving them, and that is the program I work for. We are underpaid, therefore, and understaffed. Our administrator does everything she can to pay us fair wages, but the majority of the budgets must go towards funding our program, for the good of our consumers. While this is incredibly important, we need better wages to keep our staff around, so we can provide the best possible support to our consumers.	12/29/2018 7:34 PM
2251	No	12/29/2018 6:42 PM
2252	My company does not provide a living wage. Having to work additional hours to help provide for my family, it puts a strain, emotionally and physically	12/29/2018 5:23 PM
2253	yes we have great responsibilities to take care of others lives because we care about them I believe we should get better pay for it.	12/29/2018 4:10 PM
2254	We need paid vacation time, to take care others, we also need to take care of ourselves, without having to make a choice between making a full paycheck, and having a few days off for ourselves	12/29/2018 4:00 PM
2255	Not at this time.	12/29/2018 2:58 PM
2256	Schedule would be more efficient if available online as well as the printed papers in the homes. Would have access to it 24/7	12/29/2018 2:27 PM
2257	We are an underappreciated commodity that takes care of people in a way that helps them thrive when the opportunity for them to show independence is provided plus basic life skills. We should be compensated just for our service that we give. so we can stay on our jobs and not look elsewhere to survive.	12/29/2018 2:14 PM
2258	i suggest that my job is evaluated my performance is of a CNA work is changing diapers and lifting. pay is low we should be having a special permit for what we drive witch is the a E 350, if the company can consider looking into this ...	12/29/2018 1:50 PM
2259	N/A	12/29/2018 12:34 PM
2260	Being able to work one job that pays enough to pay my bills on time helps me stress less then I'm able to be a better direct support professional to the people we work with	12/29/2018 12:18 PM
2261	I see that a lot of my fellow coworkers in the direct care support are struggling to make ends meet.	12/29/2018 11:59 AM
2262	The support needed is tailored to each person and requires not only a selfless individual but someone that continuously cares even off the clock. Many weekly staff commit themselves beyond a fulltime job and yet some are practically homeless themselves with this low wage. I'm fortunate that I have a second income through my hard working husband but not every employee has that. A lot of them are working multiple jobs to scrape by. Making it difficult to continue to commit to CLO and these individuals that truly need steady good people in their lives. Employees struggle but who suffers the most are the consumers when many just go in and out of their lives when the pay is lower than what even fast food restaurants are providing their employees. Quality lives means providing quality care and giving quality pay for that care. Thank you for review my comment!	12/29/2018 11:42 AM
2263	I have worked in this field of caring for people with developmental disabilities for 30 years. This is a job with a high turn over rate because many people find it difficult assisting people with DD on such a personal level. We should all have proper compensation so that the genuinely caring and attentive workers will be able to stay on and continue providing quality care.	12/29/2018 11:05 AM
2264	None	12/29/2018 11:02 AM
2265	I enjoy working & helping people. The families need a Lot of help, keep the provider motivated by increasing our pay.	12/29/2018 10:50 AM

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2266	My client and I have enjoyed the day time outings. We would like to the opportunity to go to more places in future. We have to stay within a reasonable budget. Reasonable accommodations and compensation are good.	12/29/2018 10:48 AM
2267	I do not have other paid employment but I also receive Social Security to depend on.	12/29/2018 10:12 AM
2268	I have to work 3 jobs to make mince meat it is sad at my age I have to work like this just to give it all away to pay bills I can't survive like this	12/29/2018 9:12 AM
2269	keep the good work! be realistic!!!	12/29/2018 8:49 AM
2270	N/A	12/29/2018 8:06 AM
2271	It's very difficult for me to pay for my daily living expenses on my pay rate. I work very hard for disabled adults and never feel like I am being compensated for it. I love what I do but cannot just have this job, I have to work another one just to survive.	12/29/2018 7:46 AM
2272	It is a struggle paying the rent and keeping food on the table let alone every month utilities are past due. We work long hours with little pay. Dealing with a mentally challenged person with behavior issues is not a easy task and can be real stressful at times.	12/29/2018 7:11 AM
2273	I love my job working with adults with disability but sometimes it can be hard financially. I am a live-in roommate and I am obligated to pay 50% of rent and utilities, even though the apartment is where I work. This comes out to about a third of my paycheck, making it difficult to save for the future. An increase in compensation would help me stay in this job longer.	12/29/2018 7:08 AM
2274	We are over worked and under paid. some consumers are violent, so every day we are taking a chance with being attacked.	12/29/2018 7:05 AM
2275	na	12/29/2018 7:02 AM
2276	90% of Direct Service Personnel I work with have only the recent State mandated sick days . They do not get paid for any holidays , so November and December are difficult financially. They do not get any vacation days, so if they take days off it is without pay! This has taken its toll on the health and we'll being of my fellow employees. One employee just passed away at 60 years of age. He worked sometimes two extra jobs to make ends meet. He needed an operation on his knee but could not afford to take the time off to get it taken off! I see this happening with another employee who is older and has a young family, he is trapped, put up with the pain, or have his family end up on the street. I see other staff, never taking a holiday with their young children,if it doesn't fit into a weekend window, and not cost too much, they do not have those kind of experiences that énrich a family. Medical coverage is also an issue, several staff including a director, do not have medical coverage, and pay fines, because they can't afford premiums. The co mmm pant we work for dropped the employee, medical coverage because it was too expensive , and pay a fine instead.	12/29/2018 6:57 AM
2277	i feel like as a Dts staff we are poorly taken care of as in pay wise, and position in certain homes are in should at least have some kinda of certificate we can use outside of work and to better are carrier if we proceed to. and for the staff who ever worked and still work the NOC shift should've had a pay increased for having to stay awake for long periods of time to make sure our clients are safe and well taken care. we should also get a pay increase for being drivers using company cars or vans and get a special kind of licences to be able to drive the company bus vans. we are like family here at the Ridge and i think us as staff we diverse to be treated like family and treated right as employees its only fair so we dont have to look else where for more pay.	12/29/2018 6:21 AM
2278	I love working as a direct provider for individuals with disabilities. However, I only work in this field because I like the flexible schedule that allows me to spend time with my child and family. Yes, I'm grateful for the small income I earn from working. However, I know I would not be able to afford living in California with the income from this job alone. I'm glad my spouse has a career that allows me to have a part time job for now. I feel sorry for my coworkers that have to live with such limited income. As an avoidable consequence of the low wages, the quality and quantity of service providers are extremely low. There are only a few caring and qualified professionals that are willing to stay in the field.	12/29/2018 5:59 AM
2279	This is a healthcare position, we have the patient/clients lives in our hands so we should definitely be well compensated	12/28/2018 11:55 PM
2280	No	12/28/2018 11:37 PM
2281	the reward of taking care of our special people is more than the pay receive. which is the only reason i stay here. we really don't make much money. A little more pay would help us make ends meet. we should be paid what we are worth. we work hard.	12/28/2018 11:32 PM

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2282	An increase all around is in order.	12/28/2018 11:29 PM
2283	I have to work 2full time jobs in order to pay my rent and bills need a increase in my income	12/28/2018 11:24 PM
2284	I work night shift, before we have night differential, then they took it out, it helps if they put it back and i work in a DDN home i hope they gave us at least a dollar extra or more and lastly I've been here for 14 yrs. before we are higher than the new staff now starting Jan.2019 we're even w/ our pay rate.	12/28/2018 11:11 PM
2285	No	12/28/2018 10:41 PM
2286	For most clients were their only family we become a family whether you want to or not. I've got hit, scratched, hair pulled out and my personnel belongings destroyed as well as anxiety attacks due to all the stress and things we go through on a daily basis.	12/28/2018 10:40 PM
2287	I am trying to rent a place and my pay is to low to qualify for. I go to school full time and work part time	12/28/2018 10:19 PM
2288	Adults children and family are greatful for the services we provide.	12/28/2018 10:13 PM
2289	We work very hard to impact the lives of those with disabilities. Low wages results in high turnover and less help for those who truly need it.	12/28/2018 9:55 PM
2290	No	12/28/2018 8:51 PM
2291	The pay is very low. \$14.00 an hour with full benefits would not be able to support a family of six people.	12/28/2018 8:48 PM
2292	I am retired and have income that supliments what I earned	12/28/2018 8:46 PM
2293	I am currently single, providing for myself working full time hours begging to do more hours because month after month I find myself in dept. I buy and spend my money on the minimum and the necessary and yet, can barely afford to pay for gas to go to work. I humbly request more compensation for my work in order to provide service as necessary for the clients and for the provider.	12/28/2018 8:33 PM
2294	Na	12/28/2018 8:10 PM
2295	Na	12/28/2018 8:07 PM
2296	Na	12/28/2018 8:06 PM
2297	We do some of the hardest, most difficult work that mainstream individuals do not want to do, yet we get paid so little most of us have other jobs in order to take care of ourselves.	12/28/2018 7:50 PM
2298	Yes, All Staff should get an increase in wages.	12/28/2018 7:42 PM
2299	None	12/28/2018 7:35 PM
2300	Live-in support can be a very demanding job, emotionally and physically. It is about helping the most vulnerable people in our society. In that sense we cannot do without it. It is needed, and it is the humane thing to do. On a personal level I find it extremely rewarding to be able to help others that way. However it would be great if I could actually afford to live with what it pays me. To increase the wages of social workers is not only right, it is the honorable thing to do.	12/28/2018 7:14 PM
2301	No	12/28/2018 7:11 PM
2302	As a full time caregiver, it can be very hard to make ends meet. It is very personally rewarding to me to work in the field that I do but it is both physically and mentally demanding and the compensation provided often makes the stress levels even higher. If wages could be increased, even a little, it may help to retain quality staff and in the long run, be more cost effective as new people wouldn't constantly need trained. It has been proven that the better the compensation, the better the quality of work and this is especially important when your work involves the well being of another person who looks to you to aid and guide them. Resources of any kind that make the time spent with consumers run smoother and feel more worthwhile and productive are always welcome and appreciated. When the stress of providing for one's self and family is lessened, it makes doing one's job a much better experience.	12/28/2018 6:49 PM

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2303	Having to work 40 plus hours a week to survive shouldn't be legal. Having to cover so many hours with clients due to No one wanting to work for minimum wage, which results in people like me covering 20+ hours a week on top of a 50 or 60 work week, all just to make sure my clients have quality care. When we have higher wages we will have more quality employees, and not ones who consider this a baby sitting job, who also never last. When minimum wage is the standard we get minimum employees!!! Higher wages equal higher standards!!!	12/28/2018 6:37 PM
2304	Overworked and less pay	12/28/2018 6:31 PM
2305	N/A	12/28/2018 6:25 PM
2306	The service provider serves various people with different disabilities. Without the services we provide many of these wonderful people would not be able to live independently in their communities. We wear a many of hats that are above our outlined job description. We're the gateway for disabled adults!	12/28/2018 6:09 PM
2307	This is a vital and wonderful service for families who have loved ones with disabilities. I am proud our Country cares for our elderly and disabled, I am proud to be a part of it!	12/28/2018 6:07 PM
2308	This is a vital and wonderful service for families who have loved ones with disabilities. I am proud our Country cares for our elderly and disabled, I am proud to be a part of it!	12/28/2018 6:06 PM
2309	DSP are mostly poor mothers who spend their whole lives supporting disabled persons. Their salaries are too poor to improve their lives. Should the State review their pay in consideration with the current standards of life in US. This may significantly impact the lives of many single mothers with their children.	12/28/2018 5:51 PM
2310	Job coaches are underpaid, especially considering the responsibility, liability and (hopefully positive) impact that we have on our clients. Due to this there is a lack of qualified individuals, leading to high turnover of employees and lack of staffing. We are all overworked to the point of extreme stress and depression. As a result, it is incredibly difficult to remain motivated. Most of us are considered "very-low or extremely-low income". We are unable to afford our own medical and mental health care. We make little more than minimum wage, and MANY of our clients, who would not be able to remain employed without our work, make more money than us! Those of us who are good at the job continue to do it as a labor of love, and continue to make a huge impact in the quality of lives of disabled individuals. To be honest, many are reaching (or have reached) breaking point. This stands to decrease the quality and availability of job coaching resources for those who need it the most. I support the maximum increase going to provider agencies AS LONG AS it go directly to Job Coaches and not to corporate staff, remodeling, facilities, marketing, etc. The front lines have been overlooked for way too long.	12/28/2018 5:33 PM
2311	Direct Care is hard. However compensation is low. It needs to be increased	12/28/2018 5:30 PM
2312	It is a shame that there is not enough pay to keep qualified dsp's. I have always had to hold 2 jobs to make ends meet.	12/28/2018 5:23 PM
2313	No thank you.	12/28/2018 5:16 PM
2314	I have to have a second, higher paying job in order to make a livable income. Splitting myself between two different kinds of work takes away from my performance with my client. For what DSP's do, tolerate, and give back to their clients, minimum wage is not suitable compensation. We do and give so much of ourselves, often thanklessly, and still can't afford the cost of living.	12/28/2018 5:12 PM
2315	I work for a respite company, in the Admin. dept. I live with my sister, whom had a major surgery in June 2018, I used a organization that provided my Sister with a Caregiver while she recovered so I could go to work. We have no financial help.	12/28/2018 4:57 PM
2316	No	12/28/2018 4:55 PM
2317	I believe that compensation rates are directly related to employee retention rates and more importantly perhaps related to the quality of services provided.	12/28/2018 4:46 PM
2318	I'm having to work 2 minimum wage paying jobs to make a living in an era where the cost of living keeps going up every year in California and wages are staying the same my rent on my apartment has been going up almost every 6 months for the past 2 years it's getting ridicules.	12/28/2018 4:44 PM
2319	I'm having to work 2 minimum wage paying jobs to make a living in an era where the cost of living keeps going up every year in California and wages are staying the same my rent on my apartment has been going up almost every 6 months for the past 2 years it's getting ridicules.	12/28/2018 4:43 PM
2320	Na	12/28/2018 4:26 PM

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2321	Using the hooyer to lift recipient from bed. It's hard. Some of the staff is short and have to climb bed to put on the sling behind recipient. Then transfer recipient to the shower chair then to the wheelchair. It's hard	12/28/2018 4:12 PM
2322	I feel that I go above and beyond in my role as a resource counselor. I truly love what I do and care for the people I work with. Although it is sometimes difficult because the cost of living is so high, and I feel if compensation increased the level and effort of my work would match up more appropriately.	12/28/2018 4:11 PM
2323	No	12/28/2018 3:56 PM
2324	We do really need raise specially living in California everything is high and if you are working only 40 hours a week you can't afford to pay a rent and support a family .	12/28/2018 3:48 PM
2325	I think this work provides a very important public service. In order to continue to get the best people to do this week they need to be able to make a living wage and ideally better than that. Please consider increasing pay for people who work in this industry.	12/28/2018 3:46 PM
2326	I have a 1 to 4 ratio group that I serve for six hours a day(not counting transportation from their home to program and back home) I am responsible for their safety and well being while assisting them with life skills and paid job readiness and recording their progress as they go along. I try to also assist them to being as independent as possible.	12/28/2018 3:36 PM
2327	I have a 1 to 4 ratio group that I serve for six hours a day(not counting transportation from their home to program and back home) I am responsible for their safety and well being while assisting them with life skills and paid job readiness and recording their progress as they go along. I try to also assist them to being as independent as possible.	12/28/2018 3:35 PM
2328	I work at an art center providing mentorship for adults with disabilities who are pursuing a career in the arts. My coworkers and I are all in this field because we genuinely enjoy and are committed to the mission of the organization we work for, although because of the low wages some employees move for more sustainable opportunities. A wage increase would mean I could attend courses and conferences that would enrich the knowledge and skills I provide for the artists I serve.	12/28/2018 3:34 PM
2329	Care providers do alot of work and deserve more pay. Care providers work long hours, provide quality care, and get low pay.	12/28/2018 3:32 PM
2330	My wok requires heavy lifting which could limit my employability in the future	12/28/2018 3:29 PM
2331	I recently saw a a HELP WANTED Classified for dishwashers at an hourly wage higher than what I am making...	12/28/2018 3:29 PM
2332	As a direct support provider I feel like we play such a pivotal role in the people we care for lives. We give our all to make sure they are always taken care of and they have a quality life. We do the ultimate job that not many others are cut out for. We care for other humans, cook, clean, take care of there hygiene, support them. And I think that after we give our absolute all we shouldn't have to go home at the end of the day wondering if I should pay rent or buy groceries. I feel like even the smallest compensation to make life a little more comfortable after all the hard work we put in would mean the world.	12/28/2018 3:27 PM
2333	Wages are extremely low in my county that is why i still work in alameda county or i wouldnt be able to afford rent and food and pay bills	12/28/2018 3:24 PM
2334	I work a lot of hours because of the pay rate and lack of pay raises I also have to travel an hour/half because of the cost of living I miss a lot of family time and I have young kids that I would like to spend more time with them I feel I do my best at my job and would like to keep up with the economy rent is going up and a raise would help out a lot thank you	12/28/2018 3:19 PM
2335	If there are not any programs for them to attend, they just sit and play games, watch TV and eat. They are not learning how to do life skills, work skill and social skills. These skill sets are important for them to grow as a person. Not all will be able to work ever, but still need life skill's.	12/28/2018 3:15 PM
2336	No	12/28/2018 3:01 PM
2337	If I did not have a rent controlled below market rate home, I could not afford to work at this job. I also cannot afford the health plan offered to me by my employer.	12/28/2018 2:59 PM
2338	No	12/28/2018 2:59 PM
2339	The service I provide, being a respite worker to families with disabilities, I see a great need for the services that I am able to provide. I enjoy working with these families and with Shella.	12/28/2018 2:55 PM

