

8% Emergency Funding for Access to Disability Services

Over 300,000 People with Developmental Disabilities are Impacted

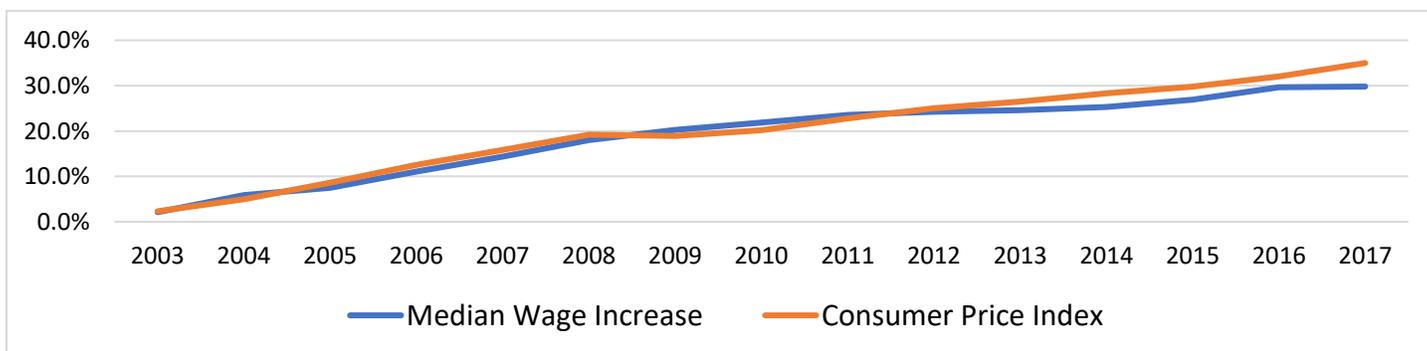
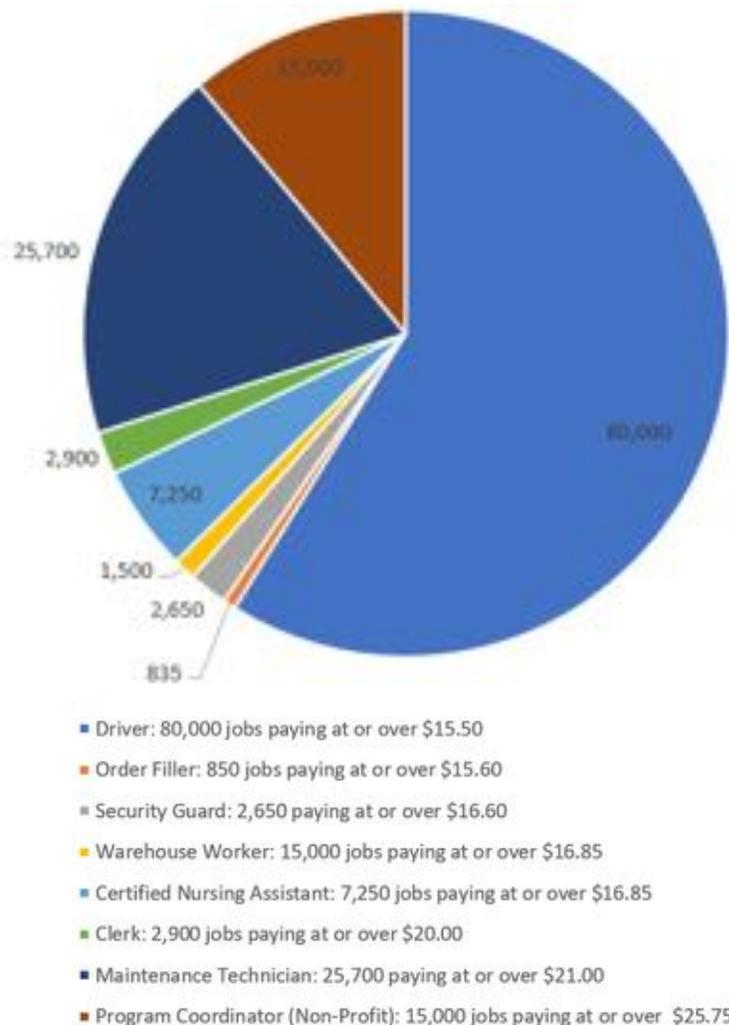
Rising consumer prices are driving the rapid wage increases for entry-level jobs throughout the State. 150,000 of these jobs now pay over 25% to 40% more than the wages Direct Support Professionals (DSPs) earn for harder jobs. Current rates prevent service providers from offering competitive wages to DSPs, putting services at risk. An 8% increase starts to fill the 25% - 40% wage gap.

