



## COMMUNITY RESIDENTIAL SERVICES ASSOCIATION

### **Supported Living: *A System in Crisis***

Serving people with intellectual and developmental disabilities in their **home community** is a long-standing top priority for Washington state. Supported Living providers, also known as Community Residential Services, are the primary provider of these services in our state. Over **21 million service hours** are delivered each year for approximately **4,600 clients**.

Many individuals served in Supported Living have an accompanying mental health disorder with estimates that **35% of all persons with intellectual or developmental disabilities have an accompanying psychiatric disorder\***. We all expect quality care for individuals with intellectual and developmental disabilities in their home community. But quality means that direct care staff are paid a **living wage** and are given the **resources to do the job**.

### **Supported Living is the model we want, but isn't adequately funded.**

Over the past five years, **turnover has dramatically increased by 54%**. Turnover in essential Direct Support Professional positions has been around 50% for the last four years and increased to 53% last year! This turnover rate is disruptive to our clients and does not allow relationships to form or quality supports to be maintained. Providers are losing valued employees to Home Care, State Operated programs and fast food and other industries that can pay a livable wage.

Because of these challenges, **providers are not able to serve new clients being referred for services**. DSHS has continuously reduced the number of clients to be served in supported living since 2015. **Right now, there are 176 fewer people served than originally budgeted/targeted over the last two bienniums**. Funding is needed to address the staffing crisis in Supported Living and take steps to stabilize this vital community resource. In addition, **the new state overtime salary threshold will increase by 118% by 2021, which will impact approximately 11% of Supported Living positions that are paid salaries below this new threshold**.

### **2020 Supplemental Budget Request**

January 2021 – 5.5% Vendor Rate increase to stay ahead of the minimum wage increase in January 2021 and comply with the new state overtime salary threshold

**\$9.55M GF-S**

Last session, the Legislature included a 13.5% rate increase that will be effective January 1, 2020 when the minimum wage will increase by 12.5%. However, a rate increase for the following January 1<sup>st</sup> minimum wage increase was not included in the budget. **This 5.5% vendor rate increase will compensate for that January 1, 2021 minimum wage increase, keep direct care staff wages above minimum wage and provide funding to meet the new state overtime salary threshold.**

# Supported Living continues to lose ground with Minimum Wage and State-Operated programs

## Services & Costs

- ✓ Community Residential – **4,602 people served** (*85.3% of those served*) Average cost per client day = **\$346.88**
- ✓ SOLA’s – 178 people served (*3.3% of those served*) Average cost per client day = **\$655.40**
- ✓ RHC’s – 618 people served (*11.4% of those served*) Average cost per client day = **\$949.41**

**SOLA programs are 89% more expensive, while RHC’s are 174% more expensive than Supported Living**

## Wages and the Impact on Turnover

### Entry Level Wages

- ✓ Community Residential = **\$12.85** per hour
- ✓ SOLA = **\$15.82** per hour

### Turnover

- 52.9%** turnover (**highest turnover since recession!**)
- 16.4%** turnover

**SOLA wages are 23% higher and as a result, turnover in Supported Living is over three times higher!!**

## Vacancy Rate (in positions)

- ✓ Direct Support Staff = **11.2%** - *essentially 1 of every 8 direct support staffing positions is open at any given time*
  - As a result, **13%** of all direct support hours are filled with staff working and paid overtime

## A Decade of Underfunding: Washington & Seattle Minimum Wage Mandates compared to Average Starting Wage for Supported Living Direct Support Staff

Date	Statewide Minimum Wage	Statewide average entry wage	Statewide % Difference	Statewide Self-Sufficiency *	Diff. from DSP Wage	Seattle Minimum Wage	Seattle DSP avg. entry wage	Seattle % Diff.
2019	\$12.00	\$12.85	7.1%			\$16.00	\$13.60	(15%)
2018	\$11.50	\$12.24	6.4%			\$15.45	\$13.04	(18.5%)
2017	\$11.00	\$11.34	3.1%	\$14.06	(24%)	\$15.00	\$11.91	(26%)
2016	\$9.47	\$10.77	13.7%			\$13.00	\$11.23	(15.7%)
2015	\$9.47	\$10.41	9.9%			\$11.00	\$10.83	(1.5%)
2014	\$9.32	\$10.26	10.1%	\$11.06	(7.8%)	\$9.32	\$10.73	15.1%
2013	\$9.19	\$10.12	10.1%			\$9.19	\$10.60	15.3%
2012	\$9.04	\$9.75	7.9%			\$9.04	\$9.98	10.4%
2011	\$8.67	\$9.90	14.2%	\$10.90	(10.1%)	\$8.67	\$10.63	22.6%
2010	\$8.55	\$9.90	15.8%			\$8.55	\$10.56	23.5%
2009	\$8.55	\$9.98	16.7%	\$8.91	10.7%	\$8.55	\$10.60	24.0%
2008	\$8.07	\$9.98	23.7%			\$8.07	\$10.22	26.6%

*Based on rate increases currently funded and minimum wage tied to CPI-W in 2021, the following are estimates\*:*

2020	\$13.50	\$14.58*	8%
2021	\$14.00*	\$14.58*	4%