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2340	Na	12/28/2018 2:55 PM
2341	The cost of living in the Bay Area has sky rocketed over the last several years, but our income has not gone up enough to keep up during these drastic economic changes. The work we do is very important and a pay adjustment to reflect this would be very much appreciated and allow the people who choose to work to support people living with disabilities to continue doing the work we do.	12/28/2018 2:44 PM
2342	My whole pay check only pays one bill	12/28/2018 2:42 PM
2343	The job is an important one and talented individuals are required for clients to receive high quality care, proper compensation can encourage those individuals to stay in the field.	12/28/2018 2:40 PM
2344	I believe the work of people who work with people who have disabilities deserves much more than minimum wage. We care for these people and help them develop skills to live a better life and help them become more independent. This is also why it is so difficult to find GOOD people to work at jobs like this, minimum wage is not good enough in California.	12/28/2018 2:27 PM
2345	This minimum wage job merely supplements my social security and small pension income. I can't imagine trying to live on this wage alone. Not with any dignity.	12/28/2018 2:27 PM
2346	Pay more money	12/28/2018 2:24 PM
2347	We all to take care of the health dependants, sicks, needings and disabled of our society. One day most of it and most of us will need of help.	12/28/2018 2:24 PM
2348	Pay more money	12/28/2018 2:21 PM
2349	I live paycheck to paycheck its hard. A wage increase will help	12/28/2018 2:20 PM
2350	Caregivers who work with low function clients should get more pay than caregivers who work with high function clients.	12/28/2018 2:15 PM
2351	No	12/28/2018 2:12 PM
2352	i feel as though if you work with an employer who requires full service such as showering , grooming , changing briefs , feeding etc should have a higher compensation . This require a lot of work from a direst support professional. higher compensation will also lower the amount of overtime hours i have to work in order to maintain my household . Without overtime hours i would not be bale to make ends meet with my regular 40 hours a week .	12/28/2018 2:11 PM
2353	Im a single mother living in Sacramento. Im currently a full time DSP and i work a overnight shift. Im employ ed by two other agencies when i pick up shift here and there where i care for disabled and elderly adults. I also do door dash and lyft when needed to make ends meet. Working all theres hours doesnt allow me much time with my children which makes me feel bad as a single parent.	12/28/2018 2:09 PM
2354	to simply ask yourselves if you could honestly live off of what people in this field currently make.	12/28/2018 2:04 PM
2355	I think having better pay would really retain staff working in this field.	12/28/2018 2:00 PM
2356	BEING A SINGLE PARENT IS EXTREMELY CHALLENGING WHEN THE COST OF LIVING CONTINUES TO GROW BUT THE WAGES DO NOT KEEP UP WITH THE RISING COST OF LIVING. I HAVE HAD MANY MONTHS WHERE IT HAS BEEN A STRUGGLE TO MAKE ENDS MEET. I NEED TO PUT FOOD ON THE TABLE AND HAVE HAD TO USE SOME OF THE LOCAL FOOD PANTRIES TO HELP FEED THE FAMILY. AT TIMES IT WAS NECESSARY TO JUGGLE BILLS IN ORDER TO MAKE THE HOUSE PAYMENT AND THEN THAT WOULD MEAN THAT SOME BILLS WERE LATE. I HAVE LIVED WITH POOR PLUMBING SIMPLY BECAUSE I COULD NOT AFFORD TO PAY A PLUMBER SO THAT THE HOUSE PAYMENT COULD BE MET. AT ONE POINT I HAVE LIVED ALMOST ONE YEAR WITHOUT RUNNING HOT WATER. THE JOB WE DO IS REWARDING TO KNOW THAT WE ARE HELPING A FRAGILE GROUP . STILL IT WOULD BE MOST APPRECIATED IF OUR WAGES COULD BE INCREASED TO REFLECT THE HIGH COST OF LIVING AS WELL AS THE TYPE OF SERVICE WHICH WE PROVIDE TO OUR COMMUNITY. AS YOU MAY HAVE SEEN THAT MANY PEOPLE CAN NO LONGER AFFORD TO STAY OR LIVE IN CALIFORNIA AND MANY HAVE ALREADY MOVED OUT OF STATE. SONOMA COUNTY SEEMS TO HAVE LOST SIGHT OF THIS FACT. PLEASE HELP TO MAKE OUR WAGES COMPARABLE SO THAT WE MEET THE NEEDS OF THE NEVER ENDING COST OF LIVING . THANK YOU	12/28/2018 1:57 PM
2357	Great place to work, Consumers are pleasure to work with.	12/28/2018 1:57 PM
2358	No 😊	12/28/2018 1:55 PM

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2359	Yes, I'm over worked and underpaid. There's no way I can pay my bills on what I make.	12/28/2018 1:55 PM
2360	N/a	12/28/2018 1:55 PM
2361	I commute into SF for my job which adds a significant chunk of time and expense to the job	12/28/2018 1:53 PM
2362	We all deserve equal rights and increase in pay.	12/28/2018 1:52 PM
2363	It has been tough to live in the Bay Area on the salary I receive. Also, at 50 I still have not started to save for retirement. I stay at Creativity Explored because I love my job, the people I support as a teaching artist, and my coworkers.	12/28/2018 1:50 PM
2364	Compensation as a Studio Art Instructor at an art-based program for artists with disabilities is far below industry standard. I really enjoy the position, but likely to consider changing workplace if a competitive offer is made. Having wages that reflect my education, professional experience and skill would increase my likelihood of staying in this area of work.	12/28/2018 1:49 PM
2365	I think all of the people who work directly with this population are severely underpaid. It seems that most people who have chose to stick around are most certainly doing so from their own convictions and from the connection they have to the individuals they work with and they/we sometimes are sacrificing financial security in order to do so. If workers were compensated appropriately it would result in far less turn over and burn out and would aid in providing better services all around. Whats good for the workers would in turn be good for the company but most importantly would be good for the individuals we serve.	12/28/2018 1:44 PM
2366	we work hard with the special needs its a lot of work and patience we need a raise please. God Bless.	12/28/2018 1:36 PM
2367	Over the years I have observed that most of my coworkers have multiple jobs(the same type or other) to supportn themselves or their families. Many don't jabe time off, moss holidays, or work ober 16 hours a day, 7 days a week. I am fortunate to live with parents and use what i would pay in rent to go school. People are mot paid enough and don't have time to pursue others aspects of life or have time for their kids. I hate to see ppl on a permanent cycle of just making enough to put food on the table but can't have free time for money anything else. :-(12/28/2018 1:35 PM
2368	we work hard with the special needs its a lot of work and patience we need a raise please. God Bless.	12/28/2018 1:26 PM
2369	Current wages do not allow the freedom to be sick for more than what your sick hours will cover, or miss a shift to go to an important event.	12/28/2018 1:18 PM
2370	First of all this is California and it isn't getting cheaper to live here. All those that work in the field and industry do it for the people that can't do for themselves. I've heard of countless stories of people just not being able to make this work in this field and leaving for higher pay in other fields of work. Higher pay would allow us to retain the staff that truly want to be here as the ones that stick it out definitely aren't staying or doing it for the check. Which is why most if not all have some source of second income that takes them and their time away from their own person family and friends. We all love working for the clients that we provide services for, we would just like to get paid more adjusted to the cost of living.	12/28/2018 1:14 PM
2371	As a manager and a direct support professional; I have seen many employees come and go due to pay. I just learned that a woman who works for this company has been here for 13 years and makes about \$12.00 an hour.	12/28/2018 1:14 PM
2372	Not sure what this survey is really regarding. It asks very personal questions. It seems like some kind of tax break or some kind of census. Weird.	12/28/2018 1:10 PM
2373	?	12/28/2018 1:09 PM
2374	Would like to make more money to be able to stay in this field of work.	12/28/2018 1:08 PM
2375	It's hard to maintain a household with minimum wage salary and it leaves no quality time with your children because you are working 2 jobs to keep a roof over your head. This is not fair	12/28/2018 1:04 PM
2376	I currently work for two agencies plus do private care. (Used to work for three agencies plus do private care.) It is incredibly sad, frustrating, and discouraging that our income is as low as it is considering the importance of the care we provide.	12/28/2018 1:04 PM
2377	I love working for the company.	12/28/2018 1:01 PM
2378	more pay	12/28/2018 1:00 PM

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2379	Working with disabled people is important because it enables the individuals to become independent and integrate into the community with pride and dignity. There are people within the community that assume that working within the disabled community is only caretaking, which is misinformation. Working with these demographics opens up the world for a disabled person by teaching social skills, community integration, assisting with education, employment and housing, and insuring that the medical needs are met. The work is time consuming and requires patience. Not to mention that some individuals can obtain the skills required within the community to give back by gaining purchasing power and paying taxes. With the assistance of the provider this offers a better quality of life. All this does not come easy to a disabled person it takes trusting the provider that is assisting him/her gaining self esteem in themselves. Nor does it come easy to the provider. The provider also has their own financial responsibilities outside of the job, not to mention the costs inquired from using their own vehicle to transport clients which can mean driving several hundred miles monthly. The cost of living keeps growing and pay scale for this type of work does not meet the living standards of today.	12/28/2018 12:59 PM
2380	I enjoyed my work through the respite very much but the pay is not commensurate with what I am able to receive in other venues working with the disabled. I work for the school district as well.	12/28/2018 12:58 PM
2381	We have a difficult time finding and keeping staff to fill the positions that we have open. We have to remove staff from our part time clients to fill our fulltime clients. We pay an enormous amount of overtime because of the support our clients need and the lack of staffing. Many of the direct service staff have to maintain a second full time job so they can afford to live. Management has to fill in shift for direct service to help minimize the amount of overtime paid. If the company would be able to pay more money to staff then the company would be able to find staff to work instead of taking a job at a burger joint because they pay more and you are not responsible for someone's life. The responsibility that staff have caring for another individual is an important rule in our clients life and it is difficult to find and keep quality staff members.	12/28/2018 12:56 PM
2382	WE DESERVE MORE PAY.! WE CANNOT AFFORD TO LIVE IN CALIFORNIA WITH THIS WAGE	12/28/2018 12:55 PM
2383	Our clients depend on us to be their family. We spend 8-16 and sometimes even 24 hours with them. Without breaks, without personal time, we have to find the time to shovel some sort of food down our throats to keep our energy up. It is hard work, we get attached to the people we care for, we pour out our blood, sweat and tears.	12/28/2018 12:50 PM
2384	If it wasn't for the income I receive from SSA and my husband's salary, I would NOT be able to live in Santa Clara County and perform the job I love.	12/28/2018 12:49 PM
2385	I think we, as providers, deserve the same benefits as other professions.	12/28/2018 12:48 PM
2386	More pay	12/28/2018 12:34 PM
2387	I absolutely love my job the administrative team seems to be looking out for the best interest for not only our clients but employees as well. I know direct support workers who are homeless/have been homeless. They live paycheck to paycheck and end up leaving to higher paying jobs and the care for the clients suffers when we are having to put new caregivers in every few months. Lacking in stability we all disabled and able crave.	12/28/2018 12:33 PM
2388	No	12/28/2018 12:30 PM
2389	I work 80 hours a more a week with non profit agencies just to keep a roof over my head and my Bills paid.	12/28/2018 12:27 PM
2390	I manage a day program In the city of Oxnard. we have 90 participants that staff dedicate hour making sure they are healthy, safe, and enjoying life. Not by choice Most of us work a 2nd job to survive. If we had a good paying rate we can work 1 job and enjoy after hours activities of our own, but because we don't have that pleasure we miss out on family time. Please take time and and see what important duties we play in our participants life and our community. Please find this simple note and organize some kind of compensation to our staff.	12/28/2018 12:26 PM
2391	No	12/28/2018 12:23 PM
2392	It would be nice for wages to go up I'm a single mom the cost of living is going up to pay for daily living.	12/28/2018 12:17 PM
2393	As a direct care taker, we spend most holidays with our clients and miss out spending time with our own families for only \$12 or \$11 hours an hour. Not to mention some of the physical and verbal abuse that we experience with our clients when they get upset.	12/28/2018 12:09 PM
2394	it's hard to provide basic needs let alone care for special needs around the clock	12/28/2018 12:02 PM

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2395	I know some of these workers are not qualified to take care of some of these clients. I don't feel they have enough training experience to work with these clients.This company is putting two clients together and they expect us to give 100% to two people. You almost have to be a nurse to take care of some of these clients. To pay a worker minimum wage to do this job is ridiculous. I do this job because I love it and I don't need the money.	12/28/2018 11:57 AM
2396	No	12/28/2018 11:55 AM
2397	Direct support workers in this industry are rarely fairly compensated. This type of work is important to the lives of the people we support, without direct care staff, thousands of people with disabilities would be unable to do basic daily living tasks. We need to be able to compensate our workers for their crucial work.	12/28/2018 11:51 AM
2398	After over 7.5 years employment at a Day Program, I was paid the same as ALL DSPs - earning \$11.25 per hour - (25 cents above minimum wage).	12/28/2018 11:49 AM
2399	Having to have 2 jobs to sustain my household diminishes my family's quality of life. I am unable to attend school functions with my child, I'm tired when I'm not working, we aren't able to have any savings to speak of and no vacations. We live on the basics all the time.	12/28/2018 11:47 AM
2400	I work full-time ,and holidays sometimes but I'm still unable to buy any birthday gifts or presents for my family. A couple months ago I had to take out a loan to support my dog. And when I do also pay for insurance through the company so my checks come out way smaller then they use to be. Lucky I live with a girlfriend and a roommate so I can make ends meet.	12/28/2018 11:47 AM
2401	Yes, can't pay my rentals, I have to work two job, and when I do I will pay more tax and can't qualify for any government support.working hard just to pay rent and tax.	12/28/2018 11:44 AM
2402	People that work in fast food service are being paid more money than direct care staff and some administrative staff that care for people with developmental disabilities	12/28/2018 11:43 AM
2403	i dont have any suggestions really, just more pay would be very helpful. i give up alot of my time with my family & friends to work 2 jobs to support my living & my family. its a daily struggle	12/28/2018 11:40 AM
2404	Yeah, alot of us are doing the best that we can with the pay wage and the hours that we are given to keep ua going. However, since we are providing supports from those who need it, it would be nice to receive more than what we are earning right now to make a living, ita barely enough to cover rent let alone other miscellaneous items that we need.	12/28/2018 11:39 AM
2405	Just that it would be nice to restructure pay levels so that those of us who have been here for over 20 yrs are eligible for more pay increases :)	12/28/2018 11:37 AM
2406	No comment	12/28/2018 11:30 AM
2407	Obtain full retirement at age 65 with everyone who is entitled benefit.	12/28/2018 11:30 AM
2408	Na	12/28/2018 11:24 AM
2409	Higher taxes for the rich people who invest their wealth on material and worldly things. Increase the wages and less taxes for people who work and invest on people with disabilities to make their disabilities turn into abilities.	12/28/2018 11:23 AM
2410	Some clients live about a hour away. Maybe offer more pay hourly?	12/28/2018 11:20 AM
2411	Increase in wage would be absolutely wonderful. At \$11/ hour i have to work 57 hour weeks in order to make ends meet.	12/28/2018 11:16 AM
2412	No just think for the work we do we should get paid a lil more	12/28/2018 11:15 AM
2413	I need higher wages to pay for basic needs.	12/28/2018 11:13 AM
2414	Better pay would help us get by a little better, things are getting more expensive.	12/28/2018 11:13 AM
2415	Should definelty get paid a couple of dollars more. 13.00hr	12/28/2018 11:12 AM
2416	I feel what we do as caretakers is amazing we provide care and love for those who are unable to care for themselves and who don't have family to care for them we do just as much work as doctors and nurses in hospitals yet we get paid minimum wage when we do more the minimum work that is because we love what we do what if there were no caretakers who would take care of your ill mom or dad and even your grandparents it is a field that needs to be noticed Thank you got your time	12/28/2018 11:10 AM
2417	No	12/28/2018 11:08 AM

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2418	no	12/28/2018 11:07 AM
2419	We take care of people who are incapable of caring for themselves. I love my job and my ladies I work with, but we can't even make enough money to care free r ourselves. How is it California wants to pay fastfood workers the same wage I've made for the last several years (without a raise)?!	12/28/2018 11:02 AM
2420	Ours is challenging field and it is difficult to provide quality support to our individuals when we need to work a second job. Also the survey is a little bias example I am a single father but was only asked whether I was a single mother.	12/28/2018 11:02 AM
2421	With a higher pay, we are likely to have a higher request for employment.	12/28/2018 11:00 AM
2422	Yes we need a raise because the cost of living is too high we can't pay rent with the money they give us I do not want to wind up homeless	12/28/2018 10:59 AM
2423	No	12/28/2018 10:58 AM
2424	I have been doing this for over 15 years, and over the last 10 I have received less than one dollar in raises total. When you factor in cost of living increases, my pay is going down each year.	12/28/2018 10:50 AM
2425	No	12/28/2018 10:49 AM
2426	I am lucky to be a personal position to not have to work an outside job. My fiancé is a lawyer and is able to make up the difference in bills I would not be able to pay. Were I not in this relationship I would not be able to work for my employer or live in San Francisco (my hometown). I see my single co-workers struggle finacally because the pay in this field. Many work one or more outside jobs to make ends meet.	12/28/2018 10:49 AM
2427	Most of the clients we serve, have medi-cal insurance unfortunately the providers are not always in their area and at times we provide transportation to and from appointments, although we get some competition for mileage, gas still comes out of our pockets with the cost of gas these days, it can be a financial burden, as well as the location of servicing clients, we do not get compensated for travel to and from appointments.	12/28/2018 10:47 AM
2428	No	12/28/2018 10:47 AM
2429	I haven't gotten a raise since the first year of employment here, and it's only 30 cents above minimum wage. The whole company underpants their employees. Yet, they have new employees making 12 an hour coming in with no experience.	12/28/2018 10:43 AM
2430	In future	12/28/2018 10:42 AM
2431	I have several children that I work with and I can see that I get pay the same for my single client and for the set of twins that I care for. I know that their patents both work and provide to society but I know that they set aside a paycheck in order for them to come up with extra money that Manos RCEB won't pay. They have been transparent and say they don't know how long more they could do this and that I should always keep my options open with other clients or other work because it is becoming to be a bit much and they don't know if they will be able to continue keeping me as the respite in childcare provider.	12/28/2018 10:41 AM
2432	Working with peoples with disabilities is rewarding, and without my help and the organization I work for, a good fraction of our participants couldnt fulfill recreational, vocational and work- ready programs and classes, which is a right every individual has. Though while working with this organization in San Francisco, it is extremely difficult to use this as my only source of income to get by.	12/28/2018 10:38 AM
2433	I work extremely hard to ensure my client with cerebral palsy gets the best quality care. I am elite at my position as Direct Service Trainer.	12/28/2018 10:36 AM
2434	More income	12/28/2018 10:34 AM
2435	No	12/28/2018 10:33 AM
2436	This job isnt easy I do everything for my client feeding changing bathing cleaning house everything for him he is in a wheelchair and cant walk...we need to feel appreciated just like any other employee at any other job..just because we get to go to a house we are not in a comfort zone per say..it is hard work and patience	12/28/2018 10:31 AM

