

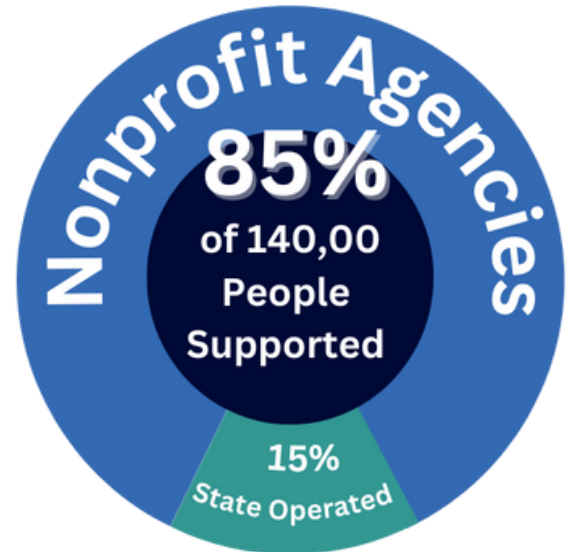
DEMAND EQUITY FOR DSPs!

NEW YORK'S STATE AND NONPROFIT PROVIDERS WORK IN PARTNERSHIP TO SUPPORT ALL NEW YORKERS WITH I/DD.

New York state provides supports and services to 140,000 citizens with I/DD.

Both state and nonprofit agencies are funded through Medicaid and overseen by OPWDD.

Even though nonprofit agencies support 85% of New Yorkers with disabilities, their staff are compensated at a much lower rate than their state-employed counterparts!



NEW YORK'S DSPs DESERVE EQUITY

While wages for direct support staff at nonprofit providers stagnated, the state provided significant increases for staff doing the same work at state-operated providers.

DSPs at nonprofit providers make 30% LESS than their peers at state programs!

\$23.75

\$16.14

\$15 MINIMUM WAGE

STATE-OPERATED PROGRAMS

NONPROFIT PROVIDERS

STATE OPERATED PROVIDERS

58%

ABOVE MINIMUM WAGE
NONPROFIT PROVIDERS

7%

ABOVE MINIMUM WAGE

INCLUDE A 3.2% COLA AND A DIRECT SUPPORT WAGE ENHANCEMENT IN THE NYS BUDGET

SAME JOB, DIFFERENT PAY

NYS OPWDD FACILITIES

VS

NYS NONPROFIT AGENCIES

DSP JOB DESCRIPTION

Provide supports & services



Advocate, encourage, guide, and teach individuals to express personal choice and lead fulfilling lives



Follow care plans to integrate into the community



Provide daily care needs, including personal hygiene care, toileting, dressing, lifts and transfers



Help individuals participate in recreational programs and activities



Coach and encourage individuals in developing daily life skills



Work with staff to carry out care plans



Administer medication in accordance with special instructions



Assist with food and meal preparation, monitoring and meal modeling



DSP JOB DESCRIPTION

Provide supports & services

Advocate, encourage, guide, and teach individuals to express personal choice and lead fulfilling lives

Follow care plans to integrate into the community

Provide daily care needs, including personal hygiene care, toileting, dressing, lifts and transfers

Help individuals participate in recreational programs and activities

Coach and encourage individuals in developing daily life skills

Work with staff to carry out care plans

Administer medication in accordance with special instructions and AMAP training

Assist with food and meal preparation, monitoring and meal modeling

Even including New York's state-run Developmental Centers like Valley Ridge and Sunmount, Nonprofit Providers support more individuals with complex behaviors than state-operated programs. This requires additional staff resources for supporting those with complex needs, including enhanced behavioral supports, crisis intervention and de-escalation.

STATE-OP STARTING WAGE

\$23.75/hour



NONPROFIT STARTING WAGE

\$16.14/hour