

BRIEFING SHEET: DEVELOPMENTAL DISABILITY DIRECT SUPPORT STAFF AND THE MINIMUM WAGE

BACKGROUND

- In the 2014 legislative session, in order to keep pace with the increase in the minimum wage, the General Assembly passed a legislative mandate (as part of the Minimum Wage Act of 2014) to increase funding for community-based developmental disability services by **3.5% each year from FY 16-19.**
- The mandated 3.5% increase for 4 years, combined with the 4% increase originally budgeted mid-year in FY 15, would have kept DDA's reimbursement rate for direct support staff at least 30% above the minimum wage every year until FY 19.
- While DD community supports would still have lost some ground financially, the bill passed in 2014, if fully implemented, would have provided stability and the financial resources to provide raises to direct support staff, keeping them from becoming minimum wage workers.

WHAT'S CHANGED

- On January 7, 2015, the budgeted 4% increase for DD community supports in FY 15 was cut in half, to 2% by Governor O'Malley.
- On January 23, 2015, the mandated 3.5% increase for FY 16 was cut in half to 1.75% in Governor Hogan's proposed budget, but was restored to 3% by the General Assembly.

THE FY 17 BUDGET

- Governor Hogan has fully funded the 3.5% rate increase in his FY 17 budget.
- We urge the legislature to support and protect this crucial funding and resist any effort to remove the mandated rate increase.
- Fulfilling the mandate set in 2014 is critically important to people with developmental disabilities and their direct support staff.
- Direct support professionals should not be minimum wage workers. Their work is of utmost importance to people with developmental disabilities, their families, and the communities in which they live and work



MARYLAND DEVELOPMENTAL DISABILITIES COALITION

People on the Go of Maryland • The Arc Maryland • Maryland Disability Law Center
Maryland Association of Community Services • Maryland Developmental Disabilities Council
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For more information, contact the Maryland Association of Community Services; Lauren Kallins, Director of Government Relations, lkallins@macsonline.org, or Laura Howell, Executive Director, at lhowell@macsonline.org.

DDA Reimbursement for Direct Support Staff*

Percent Above the STATE Minimum Wage

Fiscal Year	State Minimum Wage	DDA Funding Mandate PASSED IN 2014 SESSION		CURRENT DDA Funding Status **	
FY 15	\$8.00	\$10.42	30%	\$10.01	25%
FY 16	\$8.25	\$10.95	33%	\$10.41	26%
FY 17	\$8.75	\$11.51	32%	\$10.94	25%
FY 18	\$9.25	\$12.10	31%	\$11.50	24%
FY 19	\$10.10	\$12.72	26%	\$12.09	20%
FY 20	\$10.10				

* DDA reimbursement is for ALL direct support staff regardless of tenure; it is *not* the starting wage.

** Funding changes that affected the mandate passed in 2014 session:

-Gov. O'Malley cut the 4% rate increase to 2% for FY 15 (mid-year).

-Gov. Hogan cut the funding mandated in his FY 16 budget to 1.75%, which was restored to 3% by the General Assembly.