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2437	Over the last 10 yrs I have witnessed staff burnout because they have to work multiple jobs to support their family. There's been many times that good staff have found new jobs outside this field and then we become short staff again, can't find good ones to hire so then the services we provide don't meet our Mission. I don't see how we can meet the HCBS regulations when we can't keep staff and pay them a living wage!!! It's our clients that suffer from this lack of staff!!! They don't get to go into the community as much, or the quality care!!!	12/28/2018 10:27 AM
2438	I enjoy working for On My Own. By assisting and being of service to others, I learn valuable tools that I can incorporate into my own daily life.	12/28/2018 10:26 AM
2439	N/A	12/28/2018 10:25 AM
2440	While our job may not be physically demanding, it can be mentally demanding at times since you are in direct contact with youe client. You become part of their lives far beyond just showing "to work". But because of this reason, the emotional reward always exceeds the monetary compensation, as our job is usually underrated	12/28/2018 10:25 AM
2441	what about the people that come after us? what about them. let go of your ego, please. help.	12/28/2018 10:23 AM
2442	N/A	12/28/2018 10:21 AM
2443	To provide high paid wages.	12/28/2018 10:16 AM
2444	Unfortunately, the money I received from working with disabled people is not enough. Living in California is very expensive and making 11 dlls per hour is not helping me to have a quality of life.	12/28/2018 10:16 AM
2445	Everyday my co-workers and myself come into this population that we serve. We are friends and advocates, to those who are typically overlooked by society and even more disenfranchised. We give a voice to the voiceless. We deal with bad behaviors, physical retaliation, and unrealistic expectations for our company, the families of those we serve, and excessive cold-heartedness from the state. Our company focuses on keeping our clients below the baseline so that they can continue billing the state. Instead of uplifting and pushing our clients to be as successful as the possibly can. We even assist those who need help toileting, despite being a program not equipped to handle these type of clients. Despite all the travesties, the worst of all is, we get paid so woefully little that some us rely on government assistance just to get by. This is unacceptable given we are educators to disable adults. It is my hope that are taken care of the manner that we deserve.	12/28/2018 10:11 AM
2446	I believe that working in the social work field consists of many responsibilities and duties. The amount of pay given an hour to social workers does not equal the amount of work that is put in daily towards working with individuals with developmental and intellectual disabilities. The only suggestion I would make is to provide a pay raise to equal the amount of work.	12/28/2018 10:08 AM
2447	Living cost increase with rent. Good cost increase. Working with low wages, working multiple jobs to make ends meet	12/28/2018 10:03 AM
2448	It is hard to want to stay with this job, not because I don't enjoy it, but because the wage is so low. These people need help, but I want to look for better paying jobs which is hard to do since I have also made an emotional connection with my client.	12/28/2018 9:59 AM
2449	Please give us the 8% raise	12/28/2018 9:56 AM
2450	If pay were higher I believe it might motivate caregivers to do a better job. I find it discouraging to see signs at a local burger shop advertising employment at a higher rate than taking care of our precious vulnerable disabled community. In the bay area, nobody can live on the pay that is provided. It forces many to get second jobs. Service providers should be sharp, energetic, and not exhausted.	12/28/2018 9:51 AM
2451	I believe that the people who work with the handicapped and elderly should be paid at least \$20.00 or more for the work they do. It is hard work. Thank you for letting me express myself.	12/28/2018 9:50 AM
2452	It is incredibly difficult to maintain a living salary in this county on such a wage. For the work we do and the care we provide, I strongly suggest promoting this consideration of increased compensation for the workers who's daily job aims to improve the lives of others	12/28/2018 9:49 AM
2453	Yes. We need higher pay to be able to survive here in San Francisco. I have to work 2 jobs and also on weekends to have enough money	12/28/2018 9:40 AM
2454	Creativity Explored relies on 70 % state funding, our Teaching staff -with a rather low income for San Francisco- can hardly afford to keep living in SF. Giving Creativity Explored a 8% increase would make it so much easier for us to keep excellent teaching staff (and other staff) on board and provide better services for our DDS population.	12/28/2018 9:39 AM

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2455	The compensation received for myself and subordinates is very low comparative to the responsibilities expected, including the training needed to provide quality care	12/28/2018 9:36 AM
2456	No	12/28/2018 9:36 AM
2457	Higher Wages!!!	12/28/2018 9:35 AM
2458	Alot of us provide care and support to our people we serve because we truly are compassionate. We still have bills to pay and a raise would be nice	12/28/2018 9:35 AM
2459	I need a higher pay rate.	12/28/2018 9:33 AM
2460	We are not being compensated for the job we do. We make less money than people who serve food and we deal with human lives with life issues and we take a risk and we go home to our family and could expose them to things that may affect them. We need more money to help with the cost of living and to help with my family	12/28/2018 9:32 AM
2461	Please increase	12/28/2018 9:29 AM
2462	One of the biggest challenges is finding and retaining qualified staff. We are not able to offer competitive pay and rarely receive applicants who have any previous experience. When we do receive qualified applicants, we are not able to meet their minimum compensation requirements. This forces us to continue to hire individuals with little to no experience. It is also very hard to retain good staff without being able to offer competitive pay. Many of our staff also need to work second or third jobs to cover living expenses. This means they are working 10-12 hours per day and it is difficult to expect motivated energetic staff if they did not get a chance for rest or respite with their families. People with disabilities deserve quality support and we are not setting our staff up for success by continuing to compensate them so low.	12/28/2018 9:27 AM
2463	The field is very important to many individuals. I believe quality services provided come with the quality of support from the employer. This to include wages a well.	12/28/2018 9:27 AM
2464	The best way to ensure quality services to disabled people is to provide quality training and wages to the staff	12/28/2018 9:26 AM
2465	Higher compensation to compete with the cost of living. Also we need more money to do more things for our clients.	12/28/2018 9:22 AM
2466	I am 70 years old and I work full time as a direct support worker; I can meet my monthly financial obligations ONLY because I am also receiving Social Security and Medicare. I would otherwise not be able to afford to pay my rent or medical insurance. With regard to what I do, I answer my phone at 3 am because the people I work with trust me and they need me to answer. I spent Thanksgiving with a client who had no one to share the day with. Because I was present, I was able to observe that a client needed immediate medical care and get him to the ER. He had multiple emboli in his lungs. I noted the unsteady gait of a client, went to the ER where it was determined that his Dilantin Rx needed to be reduced. I noted that a client with immune thrombocytopenia (low platelet count) was prescribed daily aspirin by doctor; I brought it to the attention of the prescribing doctor who immediately ordered cessation of daily aspirin. Christmas Day 2017 I interrupted my family gathering to go to a client whose husband had died suddenly. I spent the night, comforting her and assuring her she would be alright and I called her family for her. I remember and articulate their symptoms, their meds, their family medical histories so their doctors have an accurate picture of the patients they are working with. I note changes in behavior and mood. I observe and note correlations between behavior changes and medications. I help the obese diabetic stay on track with his food choices and portion size. I help people who have tremendous difficulty staying focused, focus on cleanliness. I take dying cats to the vet to be put down. I hold hands and cry with the man who lost his companion of many years. In order to best serve my clients, I research things like: immune thrombocytopenia, Over Active Bladder, Irritable bowel syndrome, diabetes, non-specified mood disorder, schizophrenia, dementia in general, dementia specific to Downs Syndrome, cerebral palsy, tremors, aphasia, etc. I also assist my clients with completing paperwork for health care, public assistance, advance care directives, setting up burial trusts. I am often the only person my client sees on a regular basis; I buoy their mood and they feel better. I make them laugh; I reassure, I encourage. 5 days a week. I am there to help; they depend on me. I am the person you want assisting your son, your little sister, your aunt or uncle or nephew. I save lives both literally and figuratively. I ease the worry of loving families. I do a lot of paper work and quarterly reports and an annual ISP for each of the 9 people I work with. I am paid minimum wage and I get no benefits.	12/28/2018 9:20 AM

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2467	I've been working with adults with disabilities for about 5 years, having a disabled brother myself I understand how important the right care and consistency is for a person with disabilities. I myself also work 70 hours a week just to be able to provide for my family. I happily do it because I love the work I do. Although I love my job, at times it can be very draining having to work 70 a week to be able to provide for myself and my family.	12/28/2018 9:20 AM
2468	I am the provider for my parents and sister. I have to work between 70 to 80 hours a week to make ends meet.	12/28/2018 9:19 AM
2469	Better compensation to keep up with the cost of living	12/28/2018 9:18 AM
2470	Pay our employees a living wage	12/28/2018 9:18 AM
2471	We are educate, advocate and provide social work to our demographic. We should be paid far more and we should be given training regularly.	12/28/2018 9:16 AM
2472	We care deeply about the lives of the people we support. We create teams designed to provide the best match in relationships and interests. However, we have an extremely high turn over rate due to the low wage that we offer. Employees are providing emotional, mental, and physical supports to many people with dual diagnosis. They work on the holidays, and weekends, and sometimes with little notice. As leaders, we work always! We are the 'program' when all program ends. We deserve a higher compensation so that we can enjoy our lives and come to work healthy and prepared for anything.	12/28/2018 9:16 AM
2473	I need more money to function!!!!	12/28/2018 9:13 AM
2474	I need help with better wages for me to help my family.	12/28/2018 9:11 AM
2475	No	12/28/2018 9:09 AM
2476	I help change the lives of those i work with for minimum wage and have been here 2 years with no raise	12/28/2018 9:04 AM
2477	In order to better myself my family we need better pay and health insurance. I can't afford not have quality insurance. But because of my wages I have to be on medi-cal.	12/28/2018 9:03 AM
2478	Can't afford to live where I work	12/28/2018 9:01 AM
2479	California is fast becoming the most expensive state to live in. With day to day costs rising. When rent has become over 2/3 rds of your entire paycheck. It is increasingly difficult to get by. It is only a matter of years before California becomes unsustainable to live in for a family with a two paycheck income.	12/28/2018 8:58 AM
2480	I have worked with special needs individuals for more than eight years. I have worked with some of the most severe behaviors in the field. My current client is doing superbly well with managing his behavior and becoming more independent. Since I have been working with him, his outbursts have decreased significantly. He has even gotten jobs and going out into public on his own. He has become more conscious of his own behavior and is more empathetic to others.	12/28/2018 8:48 AM
2481	I have worked in this field for most of my adult life. The people that work along side me live barley paycheck to paycheck and most have no health benefits. We do this work because there is a huge need for services but it is often done at the expense of our own families. Most of us have weekend or evening jobs in addition to our DSP jobs, we can not survive on the wages from one job in this field. Thank you for your consideration.	12/28/2018 8:47 AM
2482	Being paid for mileage no matter how much it is according to location and address of client and also more hours offered for a client when necessary	12/28/2018 8:39 AM
2483	I work three jobs all in the field of direct support. I earning approximately \$600 per pay check. No vacation pay, so considering time off is tricky, as it would decrease my pay therefore making it difficult to pay bills, save for the future or even have a social life. Which is why it was necessary to find more employment outside of my current employer. Working with people with disabilities should be as rewarding as the employment. Please consider providing this increase, It will make a big difference for me and my future. The people served deserve quality support, please say yes and give us the increase!	12/28/2018 8:36 AM
2484	If people were paid more they would stay longer.	12/28/2018 8:32 AM
2485	I make just a few dollars to much to qualify for ANY assistance, but not enough to cover rent, bills, food and nominal essentials with out long hours and more than one source of income. My client can barely afford the essentials on life...I end up helping (buying a meal or clothing) her to be able to do more than sit at home cause she can't hardly afford the basics.	12/28/2018 8:24 AM

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2486	The only time I have not lived paycheck to paycheck is when I started drawing social security.	12/28/2018 8:17 AM
2487	It's sad that many hard working and well qualified staff in our organization have to be on medicare and childcare assistance even with a full time job.	12/28/2018 8:07 AM
2488	No thank you	12/28/2018 7:59 AM
2489	Living wages in San Diego, are over the top absurd, and it's hard to live on the current wages when rent alone takes our entire paychecks.	12/28/2018 7:58 AM
2490	As a society we need to acknowledge that the need for these type of workers is crucial, as every day the percentage of children that are diagnosed with a mental disability is higher.	12/28/2018 7:51 AM
2491	yes think that everyone deserves a raise not just those that make less then others in the up coming new year	12/28/2018 7:51 AM
2492	I work in a department that deals with a lot of high magnitude behaviors from our consumers. I often leave work with bruises and injuries from the adults I work with. I love my job, but what I deal with is not worth getting paid barely above minimum wage.	12/28/2018 7:49 AM
2493	I take my job very seriously and my clients are very important to me. I spend my time making sure that they have purpose, guidance dreams and goals . I work very hard during the day with my clients and spend a lot of time When I get home making appointments for my clients and on the phone day and night to stay in touch with staff and my managers. It takes a special person to do what we do, this is not a job for just anybody. I love what I do but it makes for hard to support myself financially .	12/28/2018 7:48 AM
2494	coworkers get raises this coming new year and some of us don't not until our coworkers get to the pay that some of us are at don't seem rite think everyone should receive a little something	12/28/2018 7:47 AM
2495	\$11.00 an hour is not a living wage and I feel that caring for children and adults with disabilities warrants a much higher wage.	12/28/2018 7:46 AM
2496	Because of the high turn over, most of Hope's clients don't get consistent support and in many case this inconsistencies affects their progress on the goals they work on. This has been my concern other than that. If this issues is addressed the spacial needs people will thrive and will make my job easier too.	12/28/2018 7:42 AM
2497	You connected with the clients that you work with, because most of the time you with them. Especially when it one on one they seem to learn from what you taught them.	12/28/2018 7:38 AM
2498	N/A	12/28/2018 7:31 AM
2499	low income discourages many prospective excellent employees. this further disadvantages the disabled	12/28/2018 7:24 AM
2500	This company is able to provide many benefits and activities to the clients who reside here. I am pleased to see so many happy faces when I have the pleasure to volunteer my time to said activities.	12/28/2018 7:13 AM
2501	this is no easy job it take hard work dedication and an abundance of patience	12/28/2018 5:56 AM
2502	No	12/28/2018 4:50 AM

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2503	Driving is important for the in some instances for the people facilitators support to get groceries, take to appointments, community activities etc. Physical work is required and can be hard on the body and maintaining health is key Good health care and wages would help tremendously. Both parties the people we help support and ourselves to have a balanced life. Being able to bring food to actively participate with those we support is a very important social aspect . As facilitators our work requires to teach, be patient, to clean, in some instances help budget, transport, be a positive and good roll models. The people we support become our friends and family. In order to keep good connections with those we support we ourselves need to at the very least be able to meet our must basic needs and be able to thrive in all aspects of life. San Diego doesn't help the cost of living is high. Minimum wage doesn't allowed anyone to even meet their bare minimum needs of food, rent, transportation, utilities, dependents etc. Having a living wage would allow facilitators to be their best , so they can bring their best to those they support. Try to work when you are hungry, have bills to pay but don't have enough money to cover them, having to work multiple jobs to barely make it, and from over working being tired and sacrifice time. Time that would be suited being with people who care about who bring value to your life like the people we support. I see alot of individuals come and go in this industry who out of necessity have to leave to make ends meet causing instability for people we support. Caring for people is rewarding, but at times not easy. You know what would help? Having fair pay and benefits.. causing guess what? stability. Stable, happy individuals work better, stay longer, do better overall. This may not make sense I'm not a writer, so if you need clarification e-mail me nsprouse07@gmail.com	12/28/2018 12:47 AM
2504	I have seen a lot of staff over the past 9 yrs with a big heart and great talent on helping and providing great service for our community but was left no other choice but to leave the position due to low rates . "BUT THEY ALWAYS QUOTE BIG HEART AND PASSION WONT GIVE US FOOD AND SHELTER"Most of the people that I n ow that work as a DSP have to work 2 or 3 Jobs just to be able to get by just with the housing cost alone is driving people away. With the fast food chains paying the same amount that we are receiving a lot of people are leaving the position cause they feel like they are not getting paid enough and that what we our needs as a DSP was not valued enough to receive competitive wages. We are not asking for a lot bu just a little help can go a long way.	12/28/2018 12:41 AM
2505	We do not get paid enough for direct care. We change briefs and shower client's as if we were CNAs but get paid minimum wage. Benefits would be helpful as well.	12/28/2018 12:23 AM
2506	Not only do I work with adults with disabilities my son attends the program I work for. As a mother there is nothing more important than the direct care providers who work with him and provide him with care and safety for 6 hours per day. The old saying "you get what you pay fie" is very very true.	12/27/2018 11:34 PM
2507	last year when we saw the rate increase, it was the first raise I had received in 8 years, yet the cost of living kept on rising. When the Camp Fire roared through and burned out our houses and displaced all my family and Citizens. I ended up in another county, while doctors and lawyers and pharmaceutical reps went on Vacation. We take care of our people, anyone else think this scenario is backwards.	12/27/2018 11:28 PM
2508	The act of taking care of disabled adults is a strenuous one.	12/27/2018 11:24 PM
2509	We need an increase on wages to take care of those with special needs	12/27/2018 11:24 PM
2510	I feel that the service we provide is absolutely necessary for the lifestyle and actual survival of the individuals we serve. Altho we are not paid well, it would be helpful if the State could or would help with external expenses such as wear and tear on vehicles and mileage. We receive a small stipend but it doesn't begin to cover the mileage we put on our personal vehicles for in-home supported living services we provide,	12/27/2018 10:55 PM
2511	No	12/27/2018 10:42 PM
2512	Providing vocational programs is a hard but rewarding profession. I face challenges everyday that make me question why I do this job but seeing it pay off makes me realize this line of work makes a positive difference in lives.	12/27/2018 10:05 PM
2513	No	12/27/2018 10:02 PM
2514	The service is important to help the disable children needs.	12/27/2018 9:57 PM

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2515	We work a physically and mentally excruciating jobs for minimum wage that we cant even live in our own income on. I believe we need better compensation to care for our individuals because we di extremely important work that many just can't do. It's hard work and only the strong willed can do it right. When all we get paid is minimum wage that's when we end up with high turnover rates, abuse, and people who just dont care because they dont get paid enough to live on their wages. Luckily the non-profit companys fund people like me who have a big heart for caring for people but then also end up with people who could care less about another minimum wage job. We do more than minimum wage work under strict rules and regulations. WE DESERVE MORE THAT MINIMUM WAGE! WE DESERVE TO GET PAID ENOUGH TO SUPPORT OURSELFS AND CHILDERN WITHOUT GOVERNMENT ASSISTANCE!	12/27/2018 9:52 PM
2516	We work a physically and mentally excruciating jobs for minimum wage that we cant even live in our own income on. I believe we need better compensation to care for our individuals because we di extremely important work that many just can't do. It's hard work and only the strong willed can do it right. When all we get paid is minimum wage that's when we end up with high turnover rates abuse he	12/27/2018 9:48 PM
2517	We have a constantly revolving door with employees due to low wages. I work extra hours and we are always short staffed because people cannot survive on these wages and find better opportunities. Either that or we get crappy employees that don't care. Sometimes you get what you pay for!	12/27/2018 9:47 PM
2518	No	12/27/2018 9:44 PM
2519	I hire, train, and supervise DSP that work for our agency. In a field where consistency is so important to the folks we support, it is heartrending when we either cannot hire good qualified DSP because the hourly wage doesn't provide them a living wage, or to have a high percentage of employee turnover because they find a job in another field that does provide a living wage. Both of these scenarios create stress and over work for long term employees and stress for clients whose support is constantly interrupted.	12/27/2018 9:08 PM
2520	Hope/Homestart is an amazing organization to work for. I feel very supported by them.	12/27/2018 8:48 PM
2521	No	12/27/2018 7:17 PM
2522	I feel like we deserve more than what we get for helping people with disabilities. We admire what we do but deserve so much more .	12/27/2018 7:12 PM
2523	I love work them	12/27/2018 7:00 PM
2524	No, but I am more educated and privileged than the majority of people I know who do this work.	12/27/2018 6:53 PM
2525	I have worked for the same provider for 20 years and I make min wage! My company always paid more than min wage but over the years min wage has caught up to my wage. I work 80 hours a week to just survive living in Oakland.	12/27/2018 6:42 PM
2526	we take care and provide for our folks and dedicate our lives to them just like there our family	12/27/2018 6:40 PM
2527	Higher pay because of the increase of cost of living. Would like to buy a house but can't because of what we are making a hour	12/27/2018 6:27 PM
2528	We need more funding to help our clients and more pay to compete with the cost of living wage. Right now we are working paycheck on Friday gone Monday after we pay bills.	12/27/2018 6:22 PM
2529	I love my job, working with special people. Taking my client out into the community in situations different than that of their normal family outings is very rewarding.	12/27/2018 6:17 PM
2530	They should care for them and give them what they need.whg you have to wait.if you have a wheelchair. and wheelchair don't work or it old.you have to wait.they always in need.ine more thing.like the cleaning products you not quality be for it but because medical don't pay for it.or your insurance to high.or they don't pay for it.	12/27/2018 5:46 PM
2531	A pay rate increase would greatly help us DSPs. As much as I wish I could, unfortunately I don't think I will be able to guarantee a lifetime commitment to this occupation due to the low wages and higher costs of living these days. That to me is upsetting because I truly do care about those that I take care of and would work here through retirement if I were compensated with enough monetarily.	12/27/2018 5:14 PM
2532	They all need help with getting food to last for the month.	12/27/2018 5:03 PM
2533	They all need help with getting food to last for the month.	12/27/2018 5:03 PM

