

INVEST IN NEW YORKERS WITH I/DD

Non-profit providers that support 85% of New Yorkers with I/DD need continued investment by NYS to address the decade-long workforce crisis that impacts the quality and availability of services to people with I/DD.

The **SFY 2025-26 Budget** Must Include:

**7.8% Targeted
 Inflationary
 Increase**

**Human Services
 Wage Commission**

**Direct Rate Setting
 from DOH back to
 OPWDD**

INVEST: IN SERVICES FOR PEOPLE WITH I/DD

The costs of providing services for people with intellectual and developmental disabilities has increased significantly over the past several years. Cost increases related to mandated fringe benefits, repairs and maintenance, utilities, food, supplies, transportation, and insurance over the past several years has resulted in financial pressure on agencies. Additionally, since the I/DD provider agencies are solely funded by Medicaid, agencies are unable to increase reimbursement for services to compensate for increased costs of operations. Therefore, **the inclusion of a Targeted Inflationary Increase is critical in SFY 2025-26.**

**MODIFY: HMH PART FF (Targeted Inflationary Increase) - FROM 2.1% to 7.8%
 + RESTORE CARE COORDINATION ORGANIZATIONS (CCOs)**

Region	Average Staff Vacancy Rate	Average Staff Annual Turnover Rate	Average DSP Starting Wage
Region 1 (NYC METRO)	15.5%	29.5%	\$17.42
Region 2 (Hudson Valley)	21.2%	32.1%	\$16.90
Region 3 (Capital District)	17.9%	31.4%	\$17.56
Region 4 (Western, Central & North Country)	17.5%	49.2%	\$17.21
Statewide	16.9%	35.4%	\$17.23

CREATE: HUMAN SERVICES WAGE COMMISSION

Direct Support Professionals (DSPs) are the backbone of care for individuals with intellectual and developmental disabilities (I/DD). Their responsibilities range from administering first aid and managing medications to teaching personal care and money management skills. Yet chronic underinvestment in the I/DD system has led to wage stagnation causing high turnover and high staff vacancies which impacts access and quality of care.

A recent NYDA and Miami University study found half of DSPs face food and housing insecurity— this is an especially concerning statistic **given that 74.2% of DSPs are women and 62.6% identify as a racial/ethnic minority.**

To address this crisis, we urge the State to convene a Human Services Wage Commission to examine and develop a strategy to correct long standing wage disparities in the Human Services sector. By collaborating with state leaders and providers, this commission can propose a sustainable strategy that aligns DSP wages with their critical responsibilities. Through targeted recommendations for the SFY 2026–27 Budget, we can finally rectify these historic under investments and uphold our commitment to both DSPs and the individuals with I/DD who rely on them.

INCLUDE: LANGUAGE TO ESTABLISH THE HUMAN SERVICES WAGE COMMISSION**REFORM: RATE SETTING FOR NON-PROFIT PROVIDERS**

A decade ago, rate-setting authority for I/DD services was shifted from the Office for People With Developmental Disabilities (OPWDD) to the Department of Health (DOH). This change has resulted in a process that is notoriously slow and often unpredictable, leaving many non-profit agencies in precarious financial positions. Delays in establishing and adjusting rates have led to severe cash flow challenges for organizations that depend on timely reimbursements to maintain essential services and staffing.

Restoring rate-setting authority to OPWDD would help streamline the process by placing responsibility back with the agency that has the most expertise in I/DD services. Because OPWDD understands the unique requirements and actual costs associated with serving individuals with intellectual and developmental disabilities, it is far better equipped to adjust rates quickly in response to changing demands. This move would reduce administrative burdens, improve accountability, and create a more stable financial environment for non-profits, allowing them to continue delivering high-quality care without the uncertainty that currently undermines their budgeting and operations.

INCLUDE: LANGUAGE DIRECTING NYS TO MOVE RATE SETTING FROM DOH TO OPWDD

We urge you to support these asks and ensure the I/DD service system moves from a **care crisis** to a **stable care system**.