

# 2018 PENNSYLVANIA DIRECT SUPPORT PROFESSIONAL & FRONTLINE SUPERVISOR COMPENSATION STUDY

- || Having a 35-year old daughter with Down Syndrome, as well as psychosis, and having taken care of her myself for 28 years, I know what is involved in her daily care.

As a senior citizen, I cannot tell you what peace of mind it gives me knowing my daughter will be well taken care of after my passing.

My daughter loves to interact with her caregivers and they love her. This is why it distresses me when I see such a turnover in the hiring of caregivers. A real bonding occurs between our loved ones and their caregivers, and each time one leaves there is a loss, a loss that perhaps we cannot relate to, and most likely there are scars, emotional scars that we never see.

I hope you will try to "put yourselves in the shoes" of these caregivers and carefully consider the importance of setting their salaries at a rate at which they can make a decent living and continue to work at a job they love and are not forced to leave for monetary reasons. ||

- DIANNE J.

- || Our daughter has down syndrome; she is 28 years old. Her dad and I are 68 years old. Who is going to take care of her when we are no longer living? There are not enough places or care givers. Who will support our daughter when the wages for a DSP are not living wages? ||

- JANE L.

## 2018 PENNSYLVANIA DIRECT SUPPORT PROFESSIONAL & FRONTLINE MANAGER COMPENSATION STUDY

Pennsylvania is in the midst of a serious crisis. Direct Support Professionals (DSPs) work with people with intellectual disability and autism to help them live full and meaningful lives in their communities. DSPs are often a primary lifeline for people with disabilities, providing life-sustaining and enriching services.

The rates paid to providers of Intellectual Disability/Autism (ID/A) services to a large extent determine the hourly wage range DSPs are paid. As stated in the study: “Providers do not set the rates, government does.” Medicaid is the primary payer for ID/A providers, accounting for well over 90% of their ID/A revenue. Without rate increases for 10 years, wages for DSPs have lagged, resulting in significant DSP turnover and the DSP crisis.

In the FY 2017-18 budget, the Pennsylvania legislature and Governor Wolf began an investment to fix the DSP crisis. The 2018 PA DSP and Frontline Manager Compensation Study shows that this initial investment passed on to DSPs, resulting in over 90% of DSPs receiving a pay raise. However, with DSP turnover at 38.2% (over 20,000 positions out of 55,000) and 20.4% of DSP positions open (over 11,000 positions out of 55,000), Pennsylvania still has a long way to go to fix the DSP crisis.

As of June 30, 2018, the average DSP starting hourly wage was \$11.62, with an average DSP hourly wage of \$12.83. Roughly 1 out of 5 DSP jobs remain open.

### DIRECT SUPPORT PROFESSIONALS – PROGRESS MADE

AVERAGE	2015*	2018**	VARIANCE (over 4 years)
Starting hourly wage	No data	11.62	
Hourly wage	11.26	12.83	14%
Turnover	26.2	38.2	46%
Rate of open positions	10.6	20.4	52%

The study indicates the investment by the state was passed along by providers to DSPs, yet it is still not enough to address high turnover and fill open positions. **Please contact one of the collaborating associations to find out how you can help Fix the DSP Crisis.**

The 2018 Pennsylvania Direct Support Professional and Frontline Manager Compensation Study is a collaboration of:

**Moving Agencies Toward Excellence (MAX)**

**PAR** (Pennsylvania Advocacy and Resources for Intellectual Disability)

**Rehabilitation and Community Providers Association (RCPA)**

**The Alliance of Community Service Provider** (The Alliance CSP)

**The Arc of Pennsylvania**

**The Provider Alliance** (TPA)

**United Cerebral Palsy of Pennsylvania** (UCP of PA)