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2534	Increasing wage should help us to manage our live to spending more time to helping people with disabilities	12/27/2018 5:02 PM
2535	N/-	12/27/2018 5:02 PM
2536	I like what I do because it helps with impacting people's lives. However, I sometimes find it hard to pay bills.	12/27/2018 4:34 PM
2537	Yes, most of our groups are women who have families of their own. We work two or more jobs. Working with Ucp is such a gift for me and my daughter. She comes and interacts with our group. They love it 😊 Ucp is a giving, wonderful organization that should be continued through the years. Our group promotes the ability for our kids to do all thwy can, and more!😊❤	12/27/2018 4:13 PM
2538	we need more pay to take care of are our familfy	12/27/2018 4:12 PM
2539	It's really hard to spend time with your family when you have to struggle to work all the time, I spend more time with my co-workers then I do at home with my family, welcome to living in the Bay area, and it's only getting harder.	12/27/2018 4:07 PM
2540	better wages for better life for workers	12/27/2018 4:06 PM
2541	Day Program staff are a very special group of people. During my time working with and as one of these people, it has become clear that higher wages will likely become necessary to maintain functional staffing levels at day programs. Day program staff are often near retirement age, and sometimes asked to perform at levels often compensated with higher wages in other professions. As our culture and demographics change, there will likely be an increased need for program staff coupled with a lower general desire to perform this sort of work.	12/27/2018 4:01 PM
2542	Direct support staff should get higher wages because working in this field we are in charge of peoples lives, we deal with medication and a lot more other things that staff in other fields get paid more to do	12/27/2018 3:57 PM
2543	in the field of special needs caregiving it often happens that we are short staffed. People leave the job very often. They have to work 2 jobs or more and always have to deal with staff being absent also.	12/27/2018 3:55 PM
2544	I want you to know that for what I'm getting paid to do respite is going to just commute to make it to the family's house that I work at and back to my home. I hardly make anything to help provide for my family. Gas is expensive and I live far from the work house	12/27/2018 3:53 PM
2545	Always short staff and turn over is extremekly high. To be able to cover all bills and rent we need 2 jobs. Some times 3 jobs to survive.	12/27/2018 3:52 PM
2546	I'm in a family of 3 and before this job I was doing security with hardly any benefits and then I got aid for between jobs and now that I am working my benefits will be cut off again.	12/27/2018 3:41 PM
2547	It's very hard working at the Arc. Wages are low and not enough to make ends meet	12/27/2018 3:37 PM
2548	The team I work with provide outstanding care to our clients everyday. It is a challenge to make ends meet while getting paid minimum wage. A second part time job is needed. We are caring people who should get paid at least \$18 an hour for the type of work we do. Thank you	12/27/2018 3:37 PM
2549	While my dependents are not only my children, but also my in-laws. Both of whom and my sister in-law are disabled and under our care.	12/27/2018 3:36 PM
2550	Better pay, better life	12/27/2018 3:29 PM
2551	Need to get paid more. Hard to pay bills	12/27/2018 3:28 PM
2552	Cost of living is very high in our state. Housing food utilities etc. Wr need a raise!!!	12/27/2018 3:25 PM
2553	no	12/27/2018 3:22 PM
2554	People with developmental disabilities require high quality, consistent caregiving. Providers of such care should be compensated by a living wage so that they can afford to pursue this important work while supporting their own families.	12/27/2018 3:22 PM
2555	n/a	12/27/2018 3:18 PM
2556	Not at this time	12/27/2018 3:16 PM
2557	For the line of work staff provides for our clients, staff deserves more money.	12/27/2018 3:15 PM
2558	No	12/27/2018 3:11 PM

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2559	I have been providing direct support to people with disabilities. For 10 plus years along with family members who are disabled. They work very hard for the money they yearn. They deserve for the paychecks to reflect this.	12/27/2018 3:04 PM
2560	I have been working as a teachers assistant or private specialized tutor and child care provider for 20 years and this is the lowest paid company I've ever worked for. This is very valuable and important work that we do for individuals and families. For the cost of living in the bay area and the skill set required for this kind of work people should be getting at least \$18 an hour. Thank you	12/27/2018 3:00 PM
2561	Compensation should take into consideration not only the city minimum wage as it is now but the care being provided. Like so, I have in my care many kids/adults from different cities. I get paid more in one town for simply playing games, doing homework and reading books. A challenge sometimes of course because who likes doing homework? In another town I get paid much less for changing diapers, stretching limbs, spoon feeding, transfers using a swing contraption from a wheel chair to the bed, brushing teeth and a sponge bath. A harder challenge especially when the client is non verbal. Creating a pay scale where an additional fair wage is matched with specific cares along with city minimum wage, I believe is something the government should take into consideration regarding compensation.	12/27/2018 2:50 PM
2562	I on the provider than most jobs because	12/27/2018 2:41 PM
2563	We do what we can because we care. Thank you.	12/27/2018 2:40 PM
2564	Here at Peppermint Ridge, we service the lives of developmentally disabled people from surrounding communities whose family caretakers no longer are capable to do so themselves. In regards to medications, funding, taxing, and new laws; Homes, whether "for profit" or "non-profit", funding and open access to necessary medications should not be questioned. For example, when a client needs an "epi-pen" then the client should have free and open access to said medication to prevent life threatening issues.	12/27/2018 2:39 PM
2565	I believe that from my experience as an irrigator, crew leader, and gardner and from working in multiple places, special projects and supervision responsibilities. I should get a raise!	12/27/2018 2:38 PM
2566	We need more money	12/27/2018 2:37 PM
2567	Our programs can use more supplies and items to help better benefit our client's	12/27/2018 2:37 PM
2568	\$11/hr for 90/hrs quarterly brings in only \$330/month which doesn't really go very far. An increase would be very helpful and most welcome.	12/27/2018 2:32 PM
2569	When dealing with people with disabilities you have to have a lot of patience and compassion for your client.	12/27/2018 2:25 PM
2570	At this point we are making near cents to the dollar compared to the people that we serve, it would be nice to recieve a larger salary considering the amount of work we have to do.	12/27/2018 2:23 PM
2571	In my 11 years here I have grown to understand what an intellectual disability is. I am thankful that those persons effected have somewhere to go everyday and learn lifeskills that may help them in their future. Learning job skills, motor skills or simple domestic skills help them become more independent. I feel this service is an integral part of their lives and very necessary for them to integrate into society in all aspects of their lives.	12/27/2018 2:22 PM
2572	I do this job because I love working with individuals with disabilities NOT for the pay. I cannot support my family on the income from this job alone. I have to supplement my income elsewhere just to be able to put food on the table and a roof over my children's heads. This leaves me with little to no quality time with my children. I love helping my clients get jobs and become more independent. However, it is VERY discouraging when I help my client get a job at a movie theater or grocery store and their starting pay is \$1.00 an hour MORE than I make.	12/27/2018 2:16 PM
2573	N/a	12/27/2018 2:10 PM
2574	I love the work I do working with adults with Developmental Disabilities helping them become more independent in their personal lives as well as in their jobs. However, the wages are not comparable to other agencies doing the same position.	12/27/2018 2:10 PM
2575	For the San Francisco Bay Area the wage provided isn't enough to live on ans support myself. The cost of living is very high. My wage is only enough to pay a couple of monthly utilities.	12/27/2018 2:05 PM

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2576	The people we serve rely heavily on us and the services we offer. Unfortunately, this is not a job that provides a livable wage here in southern California. Perhaps I'm overreaching and saying something completely uninformed, but I think that serving underserved sectors of the population should provide a livable wage.	12/27/2018 2:00 PM
2577	Making minimum wage for the job we do is tough. We feed, groom when needed, clean up messes, and physically and emotionally support our clients. Our job is very rewarding but unfortunately the turn over is very great because we do not make enough money to support our families. We love our clients but for the work we do, the compensation is very small.	12/27/2018 1:58 PM
2578	NA	12/27/2018 1:58 PM
2579	No	12/27/2018 1:55 PM
2580	To whom it concerns, I am a resource Counselor that provides direct services to individuals with disabilities. I am a single mother that has one of my children living with me full time. I am the sole source of income for our household. My wages are barely more than the minimum wage in my county. I am now paying \$300 more a month in rent than I was last year at this time. I do not qualify for food stamps or Medi-Cal. My daughter recieves Medi-Cal coverage for \$13/mo. I pay for my medical insurance through my employer as well as dental and vision for both my daughter and myself. I struggle each month to just get by. The cost of living keeps going up yet I have no increase in wages/hourly rate of compensation. I have often thought that I will have to get a second job but that would leave me no time to be there for my daughter as well as leave me physically and mentally exhausted which I know would affect my ability to serve my clients to the best of my ability. I love what I do and my clients and their families are very important to me and I want to stay working in this field. I would greatly appreciate if you took what I had to say into account and allowed our employers to start paying us fair and true wages for all of the services we provide. Thank you so much for your consideration.	12/27/2018 1:52 PM
2581	I have worked for the company for 12 years and have learned a lot throughout the time and learned many things that made me gain experience. With that being said I believe that I should get a raise.	12/27/2018 1:51 PM
2582	Respite care providers should be paid more than what the current wage is. There are other jobs out there that pay 2-4 dollars more, for example supermarkets and front office jobs. I am very disappointed at the wage but I am still here proving the best possible service because the people I work for matter to me.	12/27/2018 1:48 PM
2583	N/a	12/27/2018 1:45 PM
2584	15 years of service and only making less than a dollar more than NEW HIRES make. Madning	12/27/2018 1:44 PM
2585	n/a	12/27/2018 1:42 PM
2586	I am reliant on my wife's income to support myself and family. If I were a single parent, there would be no way I could continue to work in my position or likely in this area (Santa Cruz).	12/27/2018 1:39 PM
2587	San Diego is not a cheap place to live, and I believe that the workers with disabilities should get paid a little more since they only work strictly 40 hours a week without any over time and after taxes are taken from the there check it's hardly anything they get.	12/27/2018 1:32 PM
2588	I feel that we should be able to get a higher pay due to everything going up in price It's less affordable to rent an Apartment, unfortunately some people have to rent a room for their family	12/27/2018 1:30 PM
2589	Extend the timesheet turn in deadline from 2pm to 3pm.	12/27/2018 1:28 PM
2590	I believe I try my best working with these children disability. I think it would fair to raise the wages and possibly help the workers.	12/27/2018 1:26 PM
2591	Direct support providers give their best to train, and support consumers with developmental disabilities. As staff who dedicate themselves to helping others, it is only fair to compensate such staff appropriately.	12/27/2018 1:22 PM
2592	nah	12/27/2018 1:20 PM
2593	Compensation for respite work is very low. It would be way too hard for me to make enough money in this field working full time. If we want more people in this field, we have to have competitive pay. In addition, it can be very draining to work with individuals with disabilities. Providing pay that equates to the work is ideal.	12/27/2018 1:19 PM
2594	N/a	12/27/2018 1:17 PM

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2595	N/A	12/27/2018 1:13 PM
2596	I want to continue to work with such organizations and provide support for as long as possible without concern for living costs.	12/27/2018 1:09 PM
2597	Direct Support with the disabled population is not a minimum wage type job. Skills are required. Training is need to begin the job. On going training is needed to increase skills. Better pay is needed to keep those who are skilled and trained to be direct support for disabled. Without better wages employees begin seeking other employment even if they would rather stay as direct support staff. This profession does not pay a living wage at the current level. This group of people need better advocates who care about them and their support staff.	12/27/2018 1:07 PM
2598	N/A	12/27/2018 1:01 PM
2599	We need more assistance this is hard work	12/27/2018 12:59 PM
2600	For us it's not all about the money as you can see We're getting paid low wages and still working to help others because care . The organization and Government should help and give us better wages . There's not alot of people out there that wants to do This job .	12/27/2018 12:58 PM
2601	More skills	12/27/2018 12:56 PM
2602	No	12/27/2018 12:51 PM
2603	Very underpaid but love the work	12/27/2018 12:50 PM
2604	No	12/27/2018 12:50 PM
2605	I enjoy what I do helping my clients with disabilities,but it is not a living wage,I have 2 clients with max allowed respite hours and work 2 other jobs to get by,if wages were increased I wouldn't have to work as many supplemental jobs and could have better availability to my clients with disabilities.	12/27/2018 12:49 PM
2606	I spend a lot of unpaid time dealing with clients. scheduling,reaching out to other professionals, submitting various forms, driving and wasted time on clients that don't show up for sessions.I am also incurring expenses due to gas cost and wear and tear on my vehicle.	12/27/2018 12:49 PM
2607	Respite care workers are extremely hard working and are unpaid to say the least.	12/27/2018 12:46 PM
2608	I provide services to administer developmental assessments to children under the age of 3. I am paid for 2 hours to administer the BDI 2 assessment. In Santa Clara county, it can take me up to 3 hours of travel, to and from the client's home, for which I am not paid, nor reimbursed for gas. I am also expected to do a functional vision assessment, and functional hearing assessment. For those children who are having an annual IFSP, I must also complete a parent questionnaire for the regional center. Those additional tasks can take up to 1/2 hour of my assessment time. In addition, as a professional support provider, I take time to listen to the parents concerns for their child and attempt establish a trusting relationship with them. in order to do that, I cannot rush through the assessment. I also am paid 2 hours to write the assessment report. However, it does not include the time I spend to set up the assessment paperwork, sanitize my assessment equipment, and score the assessment. For the 4 hours that I am paid, it can take up to a total of 6-8 hours of my time. I am retired, and can afford to spend this much time. For the time that I spend, I am not actually making my hourly rate, but it does provide some additional income for me. If this was my sole income, I could not afford to do these home visits. It would not be cost effective.	12/27/2018 12:46 PM
2609	I enjoy what I do, though the pay is not enough to sustain and truly provide for my family. The best workers for this field are ones with a passion for the work. Though one must provide for their family as well. Higher pay would retain and attract those people.	12/27/2018 12:46 PM
2610	It's hard to live chech by check	12/27/2018 12:45 PM
2611	I feel.like if your taking care of two family member you should get paid for both children not one and a dollar or two for the other child. Its hard work working with children with a disability	12/27/2018 12:44 PM
2612	I couldn't survive on this income if I didn't have extra employment and subsidize both incomes with student loans which are substantial.	12/27/2018 12:42 PM
2613	Pay more please	12/27/2018 12:41 PM
2614	N/a	12/27/2018 12:39 PM
2615	I am pregnant right now and will be going on leave with my other job so if I can get a raise for Respite that would be nice.	12/27/2018 12:37 PM

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2616	I feel like it is important to specify to families, that respite workers are not babysitters, and should not be held responsible for the children other than the child with disabilities. Should they need a babysitter, they should provide extra payment to the respite worker for each sibling. Also, driving fees should be applied	12/27/2018 12:36 PM
2617	The money we make does not amount to the support or work we do daily.	12/27/2018 12:36 PM
2618	The difference someone's presence makes in a person with a disability's life is worth the investment in.	12/27/2018 12:36 PM
2619	I have been doing this work my whole life (grew up with disabled sibling in home) and it takes A LOT both mentally and physically. Workers are subjected to abuse by clients who can't express themselves verbally so they lash out. We need compassionate people who are trained to deal with these clients, and that starts with fair pay.	12/27/2018 12:35 PM
2620	I do this kind of work out of compassion and would do more if it paid a living wage. I don't understand how people that provide such a high level of care don't get paid a competitive wage.	12/27/2018 12:35 PM
2621	This work is not easy!	12/27/2018 12:34 PM
2622	NA	12/27/2018 12:34 PM
2623	I love working for disabled people, but the salary is too low. we should be getting paid based on the experience. people that has worked for more than 10 years should get paid 16.00 hr.. we do the hard work.	12/27/2018 12:30 PM
2624	I feel appreciated as an employee when UCP raises it wages so that I can make a suitable living while I provide care to their clients.	12/27/2018 12:26 PM
2625	No	12/27/2018 12:19 PM
2626	Need more support from management.	12/27/2018 12:17 PM
2627	A lot of the times, us job coaches are left to our own devices to more or less train ourselves in the field with the clients and employers. This alone can require a little more labor than expected and we should be paid a little more because of this.	12/27/2018 12:17 PM
2628	There is a high turn over of people due to the pay	12/27/2018 12:15 PM
2629	I am absolutely underpaid for my 40 years of experience plus graduate degree! In adjusted for inflation dollars, I make less now than I did in 1990-2000.	12/27/2018 12:13 PM
2630	Having to work multiple jobs in order to pay mortgage in Santa Clara County takes me away from my family. I would love to only have to work one job (this one) and spend more time with my family.	12/27/2018 12:02 PM
2631	We Deserve a Raise in wages!!	12/27/2018 11:48 AM
2632	To serve clients better, funding for services	12/27/2018 11:48 AM
2633	No	12/27/2018 11:36 AM
2634	I think the cost of living should be evaluated in all regions, and DSP wages should be based on the average wage required to maintain the average household in that region.	12/27/2018 11:32 AM
2635	Caring is the key to life and it cost to live.	12/27/2018 11:31 AM
2636	I see how hard our staff works to make up for the lack of staffing. Recruiting is a challenge and this is such a wonderful field that I would love to entice more people to our company. More compensation would benefit everyone, simply put.	12/27/2018 11:19 AM
2637	Increase budget	12/27/2018 10:46 AM
2638	The work that is done by direct service professionals is important and meaningful. The supports we offer to the people we serve need to be the highest quality as teaching methods need to be adjusted depending on each persons individual needs. The ability to pay quality staff a livable wage is imperative in being able to hire capable staff. Majority of the direct service professionals are depended on second income to be able to live in the city that we work. Also being able to serve people who live in wealthier areas is incredibly difficult as the people that live in that area cannot afford to do this work as we pay too little. Some clients have been waiting for years to find staff in the area that they live and the agency is paying extra mileage to have staff from other areas drive in to serve those people.	12/27/2018 10:44 AM

