

# 2023 Executive Budget Request

## INVEST IN NEW YORK'S CARE ECONOMY

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

85% of individuals with I/DD in NY are supported by non-profit providers

\$100.5M is the annual cost of high staff turnover rates for agencies

19,788 vacant direct care positions that need to be filled by the non-profit sector

### WORKFORCE SUSTAINABILITY

#### DIRECT SUPPORT PROFESSIONALS

**Permanent investment in Direct Support Professionals' (DSP) salaries is essential to recruit and retain staff for the future viability of the field.** 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.

DSPs are responsible for providing important practical & administrative support such as first aid & CPR, administering medication, meal preparation or transport facilitation, as well as, attending to the comprehensive social, emotional, & psychological needs of those they care for. Whether it's teaching personal care skills and money management or directing crisis de-escalation, DSPs are required to be well trained, skilled, and constantly prepared for all the essential life-support services their profession demands.

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.

#### DIRECT SUPPORT WAGE ENHANCEMENT

**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.** Funding must be utilized by provider agencies to enhance the rate of pay for direct support employees.

**INCLUDE: ESTABLISHMENT OF A DIRECT SUPPORT WAGE ENHANCEMENT AS PART OF SFY 2024 BUDGET**

### SYSTEM SUSTAINABILITY

#### COLA - 8.5% FOR SFY 2024

Following a decade of provider agencies not receiving the statutorily required Cost of Living Adjustment (COLA), the inclusion of the 5.4% COLA in SFY 2023 was a crucial investment in our field. However, due to significant inflationary growth and the global supply chain, **agencies' operating cost has increased significantly necessitating the COLA be included in the Executive's SFY 2024 Budget.**

Significant cost increases related to mandated fringe benefits, repairs and maintenance, utilities, food, supplies, transportation, and insurance over the past 12 months have resulted in significant financial pressure on agencies. Additionally, since the I/DD provider agencies are solely funded by Medicaid, **agencies are unable to increase reimbursement for services to compensate for increased costs of operations.**

**INCLUDE: 8.5% COLA IN SFY 2024 BUDGET**

# 2022 NYDA SURVEY

NYDA provider organizations recently conducted their annual statewide workforce survey. The survey found that there are high levels of staff turnover are costing the state's nonprofit disability service provider \$100.5M annually. This cost directly hampers funding essential supports and services for New Yorkers with disabilities. **The 2022 survey results reflect data as of July 1, 2022.**

It is important to note that the Draft OPWDD Strategic Plan highlights the 2019 NCI Staff Stability Survey, which was published in January 2021 and cites vacancy rates and turnover rates, "11.9 percent of full-time positions were vacant, and 17.5 percent of part-time positions were vacant. The turnover rate for DSPs was 36.2%..." **Notably, the July 2022 NYDA survey also collected wage information for DSPs from the provider agencies, which showed the following results:**

Average Statewide Staff Vacancy Rate	18.59%
Region 1 (NYC METRO)	18.08%
Region 2 (Hudson Valley)	23.71%
Region 3 (Capital District)	20.56%
Region 4 (Western, Central & North Country)	16.47%

Average Statewide Annual Turnover Rate	34.5%
Region 1 (NYC METRO)	34.35%
Region 2 (Hudson Valley)	33.72%
Region 3 (Capital District)	35.28%
Region 4 (Western, Central and North Country)	34.69%

Average statewide starting hourly salary for DSPs (lowest wage paid for starting DSP positions)	\$15.21
Region 1 (NYC METRO)	\$15.52
Region 2 (Hudson Valley)	\$14.71
Region 3 (Capital District)	\$15.06
Region 4 (Western, Central and North Country)	\$15.05

Since June 1, 2021, has your agency increased starting wages for direct care CFR Code 100 and 200 series positions? (Yes/No)	
Yes	85.26%
No	14.74%

Average statewide starting hourly wage increase since June 1, 2021	\$1.51
Region 1 (NYC METRO)	\$1.37
Region 2 (Hudson Valley)	\$1.35
Region 3 (Capital District)	\$1.45
Region 4 (Western, Central and North Country)	\$1.76

Average statewide current starting wage for direct care CFR Code 100 and 200 staff	\$16.07
Region 1 (NYC METRO)	\$16.24
Region 2 (Hudson Valley)	\$16.15
Region 3 (Capital District)	\$16.12
Region 4 (Western, Central and North Country)	\$15.84

Average statewide hourly wage increase, since June 1, 2021	\$1.50
Region 1 (NYC METRO)	\$1.30
Region 2 (Hudson Valley)	\$1.26
Region 3 (Capital District)	\$1.58
Region 4 (Western, Central and North Country)	\$1.74

Since June 1, 2021, has your agency increased average hourly wages for existing direct care CFR Code 100 and 200 series employees? (Yes/No)	
Yes	78.95%
No	21.05%

Average statewide hourly current average wage for direct care CFR Code 100 and 200 staff	\$17.08
Region 1 (NYC METRO)	\$17.18
Region 2 (Hudson Valley)	\$16.82
Region 3 (Capital District)	\$17.36
Region 4 (Western, Central and North Country)	\$16.96