150,000 Open CA Jobs Paying at or over \$15.50 per hour

New data from workforce compensation experts at Gallagher Inc. shows how high wages are rising, while DSP job wages remain stagnant. There are 150,000 open jobs in California paying over \$15.50. These 150,000 jobs are similar in difficulty to DSP jobs. While the Vendor Survey shows DSPs averaging \$11 to \$15. Service Providers can't compete with these wages.

Business Expenses Rising as Fast as Labor Costs (see chart below)

Over the past 15 years, wages and the consumer price index have increased by 30% and 35% respectively. State unemployment has plummeted to 4.8% making entry-level positions particularly hard to fill. Employers are responding by increasing job offer wages to attract new hires. The CPI's mirroring of wage growth shows non-wage costs are climbing just as fast, indicating the need for an across-the-board rate increase. The cost for administering these services need to be funded at the same percentage increase.



DSP Staff Competitive Wage Matrix

[Click here](#) for an interactive map or copy the URL to your browser

<https://public.tableau.com/profile/alex.mountford#!/vizhome/DDSServiceCodeCompetitiveWageCalifornia/Respite>

Independent Living



Competitive Wage

Lightest Purple	\$18.11
Light Purple	\$19.11
Medium-Light Purple	\$20.12
Medium Purple	\$21.13
Medium-Dark Purple	\$22.13
Darkest Purple	\$24.14

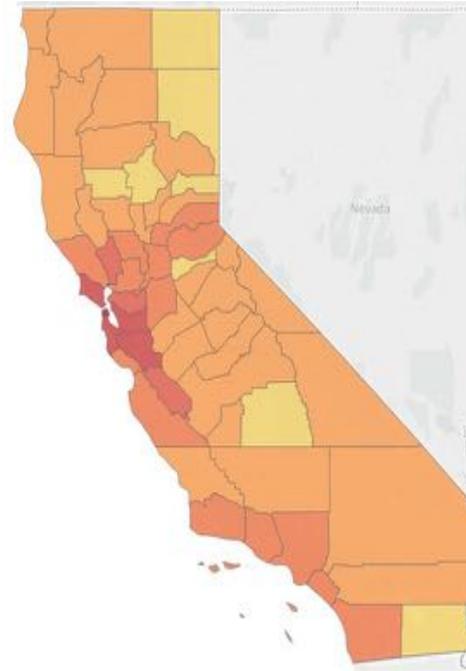
Personal Assistance & Supported Living



Competitive Wage

Lightest Red	\$17.69
Light Red	\$18.68
Medium-Light Red	\$19.66
Medium Red	\$20.64
Medium-Dark Red	\$21.63
Darkest Red	\$23.59

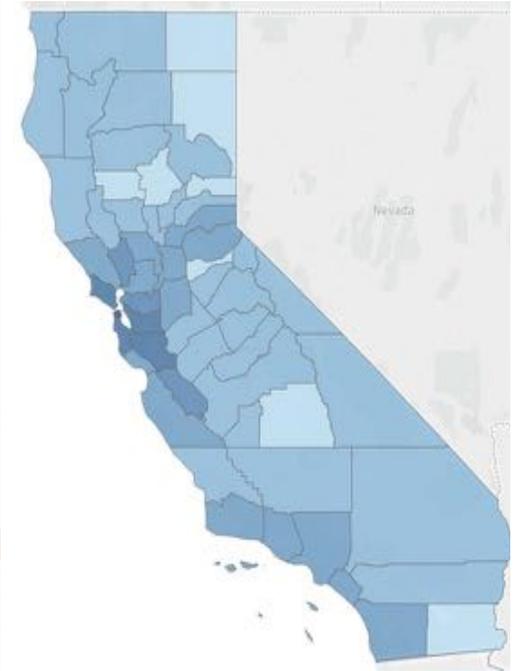
Respite Care



Competitive Wage

Lightest Orange	\$14.53
Light Orange	\$15.33
Medium-Light Orange	\$16.14
Medium Orange	\$16.95
Medium-Dark Orange	\$17.75
Darkest Orange	\$19.37

Supported Employment



Competitive Wage

Lightest Blue	\$18.52
Light Blue	\$19.55
Medium-Light Blue	\$20.58
Medium Blue	\$21.61
Medium-Dark Blue	\$22.64
Darkest Blue	\$24.70