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2639	Our jobs improve the lives of individuals with disabilities. In order to give the best support as possible, we must first be able to support ourselves. In this economy it is getting increasingly harder to do so.	12/27/2018 10:42 AM
2640	Services are needed for the individuals with Developmental Disabilities or this community of individuals with go back to living a life of exclusion. As with everything the cost to provide these services will also need to be increased to retain employees to provide the care. Further, these rates, up until a couple of years ago have been frozen for more than 10 years! Perhaps the money should come from the redundancy in the system: for example why do we need to have the DOR, DDS, and SARC? These services should all be provided by one office.	12/27/2018 10:42 AM
2641	As an organization, we have struggled to find and retain staff based on the wages that we can provide.	12/27/2018 10:02 AM
2642	I really love my job my clients I work for but the pay isn't enough for me to stick around long term especially living in California	12/27/2018 9:57 AM
2643	Better pay to support ourselves.	12/27/2018 9:37 AM
2644	I have worked here for 10 years. I make \$1.30 above minimum wage. My expertise and experience should allow me to earn enough to support my disabled husband and I, without needing outside income sources.	12/27/2018 9:33 AM
2645	N/A	12/27/2018 9:31 AM
2646	working with individuals with developmental disabilities is not just a job its working with their life skills and helping with their work ethics and so much more its more than just one job the pay we make should be higher than what someone makes at a burger joint	12/27/2018 9:29 AM
2647	We need better wages in order to hire more staff and to provide quality services. We are severely under staffed.	12/27/2018 9:15 AM
2648	It's very sad how poorly we are compensated, considering how valuable we are to our company. The moral is very low among employees. The company should at the very least pay everybody a living wage (\$15 per hour)!	12/27/2018 9:10 AM
2649	I am a single mother of twins, who is the only income provider for them I really love my job and clients I am a full time driver and instructor. I feel for all the work that we do should pay more or a raise would be very helpful towards providing for my children and self. I hope to attend college courses to further my medical career with a pay raise would help me towards my savings for that and provide financial stability all around.	12/27/2018 8:52 AM
2650	We are underpaid with only 2% salary going into retirement from the employer...	12/27/2018 8:46 AM
2651	We spend a lot of time working directly with clients and I feel as though we are not paid the correct amount for the services we provide. Minimum wage is catching up quickly as our wages are stagnant. We deserve an increase.	12/27/2018 8:43 AM
2652	Working with individuals with disability is a mentally and physically demanding profession. They require direct support at all times and need more than a professional approach, they also see you as a friend, mentor, and life guide.	12/27/2018 8:42 AM
2653	Although the work is very rewarding it would be nice to get an increase in pay so i don't have to look for a second job. Being a single mom and not getting help from the other parent is hard enough and i wouldn't want to be away from my child longer than i'm already am but i might just have to look for a part time job.	12/27/2018 8:41 AM
2654	No	12/27/2018 8:37 AM
2655	I am completely unable to maintain a savings due to the rising housing costs of LA.	12/27/2018 8:25 AM
2656	You basically have to work 2 jobs in order to work in this field and support your family. So u have to choose to either work 2 jobs or let someone else take care of the disabled. Which the field already has a big shortage for that vary reason.	12/27/2018 8:24 AM
2657	I've been working two jobs in home care I just as one of them I've been doing it Park in about 22 years I'm disabled myself it makes me proud to help people that are more disabled than me but I can barely live off the wages that I make	12/27/2018 8:20 AM
2658	A higher pay than \$12 an hour I've worked here 17 years I believe I deserve more than that and that's just how I feel you shouldn't work nowhere for that long will make that make that amount of money	12/27/2018 8:12 AM

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2659	No	12/27/2018 8:06 AM
2660	Starting January 1st, I will be supporting/job coaching clients who will be making minimum wage of \$15 per hour. My wage of \$15.50 will not change. How is our organization suppose to retain qualified, reliable and compassionate staff when they can't earn a competitive living wage. I love these clients and I love my job, but the lack of pay compared to the responsibility of escorting adults with disabilities in the community and at job sites is incomprehensible.	12/27/2018 8:04 AM
2661	When you live paycheck to paycheck, having a little extra makes life much easier	12/27/2018 7:59 AM
2662	As minimum wage requirements increase, it is damaging when providers do not receive a rate increase in parallel. It has become one of the largest issues for my provider and makes it difficult to provide for others needs as they arise and has made us more reliant on grant funding, but that is becoming ever-more difficult to find as well and requires highering additional administrative personnel.	12/27/2018 7:49 AM
2663	DSP are the people that care for a. venerable subset of our population. We currently pay DSPs a low wage that isn't sufficient to provide a secure quality of life, and we provide wage raises that don't keep up with inflation. DSPs are mandated reporters that are responsible for the health, safety, and happiness of disabled individuals, yet their own health, safety, and happiness are in constant limbo due to low wages and stagnated wage growth - resulting in economic insecurity and reliance on public assistance programs. Let's pay them a living wage (with a good rate of growth) so they can get off public assistance programs and have a financially secure life.	12/27/2018 7:40 AM
2664	I have been working in this industry for ten years and am entirely on my own with no family to assist me. I cannot afford my own car. Due to the hours and scheduling I have a hard time being able to go to school to get further training and too many positions require us to use our own vehicles, making job change hard. My previous job closed down due to the rates for services being too low to sustain operations at current cost, including employee wages. People have lost jobs and clients have lost services due to the overall rates being too low to realistically offset the costs.	12/27/2018 5:24 AM
2665	I feel like for the amount of work we as caregivers take on should be paid a lot better. Most of us rely on this single job to get by in life.	12/27/2018 4:37 AM
2666	Noc shift should get shift differential. Housekeepers should get paid the same as a lead, because they do more work then a regular DTS. Housekeepers follow up with what has not been completed on the other shifts, take clients to DR appointments and run errands when the FM needs.	12/27/2018 12:29 AM
2667	We change people's lives for the better - of theirs, and society's. But we need to receive a better wage to continue doing so. And we want to continue doing so!	12/26/2018 10:33 PM
2668	I have several different levels of adults with disabilities I work with on a daily basis. Since I do not have training for individuals with disabilities, I do feel I am exceptional to handle whatever situations that comes my way. I should be more educated and not have to go to a 2-4 year college in order to get the education regarding these adults with disabilities. Education or some sort of training is something that should have been provided the day I signed up for the job!!! It's sad that in order to make the money that is well in the norm to live in the San Francisco Bay Area, we should not have to work several jobs to make ends meet. We as employees at the ARC are dedicated and passionate about the job we do, unfortunately the higher people in corporate are not seeing that or just not caring that we have families as well to take care of. To me and others it's ludicrous and humiliating for us to have to live this way, So please find it in your hearts and souls to help the many men and women that sacrifice themselves to try and make a better life for those in need... PLEASE!! It's really not about our pay scale but it is in order for us to survive. Thank you!!!	12/26/2018 10:14 PM
2669	I come to this agency with 40+ years of experience in a variety of fields as well as a diverse skill set and I gladly share what I have and or know, but it would be beneficial to be paid as a professional as we serve as professionals. As it stands, I will make just a few pennies more than minimum wage after Jan 1ST and I am administering psychotropic drugs and controlled substances.	12/26/2018 10:08 PM
2670	Most of us that work in direct service with our clients , work all different hours to meet our clients needs and to provide them with the services that give our clients the quality of life that they deserve , to live and work in our society, with acceptance . And we as there resource Counselor work creatively with our clients and there natural support to make this happen, each and every day. And so, it is so important as our client list grows , that we have a better compensation pay for our staff, and new hires so that they will continue to have longevity with our organization to continue to make our clients dreams come true, with the quality of life they so deserve.	12/26/2018 9:49 PM

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2671	I think that the persons who provide support to people with disabilities are being underestimated and underpay on the job that they do.	12/26/2018 9:45 PM
2672	Sometimes we're allowed only to do non-billable for say a meeting with a client and social worker. We're only allowed to bill half an hour yet the meeting stretches because we job coaches have no say over the agenda of the meeting. We could use more than 1/2 an hour for once-a-year IDT non-billable meetings.	12/26/2018 9:25 PM
2673	Our pay doesn't keep up with cost of living, thus why I work 3 extra side jobs to maintain living costs. I am single with no dependents and live in a studio apartment. I do what I do because I love it and I am passionate about it but the pay sometimes unfortunately forces me to reconsider working somewhere else instead of where I'm happy and feel dedicated to, and where I hope I'm making a difference. It would be helpful to make a livable wage without working four jobs at a time. Thanks for the survey! Hope my answers help!	12/26/2018 8:50 PM
2674	I live in San Diego and there are weeks that I have to travel to Escondido, Oceanside, Vista to provide support and the distance is around 30 miles out. At times, the coverage only last for a few hours and it does not worth the drive with the current pay but because of my love for the clients, I am willing to travel for the little pay. We need to be paid a little higher!	12/26/2018 8:42 PM
2675	Hi. I've been working for Partnerships with industry for almost 13 years and has been a very rewarding experience working with people with disabilities. However, I think that I deserve a better pay because since I work with this agency, I have only 3 raises and with this economy, is hard for me as a single mother to support my kids and have a decent place to live. I will really appreciate if me and my coworkers would get a decent raise in our paychecks. Thank you in advance.	12/26/2018 8:34 PM
2676	My clients are very important to me...	12/26/2018 8:05 PM
2677	Our work is easier said then done. Those with disabilities require time & our patience. When we are not set up successfully with one it effects the other resulting in frustrated staff. Our retention rate of qualified staff would increase if staff were paid decently and had the amount of time needed to adequately support our clients.	12/26/2018 7:52 PM
2678	With the current pay rate, it is hard to make ends meet to support myself and my daughters and to still have enough to pay rent and to pay the bills. My daughter has a chronic pulmonary disease and her treatment costs thousands of dollars a month. In order to support her medical costs and my living expenses. Having a pay increase would help afford me to my daughter's medical expenses and also to afford my housing and living expenses. Also, the workload is heavy and taxing compared to the compensation rate. Therefore increasing the pay rate will be helpful in increasing job satisfaction.	12/26/2018 7:42 PM
2679	Our work is so important. A raise is always welcome and appreciated!	12/26/2018 7:35 PM
2680	No	12/26/2018 7:20 PM
2681	I received a 0.50 cent raise in 8 years. There is a raise freeze at my Organization. My director told me, what we do, isn't worth a wage increase.	12/26/2018 6:14 PM
2682	I work with a client that is Autistic, she is 24 yrs. old. I provide support in Community Integration, part of this objective is to go out to the community to participate in local events. Guide her by demonstrating how to interact with the public. We went to Barnes & Noble and on the way back towards her house. When I approached a Halloween Spirit Store. I asked her if she was planning to dress up for Halloween. She was not sure how to answer me. So we parked and went into the store. She found a costume and independently asked the employee to point to the dressing room to try it on. She took about 30 minutes to decide if she would purchase the costume. When she finally decided she commented " I have never chosen my own costume, it has always been my parents" the feeling I felt has no words. What we do to teach our clients to be self sufficient and become independent is so rewarding and if we did not exist, our clients would not ever experience the happiness of ever buying their own costumes for Halloween. This is just an example of the wonderful job that we do.	12/26/2018 5:40 PM
2683	It is getting increasingly costly to house, feed and offer supports for adults with developmental disabilities...yet they need the assistance. It's life-giving and life-changing assistance! Some of them are able to work simple jobs; many others are not. Moreover, we as direct care staff work very hard to take care of their needs...physical, emotional and health needs, yet staff pay has not increased in years. I noticed that starting wages at McDonald's now exceed what we make per hour. Therefore it's becoming harder and harder to hire good, responsible caregivers. Please consider the importance of this budget increase, and thank you for your consideration.	12/26/2018 4:30 PM

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2684	I've been working for Partnership with Industries for 6 years. I've gotten two pay raises of not even.50 cents at a time. I feel we as Employees who serve adults with disabilities should be able to receive an increase. We help our clients succeed in life teaching them work ethical skills,in order for them to obtain a job out on the community. We also assist the clients with getting them jobs out in the community. Staff also takes care of a lot of caseloads,meetings, payroll, and incident reports ect.	12/26/2018 4:05 PM
2685	I know my hard work contribution to the organization over the past 6 years has made a significant, positive differences in the clients lives and I want to continue to increase life changing experiences for the clients this coming year. It is a great feeling to see the Clients branch off to working out and showing their strong abilities in the communities.	12/26/2018 3:46 PM
2686	I think we should get a raise due to the responsibilities we hold in our work environment , and also being part of their daily lives and enjoying what type of work I do on a daily basis, And to be able to provide for my son since its expensive living in san diego	12/26/2018 3:44 PM
2687	I love my job! Just wish he had a higher pay to live a little better	12/26/2018 3:37 PM
2688	Being and seeing the clients' (people served) progress is self-rewarding in itself. However, increase in pay would be beneficial, as the cost of living in San Diego is very high and my personal responsibilities also need to be met.	12/26/2018 3:31 PM
2689	Some of us are truly unable to live off of the minimum wage that is provided to us. The cost of living keeps increasing. I am currently a full time graduate student who is also working full time at this job as well as part time at another to be able to barely make ends meet. We are really in need of a wage increase in order to help us meet our own basic needs.	12/26/2018 3:28 PM
2690	The true value delivered to the people we serve is congruent with many other professions which pay considerably more.	12/26/2018 3:16 PM
2691	I know of many staff who have to work multiple jobs in order to make ends meet. Most of the staff also have concern about coaching clients who make more per hour than the coach does based on working for a nonprofit organization, whereas most of the clients work at for-profit companies.	12/26/2018 3:16 PM
2692	I worked for Hope Services in 1998 as a roommate and companion. Then i moved out of state with my husband who was in the military. Now i am back and i work as a community suport facilitator. I have been here now for almost 2 years in February. When i first started i was not sure i would stay. The stress and responsibility that came with the job is unbelievable and for the pay they give. I was thinking this really is not worth it. I was honestly nervous most days working just because i have so many peoples lives in my care that i need to watch out for and take care of and take out with me driving in the community. A highly congested area. That is a lot of daily stress. Its not just sitting at a desk in front of the computer or getting prepared to speak in front of staff at a meeting. This is a whole other level of stress. But i stuck it out and i am still here for the clients. I enjoy them and have become close to them. I have two jobs because working here at Hope Services alone does not allow me to pay all of my bills and rent. So in having two jobs it does take time away from me spending time with my two daughters. If Hope Services were paying a decent living wage i would not need to take time away from raising my daughters to work two jobs. That would be ideal for us as a family.	12/26/2018 3:07 PM
2693	I have been employed with this organization over two different spans of time for a total of more than 10 years. The number one issue I have observed regarding staff retention is directly related to pay. I am fortunate to live close by with a short commute and be in a 2-person household with adequate supports. Most of my co-workers, however, seem to be single parents, live in single households very far from here and often require to work a second job just to pay their rent and other expenses. As soon as they find a better-paying job, they leave, even if they feel this is a more personally rewarding job. Having so much turnover time and time again is very hard on the staff who stay and continually have to take up the slack with bigger caseloads, having inconsistent schedules and just emotionally dealing with co-workers leaving. Not only is the high turnover hard on staff, but certainly on the clients we serve who seem to be sensitive to when the next staff will leave, often asking, "You're not leaving are you?!" or just wondering out loud "Who's next?!" For the amount of work that is expected of us including the safe transportation and supervision of our clients, annual and semi-annual meeting preparation, objective tracking and documentation - all of this in addition to spending quality time with our clients, noticing and taking advantage of teachable moments, prepping for academic classes, job-coaching - in no way is the current pay commensurate with what we do! With many clients about to receive a pay raise with the minimum wage increase in January, staff will be expected to do considerably more work and accept far more responsibility for essentially the same pay as the clients we serve. How is this okay?!	12/26/2018 3:06 PM

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2694	Working with disability needs extra effort and understanding with the people we served including dealing with their immediate family that sometimes makes it complicated and hard to performe such job..	12/26/2018 3:04 PM
2695	It is hard to survive on this income. I am always looking for extra work outside of my 8-4 job so I can support myself and my son. I currently cannot support my son on my own.	12/26/2018 2:47 PM
2696	it would be awesome to get a raise especially for the county we live in everything is just too expensive and with only one income it gets a bit too tough.	12/26/2018 2:44 PM
2697	I truly enjoy the work I do. The enjoyment is the only thing that keeps me going. Otherwise, I would look for another field to be employed.	12/26/2018 2:43 PM
2698	The low income of this job means the only way I can survive is to have Section 8 housing. How can a person work full-time and not make enough money for housing?	12/26/2018 2:40 PM
2699	no	12/26/2018 2:35 PM
2700	I would like to see our Government be more supportive of our Clients in supplying them with continued Day Programs, such as the one here at Hope Seniors. Also to allow Staff to be paid equal to, if not greater, then those of other Union Members that do Direct Support in our Local Hospitals and Schools.	12/26/2018 2:35 PM
2701	i am the second income in my home. I would not be able to pay all my bills on mine.	12/26/2018 2:30 PM
2702	These are critical and needed services for the people who fall through the cracks of society or who are ignored. I don't see much waste (resource wise). To attract and keep a strong work force, increasing pay would be a wise investment and choice. You do know the majority do it for a cause, calling and use of their God given talents.	12/26/2018 2:18 PM
2703	No one can be put in one box. The advances in health/self care make it necessary to look at the senior population and offer services that make sense to seniors. I had the opportunity to care for grandmother, she didn't want 60 % of her time.	12/26/2018 2:14 PM
2704	none at this time	12/26/2018 2:13 PM
2705	My sister has down syndrome and I have worked in this field all my life. I very much enjoy working direct service but would love to be paid a wage that would allow me to live without needing a second job. Our program and others like it provide such a meaningful resource to so many yet compensation and appreciation is not always shown to those of us who make our company work to the level that I think is deserved. But thats not why any of us got into this field (except for a lot of administration). We receive deep compensation from within knowing we are making this world a better place while we are here. and our clients let us know. It would be nice to monetarily be compensated too. Then maybe I could survive with my main direct service job. thank you.	12/26/2018 2:11 PM
2706	I have been working with a wonderful company for the past 3 and a half months. I really enjoy working with all of my clients and making a difference in their lives. The company provides a lot of great benefits but I agree with the idea that wages can increase. I currently help my parents pay for their bills plus I also help them out with the rent. I have my own expenses on the side such as paying for my car and car insurance. We recently received a letter stating that our rent would increase starting January 1st. This can be challenging due to the fact that my father is currently unemployed. My family is relying on part of my income to pay rent and other expenses which makes it challenging.I am a recent college graduate and increased wages will help my situation as well as everybody else working for the company I currently work in.	12/26/2018 2:09 PM
2707	I love what I do, unfortunately the pay does not match the LIVING expenses. Without living with family and added help from side jobs I would have to relocate. Personally I had to change job titles within the company to receive a higher wage and it would be nice to have more advancement opportunities within the individual direct support job and more clear understanding of the wage range per job tittle and the company honor that range availability during evals. In regards to Government involvement I think less administration funding and more funding for individuals is needed.	12/26/2018 2:04 PM
2708	I'm very lucky to have rent control in San Francisco or else I would need to work 3 jobs - I don't know how our new employees do it, especially having enough ENERGY to do this kind of work while holding down 2 or 3 jobs. It's not fair to our participants to not have staff who can fully commit. Also our starting wage in San Francisco is \$15.48 an hour - this is unjustifiable in a city this expensive.	12/26/2018 2:00 PM
2709	It's not as easy as it looks!	12/26/2018 1:59 PM

