

EQUAL PAY FOR EQUAL WORK

INCREASE DSP WAGES FOR COMMUNITY INTELLECTUAL DISABILITY AND AUTISM (ID/A) SERVICES

Pennsylvania Pays its own workers in the State Centers providing ID/A services \$4.28/hour or 30% MORE THAN Community DSPs.

Workforce Comparisons from Current Data	Residential Services Aides, PA State Centers (June 2021)	Community Direct Support Professionals (July 2021)	Variance
Average Hourly Wage	\$18.66	\$14.38	\$(4.28)
Vacancy Factor	16.8%	23.3%	1.4X Higher
Turnover Rate	13.9%	37.8%	2.7X Higher

- 6,500 Pennsylvanians with ID/A have lost Day Services during the pandemic and have not returned due to the current staffing crisis.
- This represents a 30% Decrease in service capacity.
- The community ID/A system is collapsing, and investment is needed immediately to compensate community DSPs at the same level as their state-worker counterparts.
- \$541 million is needed to close this gap.
- Funds are available NOW from the American Rescue Plan.

PLEASE ACT TODAY!

Contact **Your Legislator** and Governor Tom Wolf at (717) 787-2500 or by email at govcorrespcrm@pa.gov

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"I rely on staff for pretty much my total care, because I can't dress myself, I can't get myself up, I use a Hoyer lift and all that stuff...And without my DSPs, I wouldn't be able to go out like everyone else...I even have to plan my daily bathroom needs around when staff are available, which of course doesn't make my medical professionals happy, because it makes me sick, and I can't do what I need to do to live..."

- Person Served with an ID

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