

# The Key to Our Imminent Human Services Challenge: Impactful Wages





- Rob Baynard, *Director of Developmental Disability Services at Family Service Foundation*
- Rick Callahan, *Executive Director and Compass*
- Chris Collins, *Program Service Participant*
- Terra Gaillard, *Chief Executive Officer at United Community Supports*
- Rhonda Golder, *Parent and Direct Support Staff*
- Rob Malone, *Executive Director of The Arc of Prince George's County*
- Bea Rodgers, *Staff at The Prince George's Provider Council*





- 60+ Non-Profits and Social Service Organizations Serve Prince George's County



- Over 2,500 Individuals are Supported in the County

- In Excess of 3,600 Services are Regularly Provided

- 4,926,982 Hours of Support Were Provided in FY18



- Over 5,000 Individuals are Still Waiting for DDA Services with an additional 5,600 children waiting for autism supports



- Service Numbers Expected to Grow Each Year Based on Expressed State and DDA Priorities



- Serial Underfunding Has Led to Low Staff Pay and the Current Workforce Crisis
- Providers Cannot Negotiate the Rate that We Receive and Do Not Have the Discretion to Adjust Staffing Levels
- Static Funding (i.e., Paying the Same Rate for All Workers and an inability to address Wage Compression) Exacerbates the Current Crisis
- The Workforce Crisis Threatens the Consistency and Continuity of Services for our Most Vulnerable Citizens





Low Wages Lead To:

- Low Staff Quality
- Low Operational Support
- Low Programmatic Investment



Low Wages Lead To:

- High Turnover
- High Replacement Costs
- High Vacancy Rates





1 in 3 Direct Support Professionals Do Not Last Until their 6 Month Work Anniversary

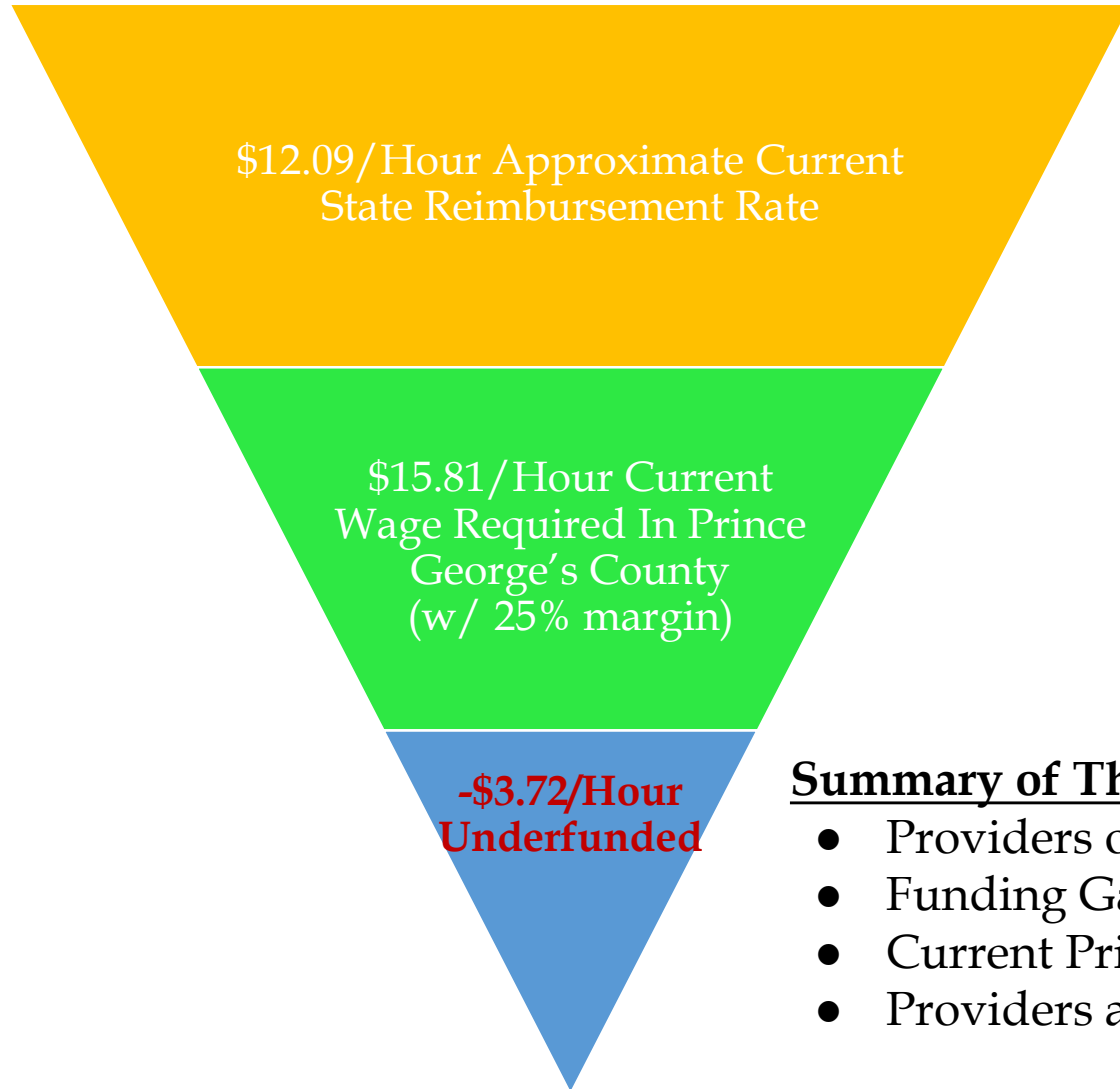
50% of Those Who Remain Do Not Make It to 1 Year

Maryland Has 44.8% Yearly DSP Turnover Rate

▪ Maryland Has a Current Vacancy Rate of 24%



- Without Sufficient Funding and With the Increased Minimum Wage, Our Workforce Will Continue to Shrink as Workers Opt for Less Stressful and Demanding Opportunities
- As Other Competitive Employment Opportunities in the County Rise, Many Dedicated DSPs Will Undoubtably Seek Other Jobs to Better Manage Rising Costs
- Thousands of Children and Adults Will be Without Services if Providers Continue to be Underfunded
- Thousands of County Citizens/Workers Will Have Employment Impacted as They Remain Home to Care for Loved Ones
- Payroll Tax Income is likely to Decrease and the Use of County Assistance Programs (Food Stamps and other Subsidies) are likely to Increase as More People are Out of Work to Care for Loved Ones.



## Summary of The Core Issue

- Providers offering nearly 5 million hours of support
- Funding Gap of \$3.72/hr > \$18.2 million
- Current Prince George's Supplement Provides ~\$0.93/hr = \$3.5 million
- Providers are Operating with a Funding Deficit of ~\$14.7 million





- \$6,500,000 in Total Funding (\$3,000,000 Over Last Year) to Assist Providers in Compensating Direct Support Staff in a Positively **Impactful** Way By Allowing:
- Wages Above Minimum Wage for Highly-Skilled Workers Who Will Otherwise Take Replacement Entry-Level Jobs that are Less Demanding and Have Less Compliance Requirements
- Wages That Allow for Differentials in Pay Based on Merit, Skill Level and Seniority

Thank You!



*Thank You!*

*Thank You! Thank You!*

*Thank You!*