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2710	My eldest son supports me with money each month as I am unable to make ends meet with this additional financial support	12/26/2018 1:58 PM
2711	I have been working for Hope Services for more than 23 years .I reached 66, but need to continue working and plan to work until over 70 because my SSA is very small. I couldn't save much for retirement (403B) due to the high housing and living cost. A little raise will help!	12/26/2018 1:51 PM
2712	Should consider costs of living and wear and tear damages of owner's vehicle.	12/26/2018 1:49 PM
2713	I feel as though we do the work that no one else wants to do, because it is a difficult field to work in. The population that we help take care of rely on us day and night to make sure we advocate for the best care possible for them. We work hard for very little, while other companies or agencies are paid higher wages to do less work. It is very frustrating to work so hard for so little.	12/26/2018 1:39 PM
2714	The cost of living in Santa Clara County is so expensive, we need two jobs to be able to pay for a living.	12/26/2018 1:37 PM
2715	I work long hours taking care of people that can't care for themselves. They rely on me for all of their medical needs. For making their lives happy and healthy I make less than a teenager working at in and out hamburger!! It's a shame that the government can't be as concerned about paying lifesavers like me. It's absolutely ridiculous that people who are responsible for the quality of life get paid next to nothing! We are glorified babysitters and we should get the same pay as other health care professionals	12/26/2018 1:35 PM
2716	No	12/26/2018 1:33 PM
2717	DSP provide a tremendous service to people with disabilities. The patience and hard work they put in need to be valued and also it is important that they feel that the pay they get is worth the efforts they put in.Currently, it looks it seems like the work they do is not well valued.	12/26/2018 1:32 PM
2718	Having a higher salary would make the employees stay longer with the company. If salary doesn't increase there is higher probability that employees will look for better opportunities.	12/26/2018 1:32 PM
2719	I have to pick up odd jobs just to make ends meet.	12/26/2018 1:31 PM
2720	our organization has a difficult time retaining staff and employing qualified staff to provide services due to the low pay.	12/26/2018 1:28 PM
2721	As a direct support worker I strive to go above and beyond for the clients. I try my best to give my clients the best possible day program experience I can. I work full-time hours of at least seven hours per day. My salary pays for rent, food, and other necessities. It doesn't always stretch too far and there are times I wish I could afford more, especially as the cost of living in San Diego increases. I believe an increase in wages would be a wonderful and greatly appreciated benefit for employees and the clients they serve.	12/26/2018 1:23 PM
2722	Working for my company provides a much-needed service for my community. While I love the opportunity to contribute to these vital services, the compensation routinely puts a strain on my family's finances. As the head of my household, there is a great pressure to provide. The choice between working for humble pay at an honest agency providing essential community services, and a more competitive income constantly presents itself. I love what I do, but at our current pay rates, my job won't be able to sustain my family in the future.	12/26/2018 1:19 PM
2723	Higher pay would benefit all employees as living in the Silicon Valley is very expensive. We work really hard doing many job responsibilities.	12/26/2018 1:16 PM
2724	I really love & enjoy the work I do. Working with the people we serve is my passion. I hope that our Legislators and Senators understand the importance of the support we provide to the people we people we serve. If we cannot get paid more we will have to look for other jobs that do and I really do not want to do that. But I need to pay rent, buy gas, food and medical insurance aside from other items we all need...	12/26/2018 1:09 PM
2725	N/A	12/26/2018 12:59 PM
2726	Working for a nonprofit, the wages are low. Every year the cost of food, health insurance and housing go up along with my student loan, but my wages can't support the increases.	12/26/2018 12:56 PM

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2727	I barely get by on my wages. I have friends who are very generous to allow me to live with them for \$300. mo. Otherwise I would not be able to survive and be living out of my car. I work a second job just to make ends meet. Our wages simply are not enough to live off in this economy. Most depend on others to survive. We rent rooms in other people's homes, have spouses that also work, have a second job, live with other family members, etc. We must rely on help from others in some way or another. We are unable to live independently. The price of food, housing, insurance, etc makes it impossible on our low wages. We work very hard at what we do caring for others. I see a big turn around in coworkers because they find they can not live off these wages and so go elsewhere for better pay. There is such a great need for good caregivers but the compensation just doesn't meet the demands of our own needs in daily living. Please help and make a difference in the quality of life of those who care in taking care of others. Who is taking care of us?	12/26/2018 12:43 PM
2728	I also work for a school district working with adults with disabilities, pay is starting 17-18 depending on severity of disabilities and services provided to client.	12/26/2018 12:41 PM
2729	We offer better service than state run institutions whet can costs multiple amount than private sector	12/26/2018 12:38 PM
2730	Most of my coworkers rely on either working extra hours ensuring that they don't get more than a day off of work weekly or working second and even third jobs to maintain the ability to live and provide for their families. I work in more than one direct service community within my company to ensure that I can provide for my family and be able to live in adequate housing and this does not seem fair. We happen to do so much work and the wages associate with this life changing work go unchanged.	12/26/2018 12:37 PM
2731	I've been working two full-time jobs working as a job coach for for people with disabilities almost 11 years and for 14 years I have been a direct care residential care provider for group homes and the California Mentor Network. This is what I have to do to fiscally Break Even every year. Fiscally advancing in this field is not available from doing competent hard work and the only way to get any kind of additional fiscal support is for the IRS to look at our income and tell us you really need a lot of tax money back here you go. Not having to rely on a tax return to get ahead would be much more meaningful and self-esteem building. please make this possible!	12/26/2018 12:34 PM

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2732	<p>One of my clients recently got a job that pays \$15 an hour. The job is washing cars and he still needs the support of staff to complete his duties. In my position as a direct support professional, I am paid \$12.60 an hour. I have a college degree in Sociology (magna cum laude, phi beta kappa), CPR/first aid certification, and a certificate for completing an in depth course on autism. I attend monthly trainings and have been with this company for over 6 years. This is simply not just. I drive up to 45 minutes away from my house (one way) to work an 8 hour supported living shift and am not reimbursed for mileage. That means I'm using my gas up and spending 1.5 hours of my own time for a commute. I drive 38 miles roundtrip to a respite client's house and the allotment for mileage is 40 max, so I am not reimbursed when we drive hither and yon for activities. Yet I continue to work with these clients and take them to fun activities, because they should live a fulfilling life full of enriching activities. Activities that I often must pay to participate in myself so I can make sure my client is safe in the community, whether it due to a wandering risk, lack of understanding of stranger danger, a medical condition such as epilepsy, or a propensity to lash out and become upset over various small things. I haven't quit because I truly enjoy the clients, but the low compensation and high demands of the job (driving, personal care, lifting, driving a wheelchair van, dealing with psychiatric and medical emergencies, not to mention the patience and compassion required day in and day out) do have me questioning how much longer I can do this for. With IHSS, I now have three jobs and no time to enjoy my own home. The wages are low, so I work more hours. A few weeks ago, it was 74 hours. Way too much. I'm often too exhausted to cook, clean, or socialize. It's a daily struggle. My family believes the company is taking advantage of me because I am a good, dependable worker and I have trouble saying no. I'm beginning to think they're right. In contrast, my third job with a school district pays over \$21/hour and offers fantastic benefits. But this is Southern California, and the cost of living is high. I have a mortgage and car payments and bills to pay, and working with the schools is only 30 hours a week. By offering such low compensation, nonprofits that support people with disabilities are not attracting cream of the crop employees. Despite screening processes, it is possible that companies will hire abusers or negligent employees, employees who commit time card fraud, or worse. There's not a lot of oversight and the disabled community is vulnerable to those who would prey on their innocence. On the other hand, many who work in this non profit sector do so out of the goodness of their heart and have a true desire to see those they serve flourish. Even when your heart is in the right place, over time it becomes easier to see yourself as a glorified babysitter and not give 100% effort because you don't feel properly compensated or appreciated. You feel run down and feel like you're lacking in time, energy, and money. You feel like one measly cog in a broken system. Raise wages significantly and increase reimbursement for mileage. Offer discounts on movies, arcades, and theme parks so we are not spending over half of what we make per shift just to take a client somewhere special on occasion. You can only go on so many walks and visit so many libraries. Our clients are on limited budgets, but their dreams are big. Help us help them. Give us a caregiver ID to get free public transportation while on duty and free parking and entrance into aquariums, zoos, museums, and more. Give us discounted appreciation days at similar places so we can take our families on our day off. Change is long overdue. Please make it happen.</p>	12/26/2018 12:29 PM
2733	<p>It is very important to take care of the direct staff. The investment in the staff will assist those that have disabilities be employed which will reduce SSI and Medicare benefits and Increase taxpayers and add a more diverse pool of employees this is a win win to society</p>	12/26/2018 12:29 PM
2734	<p>Without wage increases, continuing to complete this very rewarding job at a high level becomes difficult. Throughout the years, there have been minimal increases in rates from the government for the services we provide our clients. Thus, the employees who assist these adults with disabilities at times make less than the clients they serve. Please take the time to figure out ways to make our organizations competitive again and keep staff financially happy.</p>	12/26/2018 12:24 PM
2735	<p>As a salaried employee, I am often working over 40 hours a week completing administrative type tasks due to having been in the field providing direct services to the individuals we serve. Increases to compensation would assist with staff turnover. There is no decrease in folks needing services and in order to be able to provide quality services it would be beneficial to all invested to have this increase.</p>	12/26/2018 12:22 PM
2736	No	12/26/2018 12:21 PM
2737	<p>I feel that many of our employees do not earn a wage equal to the services performed. Many are high stress and involve personal risk. Our agency can only start most workers at minimum wage making it difficult for them to continue working to support themselves/families and attain higher wages elsewhere. This makes for a high turn-over rate.</p>	12/26/2018 12:20 PM

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2738	With the continued increase in cost of living, it is becoming more and more difficult to live in San Diego county. My husband and I are considering moving out of state due to the low wages and high cost of living.	12/26/2018 12:17 PM
2739	It's too low. They want high quality people and strive for people with an education but that comes with having to pay people enough to pay off the debt from school as well as living which in California is very high. The pay is so bad that I had to drop down to part time and work another part time job that pays better. I didn't want to quit because I've built relationships with clients and am invested in their success but now I'm working 6 days a week o barely make ends meet and am not sure how much longer I can work for such poor pay. We should be making 17\$ an hour at a minimum.	12/26/2018 12:17 PM
2740	I have worked individuals with disabilities for over 10 years. I work as a direct staff as well as administrative duties to assist the organization. However, this important work does not pay enough money for my family to survive without also working other part-time employment. I love helping people and I teach my child to give to those who are in need but it would be a true blessing if living above poverty ourselves were a possibility. Unfortunately, the way our government is set up our family qualifies for nothing because we choose to work hard rather than do nothing in order to qualify as many people do. I really appreciate this survey that means someone is thinking about the little people that do much for nothing.	12/26/2018 12:08 PM
2741	I support my mom and count her as my dependent. The amount of money that i receive is often not enough or barely enough. I stay in this job because I am very passionate about what I do but I know I could be working somewhere with better pay. I have a bachelor's degree and earn very little. I have also had a lot of car problems and not enough mileage reimbursement to cover for them.	12/26/2018 12:06 PM
2742	NA	12/26/2018 12:05 PM
2743	I think there should be training that can help us when a clients has an incidents. This will prepare us and we can make sure we can take care of clients without feeling worried. We should be training on how to do reports if we need to.	12/26/2018 12:01 PM
2744	There is a meme on the internet that reads, "When you pay employees minimum wage don't be surprised when they give minimum effort". Perhaps that is true at most places but at the company I work for there are so many people that work super hard. Yet we are living pay check to pay check. Not only do we work hard we also put our heart in our work. We work so hard to provide the best service possible to this community yet we are under paid and unappreciated.	12/26/2018 12:00 PM
2745	We are not justly compensated for the work we do.	12/26/2018 11:57 AM
2746	I am currently in school because this job does not pay enough. I have seen such a high turnover rate during my years at my non-profit, many wonderful people leave because the pay is not good enough	12/26/2018 11:57 AM
2747	Working regular full time is not sufficient. I must take on a lot of overtime in order to make sufficient pay.	12/26/2018 11:57 AM
2748	It is extremely difficult to find and keep Job Coaches at the current wages. Many of our staff members have second jobs, which create a hardship for PWI as they tend to call out sick due to exhaustion and other health related issues due to working so many hours and the inability to rest properly because of it. In order to continue with quality service provisions and to offer other much needed services we must find appropriate staff members. As the cost of living increases PWI is not in position to provide adequate pay increases to meet our staff's needs.	12/26/2018 11:53 AM
2749	Government absolutely needs to realize that when it legislates increased costs on providers (minimum wage, etc.) it has to concurrently fund increases to reimbursement rates or those providers will eventually have to close.	12/26/2018 11:53 AM
2750	I have two children and it is hard to make ends meat	12/26/2018 11:51 AM
2751	I love my Job but it is hard to pay bills.	12/26/2018 11:49 AM
2752	None	12/26/2018 11:48 AM
2753	Our agency is having difficulty finding and retaining personnel due to the low wages that are a result of the low reimbursement rate. Better services could be provided if the reimbursement rates were increased.	12/26/2018 11:44 AM
2754	I have worked with people with disabilitys for nearly 7 years and i love the work as minimum wage is going up it is harder to be able to afford to work in the field that i love.	12/26/2018 11:42 AM

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2755	n0	12/26/2018 11:39 AM
2756	NA	12/26/2018 11:39 AM
2757	I am paid \$12 an hour. I pay nearly \$40 a week in gas so I can do my job. With the recent tax hikes on gas and fluctuating prices on gas, I am unable to save as much as I would like to. I work about 60 hours between my job as a DSP and as a substitute teacher.	12/26/2018 11:39 AM
2758	I do not make enough money to support my family. I stay at this company because I love what I do.	12/26/2018 11:34 AM
2759	In our current organization we are assisting adults with disabilities to gain meaningful engagement in their communities through employment. In many cases myself and my coworkers make a lower hourly wage than our clients do at the jobs that we find for them in the community. Our employer is doing everything they can to build a creative and fun environment for us to work in, but without rate increases they are never able to give us meaningful wage increases. We currently make \$12.30 per hour, with no increase for 2019. When we do get an increase to meet minimum wage the organization can only afford to move everyone to that baseline. Which means that for my 5 years of experience I will make the same amount as someone that just started yesterday. If our employer does not find a way to raise additional funds they will eventually not be able to even keep up with the minimum wage increases each year. Many of my friends with degrees in Social Work that are working for other non profits are facing the same issues. Without rate increases to these organizations we will lose these wonderful organizations that provide such meaningful services to our communities. Myself and my coworkers are out here every day doing this work because it is meaningful, and we are committed to having a positive impact on our community. This type of work has to be more valued by society, or we will continue to lose people like me to big box retail and corporate greed machines that do nothing to serve the community in the way we do.	12/26/2018 11:33 AM
2760	The state has never been big on funding these type of programs and we always struggle with legislature to give more funding because we deserve much much more than what we get compensated for it has been this way I have been in this field for 28 years	12/26/2018 11:30 AM
2761	I need to find supplemental income to support myself. I get paid as much a Star Bucks Barrista but do the work of social worker. The minimum wage for our industry should be \$15 starting. Car payment, insurance, rent, food, etc.	12/26/2018 11:30 AM
2762	We pride ourselves in being able to provide quality services to our clients. But the stagnation of rates and the increase in the cost of providing services makes it difficult to find quality candidates to fill vacancies in staffing.	12/26/2018 11:26 AM
2763	It's hard to find qualified and well-trained staff. If wages were higher, we could attract better qualified people, which would greatly improve the care given.	12/26/2018 11:26 AM
2764	We do incredibly important & meaningful work; it would be nice not to have to work more than one job just to survive.	12/26/2018 11:24 AM
2765	Our employees are barely able to make ends meet on the rates for which we are paying them, if they are at all. As a manager, it has been exceedingly difficult to locate and retain employees for the rate which we can provide. The amount of work and difficulty of the job definitely warrants a much higher pay rate then what is currently allowed, however despite our best fundraising efforts, we are unable to do so unless more funding is provided from the state. I have hear consensus from many agencies in the area that services for the population we serve will continue to suffer if we cannot provide an adequate wage to obtain quality staff, and if we continue to keep our current staff overworked and under paid.	12/26/2018 11:23 AM
2766	PWI is an amazing organization. I do all of their hiring of staff members as well as some fundraising. Before, I started this role I was a volunteer.	12/26/2018 11:23 AM
2767	Although I personally do not receive outside income, there is no way to live in San Diego county with the wage that we earn. Although I like my job I find myself barely making ends meet and I do not live alone because there is no way to live alone with these wages. I believe we work hard to provide direct support to clients that need the help and a lot of the times people who are very capable at their jobs, which is a hard job to do at times, don't apply or leave the organization for higher paying jobs because we are not properly compensated for what we do. There are other organizations like ours that, not only have higher starting wages, but have a pay increase every six months.	12/26/2018 11:22 AM
2768	A pay increase would help tremendously. It may also encourage job retention and discourage frequent turnover.	12/26/2018 11:22 AM

