



2023-2024 Executive Budget Request

INVEST IN NEW YORK'S CARE ECONOMY.

TELL GOVERNOR HOCHUL: TAKE ACTION TO SECURE FAIR WAGES FOR DSPS AND ENSURE THE FUTURE VIABILITY OF THE SERVICE SECTOR IN THE SFY 2024 EXECUTIVE BUDGET

To combat widespread staffing shortages and high turnover rates in the I/DD care sector, NYDA urges the Hochul Administration to include the establishment of a new Direct Support Wage Enhancement (DSWE) and 8.5% cost-of-living-adjustment (COLA) as part of the State Fiscal Year (SFY) 2024 Budget.

DIRECT SUPPORT WAGE ENHANCEMENT (DSWE)

- + **NYDA is recommending the establishment of a new Direct Support Wage Enhancement (DSWE) as part of the SFY 2024 New York State budget.**

Through the proposed DSWE, provider agencies would receive an annual funding allocation of \$4,000 per eligible employee to be used for the purpose of enhancing the hourly rate of pay for all staff that have direct care/support responsibilities for individuals with I/DD.

- + **This will provide agencies with the ability to increase the hourly pay by approximately \$2.19/hour annually for eligible staff presuming each staff member receives the same increase.**

Furthermore, the DSWE should be the first step to a multi-year investment by NYS to raise wages for staff in the I/DD system.

8.5% COLA

- + Last year, Governor Hochul included a 5.4% COLA for the I/DD service sector in the SFY 2023 Executive Budget, marking the first significant investment in this sector in more than a decade.
- + While this marked a critical investment in our field, due to significant inflationary growth and supply chain disruptions, agencies' operating cost have increased significantly over the last 12 months.
- + **These cost increases have resulted in significant financial pressure on agencies, necessitating an 8.5% COLA to be included in the Executive's SFY 2024 Budget to ensure the long-term sustainability of the I/DD care sector.**

With rising costs of inflation, coupled with the decades-long workforce crisis and an historic lack of funding, the operational costs for non-profit I/DD provider agencies have drastically outpaced the funding to care for over 130,000 New Yorkers with I/DD.



HIGH TURNOVER RATES
cost New York agencies \$100.5M annually.

LOW SALARIES:
the non-profit sector cannot fill the 19,788 vacant direct care positions.

SUPPORTING DIRECT SUPPORT PROFESSIONALS

Permanent investment in Direct Support Professionals' (DSP) salaries is critical to recruit and retain essential staff. As highly skilled professionals dedicated to the essential care of individuals with I/DD, DSPs take on numerous critical responsibilities to uplift the safety, productivity, and well-being of the entire I/DD community. In addition to attending to the comprehensive social, emotional, & psychological needs of those they care for, the responsibilities of DSPs include.



**FIRST AID
& CPR**



**ADMINISTERING
MEDICATION**



**TEACHING ESSENTIAL
LIFE SKILLS**



**ENSURING
HEALTH & SAFETY**

Through their fundamental support & services, DSPs are integral pillars of support for New York's I/DD community and are crucial in ensuring that over 130,000 New Yorkers with I/DD can live their highest quality of life. **Yet, low wages caused by decades of underfunding have resulted in a statewide shortage of direct support staff, leaving thousands of New Yorkers with I/DD and their families without access to much-needed care.**



TAKE ACTION

Scan the QR code to send a letter to Governor Hochul urging her to include investments in the I/DD service sector in the SFY 2024 Executive Budget