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2769	I would suggest higher wages for direct support staff because what we do is important and difficult job and you can be paid more to work in fast food instead of caring for humans. I have personally worked with adults with intellectual disabilities for over a year and I love and support all of my clients but I am a single mom and college graduate and I do not make enough to support my family.	12/26/2018 11:22 AM
2770	The work that we provide to each Client/Resident is extensive, demanding, time consuming, and very challenging. There is not enough time to do all requested documentation and care work on company time. To complete requested Client documentation it is necessary to do it on uncompensated time. Compensation is not in-line with required duties.	12/26/2018 11:22 AM
2771	Not at the moment	12/26/2018 11:19 AM
2772	San Diego county is very expensive. I have struggled financially for the past 8 years. But I love my job and I grew up in San Diego, so it is hard to leave. However, each year, the cost of living increases. Rent is outrageous in San Diego county! But my wage isn't able to increase enough to keep up with increasing costs. If this continues I may need to move to a less expensive area in California or out of state, which I don't want to do. I am not expecting to be rich working at a non profit, but it would be nice to be able to live comfortably and not live paycheck to paycheck. An increase in rates to increase wages, even if just in the San Diego county area, would help greatly.	12/26/2018 11:18 AM
2773	Due to the high cost of living, (ie: rent payments and food pricing) and only making a little over \$12 I can't afford rent, food or clothing. Every month I have to ask my family to help support myself, my two daughters and my disabled mother, as our combined money doesn't cover all of rent. I've thought many times that I need to find a second job making at minimum \$10 to support us or leave the current job that I love for more pay. I don't want to leave the company, I love what I do and the clients we serve but I can't support my family with the amount I get paid.	12/26/2018 11:17 AM
2774	I truly love my job , the agency I work for and the clients we provide services for. It has proven to be a challenge to make ends meet on the salary that I bring home. Recently, I have had to work on the weekends and a night a week in order to pay bills.	12/26/2018 11:14 AM
2775	Most of the people who work directly with adults with disabilities have student loans/college education. We are paid slightly over minimum wage. While the cost of living has increased our income hasn't.	12/26/2018 11:13 AM
2776	As an administrative support / coordinator for the organization, I see all the hard-work our staff do. Numerous staff have geared towards different careers due to not receiving a high enough compensation. We take pride in providing quality service to our clients, however, I believe one barrier to this is turnover rates. Myself and other coworkers I have spoke with, enjoy this agency and the support we are provided and the rewards from helping our clients grow; however, the hourly rate is a bit of a financial barrier. If our employees were more comfortable with the wage, we overall can provide more quality service due to less staff changes.	12/26/2018 11:12 AM
2777	It is very difficult in this industry to find support staff for clients. Due to the low reimbursement rates we are forced to pay our support staff low wages, which are not livable wages and as a result we have huge turnover and it is difficult to provide clients with stability when it comes to their support staff. Those of us that have been here for 3+ years can only afford it because we love having this as our primary work and supplement our income in the private sector.	12/26/2018 11:10 AM
2778	N/A	12/26/2018 11:10 AM
2779	The work that we can be very rewarding, especially when you can visually see the impact we are making in someone's life. The reason most of us stay in the field is because we love what we do but it would be nice if they pay were better. Making minimum wage for the amount of work that we do is unacceptable. I've even had some clients make more money than I do!	12/26/2018 11:10 AM
2780	Some of the folks that organizations serve are alone or require support that no one else is train or want to do. The job this or any organizations have are not easy and employees deserve to be paid more as the tasks are not done by not just any individual.	12/26/2018 11:08 AM
2781	I love my job but it is very mentally and physically taxing at times. I think Teri staff who work with the intellectually delayed all deserve more in compensation because not alot of people can do our job.	12/26/2018 11:04 AM
2782	I work on average 104-110 hrs every two weeks	12/26/2018 11:04 AM

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2783	It can be difficult to keep well trained and qualified staff at the current minimum wage. Working direct support is universally considered a very important and noble profession however a lot of DSP's can not afford to take care of their own families. I believe there is a serious disconnect between the importance of the service provided and the compensation. Please remember that Direct Support is not an easy job and takes a very special person to provide quality care and support to another very special person.	12/26/2018 11:01 AM
2784	Seeing clients with a disability being able to succeed and go independent after guidance and the help from staff is rewarding.	12/26/2018 11:00 AM
2785	It can be very trying at times. They need alot of one on one time.	12/26/2018 10:55 AM
2786	I am a mom returning to work and finally I'm making a direct contribution to those with disabilities. I feel direct support is the most important job as we are working with consumers daily and trying to make a difference and support them as needed. In order to stay in this business and to help those in need, higher wages will make a difference by allowing me to stay in this job.	12/26/2018 10:52 AM
2787	3 years no pay raise, no sick time	12/26/2018 10:48 AM
2788	All work is worth it's weight in gold. Everyone works hard in my business to see others as well as themselves reach their best potential as working class citizens.	12/26/2018 10:40 AM
2789	An overall wage increase is needed to keep kind and caring individuals in this line of work. I also put thousands of miles on my car and would like there to be an increase on the mileage reimbursement (currently .44 cents is reimbursed/mile) as well as an allowance for vehicle repairs. Thank you!	12/26/2018 10:36 AM
2790	My job allows me to feel like I am contributing to the make the world a better place	12/26/2018 10:35 AM
2791	I am a Job Developer, connecting businesses with persons served to better their lives and their families. This helps the individual feel valued and apart of society as well as receiving finically to support themselves. Which in turns helps them to not have to depend on government assistance.	12/26/2018 10:33 AM
2792	We are barely getting by. We just want a wage that doesnt have us living paycheck to paycheck.	12/26/2018 10:27 AM
2793	No thanks	12/26/2018 9:49 AM
2794	I believe myself and the majority of my co-workers are working 40 hours weekly at Project Independence plus also working at another job just to make ends meet. My question is, although we have the responsibility of caring for people with disabilities, why is the pay given by our employers so little? I also work for IHSS which pays \$11.00 hourly which is not even minimum wage?	12/26/2018 9:40 AM
2795	For me, between rent, payments, bills, commute costs, health care costs, and supporting family members, it is extremely difficult (if not, next to impossible) to even prioritize healthy balanced meals throughout the day, or extraneous self-care activities after work. This leads to less quality of service throughout the day, quick burn-out, and high turn-over. I want to feel like it is in my budget to buy a healthy lunch, or pay for a chiropractor if necessary. I want to feel like I can simply take up a hobby, or take vacation days, or enjoy more than just the bare minimum needed to survive. I want to see the undeniable value and necessity and particular talent intrinsic in performing this job reflected in my pay.	12/26/2018 9:37 AM
2796	N/A.	12/26/2018 9:27 AM
2797	Many other organizations which provide the same service as we do get paid a substantial amount more than we do and their starting salary is at least 2.00 more an hour than ours. Christmas bonuses are also much higher	12/26/2018 9:23 AM
2798	Many actors and producers create movies because they care about making a difference in the world by getting people to think. Many people who work with individuals with intellectual disabilities are in it because they care too. The most poignant films are well acted and cinematically beautiful. This takes quality people to make happen. Quality people who work with individuals with intellectual disabilities have expertise as well. Many are highly skilled and often well educated but are poorly compensated for the work they do. This makes it difficult to attract quality people. A quality world is created through a myriad of elements; ingenuity, mindfulness, playfulness, care, and intelligence. People who want to make a difference in their world are quality minded. I think in order to accomplish the goal of a better world we need to use as many ways to skin the cat as possible.	12/26/2018 9:14 AM
2799	If we stay is because we love our job, but it's difficult when you can't make ends meet, and the cost of living is rising.	12/26/2018 9:12 AM

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2800	In a conversation with a coworker it was mentioned how much HE makes. This person had only been with the company less than 3 years and was making more money than me, someone who has dedicated many years to the company. We work countless of hours, often short on staff. Some of the clients wages are the same if not more than us.	12/26/2018 9:07 AM
2801	We are way under paid. Ready to file bankruptcy. Losing staff due to most working at minimum wages. I work 50 to 60 hours a week because all our staff continue to leave. We need more wages. Been with this company 25 years. It would be sad to see us close. Many rely on our services.	12/26/2018 9:00 AM
2802	Being a single mother and living in this time of age is very hard. Especially when making minimum wage. I live check by check. I lov doing what I'm doing and I want to continue but it's becoming really stressful. There's other programs that are able to provide more compensation, we are doing the same job. We deserve it.	12/26/2018 8:51 AM
2803	Working as a Direct Support staff for 10+ years it has been difficult to live paycheck to paycheck. Even now working as the Program Director it is hard to continue living with the wages we receive. In such a challenging field and rewarding one, I have always felt that the work we do deserves more. We as Direct staff focus so much of our time and energy to ensure that our people are taken care of and have better qualities of life, that we/others tend to forget about us, their staff, friends and family.	12/26/2018 8:49 AM
2804	I love what I do, but without a secondary income I would not be able to continue my services.	12/26/2018 8:08 AM
2805	I feel we do not have as many kids as outside company's and would like more to increase hours as this is my main source of income and hours have been steadily low	12/25/2018 10:09 PM
2806	not at this time	12/25/2018 7:54 PM
2807	pay more	12/25/2018 9:12 AM
2808	I work two jobs to make ends meet. I do respite work at night to supplement my income.	12/25/2018 3:53 AM
2809	I love my job, In very passionate about it. I LOVE THE PEOPLE I SUPPORT, but I do notice some people not take the job too seriously and not providing the necessary care.. I think if we were to be paid more people would value their job a little more and take things more seriously.	12/24/2018 2:54 PM
2810	Wages should be raised to caring employees. Working for this community and culture is a pleasure!	12/24/2018 2:46 PM
2811	I feel that direct care personel should be paid a wage that reflects our economy, and the hard work that we do for our clients. It is really hard to afford housing in San Diego with our rate of pay. It is the main reason why I cannot have my own apartment.	12/24/2018 2:23 PM
2812	This job is very rewarding but it is also very difficult. Many of the clients do not have families other than us at their program and homes. We dedicate a lot of time and effort to make sure our participants get not only what they need but what makes them happy. This is an underrepresented group that is often neglected and misunderstood. Higher pay would help retain more employees that want to work with this population but can't afford to do so at the moment. In turn our participants will have a better quality of care which is the least we can do for them.	12/24/2018 2:20 PM
2813	N/a	12/24/2018 2:06 PM
2814	We provide a lot of care and daily needs to clients with everyday necessities that many people are not willing to work with. Employees who work in this department enjoy and sacrifice many things for people who are in need. We should get higher compensation doing what we do at work because not everyone is up to do the work it takes, also help the employees in their own life's. Employees do rely on works compensation just like every other job.	12/24/2018 1:50 PM
2815	We provide physical, emotional, and mental health help and more pay and appreciation for our line of work will guarantee better work ethics.	12/24/2018 1:36 PM
2816	With the amount of clients in this facility (100 and counting), the staff are placed with a lot of responsibility with working with 4 clients at one sitting. The pay for such responsibility is unreasonably low and should be compensated with this in mind.	12/24/2018 1:02 PM
2817	I think this kind of job involves a lot of responsibility in all ways must be recognized and be paid much more than minimum wage.	12/24/2018 12:44 PM
2818	I love working here at mountain shadows it's amazing how we can make there day with a smile	12/24/2018 12:32 PM
2819	For our residents to get more help from the state.	12/24/2018 12:24 PM

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2820	No	12/24/2018 9:52 AM
2821	For the work we do in the homes, like giving out medications, doing active treatments, and having seizures happen in the home almost daily while still trying to run the house smoothly, I believe those who provide direct support to the disabled should receive higher rates and compensation.	12/24/2018 9:51 AM
2822	No	12/24/2018 8:08 AM
2823	A pay increase would most certainly help with staff turnover and staff security. Especially in high cost of living areas as San Diego. If it wasn't for the flexibility of my second job, i would have had to seek employment elsewhere.	12/24/2018 5:22 AM
2824	No	12/23/2018 3:19 PM
2825	During my short time working with United Cerebral Palsy I have learned so much working with children with special needs. I value my time with them and look forward to many more wonderful experiences with this position.	12/23/2018 12:10 PM
2826	As DSP we administer medications, and monitor for side effects. We handle challenging behavior, for example hitting, kicking, scratching, spitting, pulling hair or limbs, self injurious behavior. These behaviors could vary in degrees of intensity and may involve the police. These above examples would normally be handled by nurses or psych. professionals that have schooling which provides a higher pay rate due to their professional status. As DSPs we provide some of the same services as these professionals and then more. For example more means cooking full meals, cleaning, transporting in vehicles, providing opportunities for community involvement, courtesy to family members, and following rules and regulations provided by various regulatory agencies. We provide all these services on a daily basis with wages close to minimum wage. House keepers are payed more, cooks are payed more, nurses are payed more, behavioral specialists are payed more, people who do transit are payed more, only Moms are not payed more for wages.	12/23/2018 11:34 AM
2827	I'm only getting 30hrs./ month and the child needs more so a lot of my time is voluntary.	12/23/2018 9:08 AM
2828	I greatly appreciate the opportunity to not only spend quality time with my nephew who I truly adore but to earn an income as I do. Being able to provide my sister and brother in law with the opportunity to enjoy themselves is a rewarding experience on its own. Moreover, I am grateful for organizations like HGH that provide respite assistance to families like my mine.	12/23/2018 7:53 AM
2829	We have people's lives in our hands, and yet fast food workers make as much, or more than we do!	12/23/2018 7:29 AM
2830	We travel and work in all types of weather. We also deal with all types of Disabilities that include anger. I feel we don't get paid enough to handle certain situations	12/22/2018 8:31 PM
2831	Fast food workers make more than we do	12/22/2018 3:48 PM
2832	It is important to the organization and to the government regarding compensation on higher wages would be greatly appreciated by me the current employee . I've had to pull many school loans to achieve a greater title to get a higher wage in salary and I now I'm in to make sure I can afford to pay back those loans and also have money to live on. Please take inconsider for those how go to school to achieve a higher title to give the proper care for the disability.	12/22/2018 2:26 PM
2833	I think trainings for position advancement should be offered or higher pay rate if certain criteria is met.	12/22/2018 2:14 PM
2834	We urgently rate increase, cost of living is awful, medications and other urgent expenses are very high. I love my jobs, but we must be paid higher wages.	12/22/2018 1:58 PM
2835	Very happy with UCP	12/22/2018 10:08 AM
2836	This is kind of a odd question for me to answer. I know that the time I work is so important to the family. I'm not sure that I can put a price tag on that. For me, it is all about giving that break to the parents of a disabled child. There is so much work involved with caring for a child with a disability and working for this organization gives me a chance to brighten someone's day, even if it is only 30 hours a month. We all deserve a little less stress in our crazy day.	12/22/2018 8:00 AM
2837	None at this time	12/22/2018 6:32 AM
2838	Since beginning work with this organisation, I have seen a positive change in the client who I've been with for several years. There are more benefits for me as a respite care provider and I feel as if the organisation is very supportive.	12/21/2018 10:43 PM

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2839	With the amount of care that we (respite workers) give, i think it would be appropriate if our wages were to be raised more than 12\$ an hour. We give more undivided care and attention to our clients and their loving families. Who truly are grateful for our services.	12/21/2018 10:39 PM
2840	Yes. 2 weeks ago I was driving kids from our UCPIE program to their sport disability festival. On the drive there, while on the clock, something hit my windshield hard that made the kids cover their ears. When I realized my windshield was cracked! I called our program to ask if it was covered or if there was a reimbursement if I fixed it, and they said no, that that's why they require us to have insurance. That made me open my eyes to keep on working for ucpie, because if it would of been worse, who would of ucpie made responsible? To me that was very disappointing, and it has made double think about staying with ucpie, for safety reasons for me and the children that are under our care all for \$12 an hour and to not be able to rely on them on scary situations like the one that happened to me.	12/21/2018 10:07 PM
2841	None	12/21/2018 9:52 PM
2842	No	12/21/2018 9:35 PM
2843	DSP is not an easy job me and my Co-workers along with other DSP workers make it look easy because we love what we do . To me this not a job it is my career and my second family , however an increase in wages would be a blessing . It will help alot with living situations as well as Financial situations .	12/21/2018 8:34 PM
2844	Need to be paid more per hour	12/21/2018 5:59 PM
2845	You organization provides an amazing service. I'm very proud to be apart of the work you do.	12/21/2018 5:44 PM
2846	no	12/21/2018 5:41 PM
2847	I live in San Francisco and rent a room that cost \$1050. I have no children but have to support my mother. I have to pay my student loan every month. My salary as a Direct Support Professionals to Development Disability clients is barely cover the daily needs.	12/21/2018 5:30 PM
2848	Please if possible make sure the children's get their dream of gift for Christmas as well as birthday	12/21/2018 5:26 PM
2849	Not at the moment.	12/21/2018 5:13 PM
2850	More vision and dental benefits	12/21/2018 4:50 PM
2851	We have a great responsibility to care for the special needs kids and adult and appreciate a higher wage to compensate for the increased and varied care we need to provide to this population.	12/21/2018 4:49 PM
2852	N/a	12/21/2018 4:35 PM
2853	Suggest higher compensation for all DSPs as our job requires a lot of attention to detail, and we hold the lives of our clients in our hands. On top of facing increase in cost of living, we're faced with commute and other means that take a lot of time out of our lives to complete our tasks. It's only fair for us to receive higher compensation for the dedication and hard work.	12/21/2018 4:26 PM
2854	Na	12/21/2018 4:23 PM
2855	I work with a few families that have children with severe emotional disorders/autism/aggression etc. Even though this is a hardship for my personal family at times I do this because I care for these kids and the families.The parents need a break and need qualified staff to provide quality care for there loved ones.. The pay currently is terrible but it's not the reason I do this job. I care about the kids as parents. Hopefully one day the pay will match our passions and all will thrive accordingly.	12/21/2018 4:12 PM
2856	Ba	12/21/2018 4:07 PM
2857	I think everybody will be happy if we receive a raise. Thank you.	12/21/2018 3:54 PM
2858	Yes I have a need for my client to receive more hours	12/21/2018 3:33 PM
2859	I have been with one family for 22 years. The client (Sean) needs 24/7 care, and I have been happy to have been a part of his life and see him grow.	12/21/2018 3:32 PM
2860	I wish to get rise my salary that could be enough for my living and keep one job	12/21/2018 3:29 PM

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2861	Doing this type of work is at times stressful. Do two jobs at a time , residents go into to seizures at any given time. You might be doing medications which is extremely important considering what medications you are giving . Controlled medications have to be given to the right person,time,dosage it's a huge responsibility for what we are getting paid to do. We aren't nurses but we are doing the duties of one. Some training but it's pretty scary when you have to react to a certain situation. Choking ,first aid,issues between housemates and possibly being hit by the residents.	12/21/2018 3:26 PM
2862	I've worked many years with a program that serves people with disabilities and have a husband to help with expenses of life. I've have and presently know co-workers who work two and three jobs besides our job to survive with their wages and in our present economy. We also have had two DSP leave our department and the city, because the rent was too expensive or move out of the city. They both finally had to relocate and move in with their parents, they both had two job.	12/21/2018 3:15 PM
2863	I should only need one source of income to pay for all of my expenses. Living pay check to pay check and making enough money to only pay rent (barely) is a low quality of life.	12/21/2018 3:13 PM
2864	Not at this time	12/21/2018 2:28 PM
2865	Consider the sacrifices we as Respite workers have to make in our daily lives in order to service those in need and those with disabilities. We are selfless and ready to make the lives of those with disabilities better, and candidly there are not many others who could do this job or even consider it.	12/21/2018 2:21 PM
2866	The floor is caving in in 2 spots in my apartment, including beneath the tube. This is what I can afford at current pay.	12/21/2018 2:19 PM
2867	Cost of living is too high here in San Francisco for DSP's provider we need fair salary everything is expensive now like renting apartment for middle class and food everything goin up	12/21/2018 2:10 PM
2868	Purchasing personal clipper card for Commuting from home to work which cost me \$375 a month. Spending personal money for lunch everyday. Agency just allow us to work 32.5 hrs a week.	12/21/2018 2:06 PM
2869	Working as a DSP for some of the most vulnerable people and communities can be difficult, emotionally taxing, and thankless. The job has a high turnover rate, and everyone I know personally working at the Arc works 1-2 extra jobs. I am leaving soon because the job is not sustainable and I am finding other opportunities instead. There is no real future one can develop for themselves when they are working minimum wage in a job they can barely get full-time. When I first started working for The Arc, I was making just above \$13, as a college graduate, and was hired just under full-time. Due to my position as an art teacher starting just 2 hours shy from full-time, therefore 2-hours shy of benefits, I had to struggle to find extra hours in very different departments that did not match my skill levels or interests. Just to get health insurance I had to work 2 hours here and there with clients in their apartments who had very specific needs that I was not properly trained for. This gave me great frustration that I had to turn to those extra hours in very uncomfortable situations just to get health insurance when I was already working a job that should have been full-time, since the job had full-time expectations for what I was needed to do. After a promotion and several wage increases, I decided to stay, but now I am back to the point of finding little satisfaction or support within this company. More support can especially be given from the government to DSP's because they provide such an essential function in keeping day-to-day operations running smoothly. What ends up happening over time is that less and less people with the proper qualifications and education will choose to work as DSPs because the wages are so excruciatingly low. Therefore companies like The Arc resort to hiring very unqualified and untrained DSPs simply because there is a need for those positions to be filled. The main result of this structural dysfunction, largely due to lack of funding, are DSPs who are careless about their job, and who lack the proper training to conduct work with their clients in a respectful way that provides the clients with a sense of dignity. At the end of the day, with such low wages, it is hard to find reasons to work for The Arc for any longer than 2-3 years. It is merely a stepping stone towards other opportunities because it is a struggle to work here.	12/21/2018 2:06 PM
2870	This work is as important as school teachers but we don't have a voice help us to be appreciated and given a livable salary	12/21/2018 2:03 PM
2871	I can't afford Christmas. I can't afford an apartment. I can't take trios. I can't vacation. Hand to mouth, always short food and basics. Wage slavery. Shame on you, we have degrees.	12/21/2018 1:51 PM
2872	Although I don't have a second or third job as many of my coworkers do, I do live paycheck to paycheck. It is difficult and since I don't have any savings I'd be in trouble if there was an emergency that I had to take care of. Thank you for getting our feedback.	12/21/2018 1:49 PM

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2873	Our wages should increase in accordance to COLA (cost of living adjustment). That's what is causing the turnover in our industry.	12/21/2018 1:47 PM
2874	We need more money	12/21/2018 1:43 PM
2875	I am the head support of my house hold. I put my 100% and more effort into my job I cant make it on the wages that are being paid. I am making a request for a wage raise that would help not only my family but so may others who are also struggling to make ends meet. Thank you for even taking the time to take into consideration and let me express myself.	12/21/2018 1:18 PM
2876	No	12/21/2018 1:12 PM
2877	I dont get paid that well and people I support usually have better medical and dental than me which is good for them and at least they get that but we dont	12/21/2018 1:08 PM
2878	No	12/21/2018 1:06 PM
2879	I do not qualify for any help and I am struggling every week to pay my bills and keep a roof over my our heads. It's hard to have to struggle just to make ends meet and still have to worry about what to eat the great of the week and if I'll even have enough gas to get to work until my next check. I love what I do I don't want to change my job I just would like to be paid enough so I can do what I love and not struggle at home.	12/21/2018 1:06 PM
2880	\$13 an hour in California?? This is not a livable wage	12/21/2018 12:59 PM
2881	I absolutely LOVE working with individuals with disabilities and providing services for them but unfortunately I had to get a full time job doing something completely different and cut down on my respite because I couldn't live in San Diego with the respite income. I have been in this field of work for 10 plus years for HGH as well as 2 other companies and I can honestly say that we (respite workers) are WAY under payed.	12/21/2018 12:48 PM
2882	I have worked in and around this field for over 20 years and I have never gotten paid for my worth	12/21/2018 12:48 PM
2883	no	12/21/2018 12:42 PM
2884	Direct Support Professionals deserve higher wages due to the physical and emotional labor involved in this career choice. This profession's workers are typically women of color and this demographic are disproportionately in poverty. A pay increase could elevate this demographic which directly affects their families and accesses to more resources.	12/21/2018 12:42 PM
2885	No	12/21/2018 12:41 PM
2886	I do not make a living wage. I have to rely on government assistance to continue to work at this organization and barely pay my bills. It is rewarding to help other people, but it is something I will not be able to keep doing for much longer if I ever want to get out of the poverty level I am currently at. Higher wages would enable me to continue to support my disabled community members instead of having to find employment elsewhere, and they would help me to stop having to rely on welfare to survive.	12/21/2018 12:41 PM
2887	The work that I do allows parents some respite from the extreme demands of caring for developmental and physically disabled. I also support disabled people that can live independently with support. The service that I provide saves the government many thousands of dollars yearly for each of my clients.	12/21/2018 12:40 PM
2888	NA	12/21/2018 12:35 PM
2889	We need higher pay for all the jobs we do...this is a hard job sometimes	12/21/2018 12:35 PM
2890	None	12/21/2018 12:30 PM
2891	Yes we work as hard as others would in other positions. Mentally and physically	12/21/2018 12:30 PM
2892	You need to pay a San Diego Living wage	12/21/2018 12:28 PM
2893	As a care professional, I try to make myself available when parents need support. It is most often without notice, but they need to run errands or care for their other children, and taking time from their special needs child is difficult. They are often worn down after physical altercations when chil acts out. It is difficult for parents to find that caregiver who they can call at all hours, for all needs, who is like a part of the family. One needs to have a lot of love and devotion to do this type of work because it surely doesn't pay what we're worth.	12/21/2018 12:25 PM
2894	Reliable person, adore my job....we always underpaid	12/21/2018 11:58 AM

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2895	Na	12/21/2018 11:48 AM
2896	UCP does great work for this community.	12/21/2018 11:44 AM
2897	The client I work for his parents because of a tight budget are not able to pay the mileages for places I take my client to do I have to eat the cost of taking my client to get his services each week	12/21/2018 11:44 AM
2898	We have 32 openings and can't find people to fill them. Minimum wage and all other expenses keep going up, yet rates stay the same. This is not sustainable, and I fear that it will be difficult to continue providing services if we can't raise wages to attract quality staff.	12/21/2018 11:38 AM
2899	Great company with a staff comprised of hard-working, genuine and compassionate individuals working to better children's futures.	12/21/2018 11:36 AM
2900	HGH is a great company to be employed. The personal care of others is a very important and rewarding. I am grateful to the company.	12/21/2018 11:35 AM
2901	Working with individuals with special needs takes a special neurotypical individual with lots of patience and knowledge about how to handle challenging situations. I have worked in the field for 5 years and learned so much from them and for them. Learning how to handle challenging behavior such as aggression, property destruction, self injurious behaviors can be physically and emotionally draining and people need to recognize the need and implications that this job entails. Which should reflect compensation. We put our lives at risk when working with individuals with special needs. I have suffered a concussion from working with these individuals as well as many co workers have suffered injuries.	12/21/2018 11:30 AM
2902	No	12/21/2018 11:27 AM
2903	I would like to see respite workers, caregivers, and direct support professionals receive higher wages of at least \$14 per hour to be able to financially support themselves and afford the cost of living.	12/21/2018 11:25 AM
2904	I see my staff struggle daily to make ends meet. This is a job not everyone can do, it takes a caring, compassionate, and patient person and they need to be compensated. Please higher their wages.	12/21/2018 10:56 AM
2905	I am a Physical Therapist who works mostly with the Early Start population. I knew going into pediatrics that my pay would be lower than my colleagues in other settings, and I still love my job. However, living in this state is crazy expensive, so I have thought about switching to a different setting or moving out of state. It also seems hard to find individuals for the therapy positions because of the salary.	12/21/2018 10:22 AM
2906	I love the work that I do working as a dsp at the arc. My goal in life is to one day start a family of my own, however with the rate of pay we receive here that will not be possible. There would be no way to support other people financially when I am barely getting by to support myself. I want to be able to live on my own and support a family without having to worry about being able to keep a roof over our heads and food in our bellies.	12/21/2018 9:37 AM
2907	People who hold only a high school diploma are earning more than people with degrees.	12/21/2018 9:35 AM
2908	I rely on my husbands income to support myself and family. I could not support my family on my income as an infant educator which was a stressful reality this summer when my husband was on disability for heart surgery. The thought that I would have to leave the work I love to support my family in the event of his death is unsettling.	12/21/2018 9:34 AM
2909	I love my job but it is sad that I struggle to pay bills with a BA due to the low reimbursement rate	12/21/2018 9:29 AM
2910	I have worked in this field for over 15 years. I am unable to raise my 3 children in this county without earning funds from outside of my full time job. This field works with peoples LIVES! Without this field paying more, we cannot continue to do the work we do. we have families to financially support. I LOVE my job but it is a constant battle to stay in this field because we are paid less than fast food workers. I stay because if i leave who will care for our participants? they are innocent and fragile. we work hard and our job is physically and mentally tough. We show up everyday to make sure we enhance our participants lives. we care for your fragile brothers, sisters and cousins we deserve to live without struggling for money.	12/21/2018 9:17 AM

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2911	The care provide to my family as well as to the workers that support other individuals with disabilities, go above and beyond what they are compensated for. They work hard long difficult jobs, many challenges emotionally and physically. Some clients are more demanding physically while others require steadfast patience, understanding, empathy, knowledge and training in behaviors, requires workers to be qualified in multiple fields and they are not paid appropriately for the knowledge, training, patience, kindness, time and money they provide beyond what is required of them. I myself see firsthand what it takes as I am a mother of 2 disabled 20 something adults that require a lot from me and then I turn around and give support back into the community that helps my family as well. They are an invaluable part of society that take care of our clients, and turn around and try to take care of themselves and their families which provides difficulty at times due to lack of income.	12/21/2018 8:46 AM
2912	I love the work that I do here. In an ideal world I could continue doing it forever. However, with the rate of pay we receive here that will not be possible. My ultimate goal in life is to one day start a family of my own. Unfortunately, I can't see that dream coming true as a DSP in this current state. There would be no way to support other dependents financially when I am barely scraping by to support myself. I want to be able to provide for children of my own without having to worry if I will be able to keep a roof over their head, clothes on their backs, or their stomachs full.	12/21/2018 8:37 AM
2913	With having 2 children with special need's, Being in this field is a stepping stone for their future. It is my way of finding the best program's and providers when they are of age to become a client. Unfortunately I am scared for their future. There have been a lot of day program's that shut down in 2018 and I only expect more. People can not live off of minimum wage. To keep facilities open we need to offer more to the staff to insure we keep them and our client's happy.	12/21/2018 8:22 AM
2914	N/A	12/21/2018 7:46 AM
2915	My heart is so happy working in a field that provides constant emotional reward. I have the opportunity to change the lives of not only our participants but also our staff every day in positive ways. This year is the first year that I have not been able to provide my family with Christmas gifts due to a lack of income and financial obligations. I would love to say that I could work with this organization for the rest of my life. If I had the luxury to do so, I would have the opportunity to get to know our participants and their home care providers on a extremely personal level and provide optimum support. If I want to raise a family, and live a comfortable life, I can not afford to stay at this job. It makes me sad to consider giving up my happiness solely because of financial comfort.	12/21/2018 7:36 AM
2916	I currently have 4 active jobs. Two of them are considered full time jobs as a DSP and 2 are part time just to support my family and pay my bills. You might say that i should've studied but sometimes it's not an option at the moment for different reasons even when i did make it into college. I would like my job as a DSP to be well recognized and to receive the appropriate monetary compensation that it deserves so that people like me don't have to keep getting second, third and even a fourth job like i have. I would like to be able to focus 1000% and give the individuals that i serve all i have and not have to worry about having to leave in a few minutes for my other job and to keep things easy during the day so that my body can hold on for these many hours which are up to 18 hours a day sometimes. I hope you understand that this job faces you with many challenges and requires a really high level of patience for both the individuals being served and the DSP and that we have to be well rested phisically and mentally to deal with these challenges appropriately every day.	12/21/2018 6:13 AM
2917	Most of us give our best to the employer: dedicate forty hours quality service to each week, but what Rent is very high and still rising every six month. cost of living in general is high. I have been working for this company for over 15 years, my pay is \$12.80hr. I am one of the best employees in every way I work hard but not compensated reasonable wage to support myself and live with dignity.	12/20/2018 10:57 PM
2918	This is my first employment working directly with clients with disabilities at HGH. I have been able to grow in this area. I love working directly with the clients and had helped learned to provide care for them.	12/20/2018 9:46 PM

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2919	To whom this may concern, this is a job that many people refuse to do because it is hard mentally and physically. This job takes a toll on you. Most people that work in this field went to school to learn and provide better services. based on that I believe we deserve better pay. we aren't a fast food restaurant asking for a raise we are people taking care of people that NO ONE cares for enough to do on their own or has the money to do on their own because it is TOUGH. As soon as a person with a learning disability lands in one of these kinds of homes or facilities they dont care to help much and depend on us. I understand its OUR job to care for these people but its also not fair to get little pay while doing it. Seems like free labor a lot of the time. i haven't left my job to find something "better" because these people need me. I love my job and my clients but I wish this job was more appreciated and taken more serious and not seen as an ordinary job. Thank you for your time.	12/20/2018 8:20 PM
2920	Love to see our organization grow 5 star rating.Excellent!A huge honor for me 35 years of service.	12/20/2018 8:12 PM
2921	I work full time and go to school full time. I can barley afford to pay for my classes on top of my rent. I do not think that 12.13 is enough when I go home and cry because I was attacked by one of my residents or to even deal with the coworkers I have.	12/20/2018 8:12 PM
2922	I absolutely love this job. However, the high rate for living in California make supporting myself even while working full time in this field difficult. As such, I am currently seeking a second part time job to help support me financially. I would appreciate any raise in pay possible so I could stay with and continue to serve the residents in the home I currently work at.	12/20/2018 8:10 PM
2923	The cost of living is extremely high here in San Diego, and living paycheck to paycheck can get stressful. Having a livible wage would help ease some of the daily living stress. A decent pay increase would be greatly appreciated. I love the job I do taking care of the residents and do not want to leave because I have to find a higher paying job. Thank you	12/20/2018 7:48 PM
2924	We live paycheck to paycheck currently. Minimum wage going up has only increased the costs for food, gas and other necessities. Thank goodness the schools get free lunches this year.	12/20/2018 6:36 PM
2925	I love my job and work for two companies supporting people with disabilities they need us just as much as we need them we need to be able to be there when they need us	12/20/2018 6:21 PM
2926	The Early Child Development field is a great necessity, as the majority of parents depend on their work to provide for their family. My primary work is a full time preschool teacher, my second job is to provide support to Infants and toddlers with a disability or with a cognitive, motor or social delay. ECE field doesn't offer good compensation, but it takes great commitment to work with children and their families.	12/20/2018 5:30 PM
2927	San Diego is one of the highest cost of living in the USA. It is extremely difficult for me to get by on my wages. However I love my job and it takes a special kind of person to do my job well.	12/20/2018 5:17 PM
2928	We need to be compensated appropriately for the important and necessary work we do. I am married and have a husband who provides for our family's financial needs including benefits and insurance. I could not survive on my own on the salary that I make if this was not the case.	12/20/2018 4:59 PM
2929	The salary and staff weren't enough to keep me in the field of helping those with special needs. I quit for a higher paying job.	12/20/2018 4:25 PM
2930	This type of work requires special individuals to come in every day and do a job that most would turn a blind eye to. We care for individuals who might not be able to completely care for themselves. A lot of blood, sweat, and tears go into this job day in and day out. Employees deserve more.	12/20/2018 4:23 PM
2931	I know I do not get paid as much as when I work outside a Non profit but my heart is with the guys that we serve and I feel privileged to work with them	12/20/2018 3:56 PM

Should The State Pay Direct Support Professionals Higher Wages? Please take five minutes to complete this important anonymous survey that will help us better understand our workforce as you provide critical support to people with disabilities.

2932	<p>Raises need to be 3% to match the cost of living increase. Every year I am falling behind the curve to make it because we do not receive that. And to be honest, I would like to receive more than that as I have been in this industry for over 10 years. I deserve more than a cost of living increase. Also... I think, similar to teachers, people that work in the social service industry are under valued in society. It takes a special person to do the work we do and to do it well. Many of my peers earn easily 50 grand up to an additional 100,000 grand more than I do. I have been told many times, the pay is low but you chose the career. Have I? When I was 5, there was a boy who broke his leg. I was the only kid that made sure he was okay. Every day I made sure I brought him his lunch and checked in on him to be sure he was okay and he wasn't alone. His friends ignored him while he was recovering (i.e. sitting on a bench until his leg healed) They never cared whether he received his lunch from the lunch lady. They didn't ask him if he wanted mustard or ketchup on his hot dog-I did. Now, why did I do that-at the age of 5? I didn't learn this from my parents. Although my mother was a NP, she was never patient or nurturing. (still love you mom you're the best :) Now, fast forward 20 years later. I found information on my biological mother. Guess what she did for a living. She worked with physically and developmentally disabled children and adults. I still have never met her. My point; I cannot wait for the day when society starts valuing the services that caring people provide to the most vulnerable of our population and demonstrating that value through the means of cash flow instead of compliments and pats on the head. I don't believe we always have a choice, per se,sometimes the jobs choose us because of who we are intrinsically. I have bills to pay and it would be nice to afford to go on vacation and enjoy life, take lessons, etc. instead of feeling like I can only survive.</p>	12/20/2018 3:28 PM
2933	<p>DSP's are severely underpaid.</p>	12/20/2018 3:19 PM
2934	<p>Part time employees generally have 2-3 jobs to make ends meet while trying to care for persons with disabilities. They have compassion for what they do but the can not live on the compensations they receive at most day programs.</p>	12/20/2018 3:01 PM
2935	<p>I have a brother who is disabled and relies on others for his daily care. I also work with adults with disabilities- teaching them how to live independently and access their community. I think it is very sad that people who work in the fast food industry, pick up trash and do paperwork make more money and have more value put on their position than DPS's who are responsible for people's lives. We need help! Turnover is crazy because nobody can afford to do this and only have one job. Please help!</p>	12/20/2018 2:55 PM
