



Our Front-line Workers
**GO ABOVE
 and BEYOND**
 the Minimum



**Without increased funding
 for providers,
 we face a looming crisis.**

Already strained providers will contend with:

- Sharply increasing wage requirements
- Job competition from easier, less stressful entry-level positions such as retail cashiers
- Salary compression that forces agencies to increase wages across the board for lower- and mid-level positions to retain and attract staff

2021 LEGISLATIVE ASK

The Arc statewide chapters and individuals with disabilities ask the Florida Legislature to approve multiyear commitments to increase provider rates each year through 2026. We are requesting the following for Residential Habilitation, Adult Day Training, Personal Supports, and Respite:

16% increase in 2021
12% increase per year from 2022-2026

The Arc of Florida Affiliates: The Arc of Alachua County • The Arc North Florida • The Arc of Bradford County • The Arc of Charlotte County • The Arc of South Florida Arc Desoto • The Arc Jacksonville • The Arc Gateway • The Arc Flagler County • Gulf County Arc • The Arc Nature Coast • Ridge Area Arc • Jackson County Arc The Arc Sunrise of Central Florida • LARC • The Arc of Levy County • The Arc Big Bend • The Arc of the Emerald Coast • The Arc of Palm Beach County • The Arc of The Glades The Arc of Putnam County • The Arc of the Bay • The Arc of the St. Johns • The Arc of St. Lucie County • The Arc Tampa Bay • The Arc of Volusia The Arc of Washington-Holmes Counties • The Arc Indian River County • Victory Living Programs • The Arc Nassau • The M.O.R.G.A.N Project • ARC Marion

**The Time is Now
 for Vital Change**

THE RIGHT THING TO DO

For vulnerable citizens, for families, for our state

FAIR RATES AND WAGES

For essential and critical care delivered by Direct Support Professionals (DSPs) and their dedicated agencies

URGENT CRISIS

Due to the newly passed amendment by the people of Florida to increase the minimum wage

Maximum Responsibility

for Minimum Wage?



DSPs SHOULD NOT BE MINIMUM WAGE JOBS.

They are critical, difficult jobs with enormous responsibilities. Yet their pay does not reflect the vital nature of their work, their varied skill sets, the emotional investment demanded by the job, one year of prior work experience required for DSP positions, the extensive training they are required to complete, their impact on our community, nor the weight of their obligations to the law, regulations, and human decency.



A Day in the Life of an Arc Direct Support Professional

DEDICATION AND COMPASSION

Sara joined The Arc after completing her required experience as a school paraprofessional. After two years, she makes \$9.20 an hour due to a merit increase earned in recognition of the connection and attention to detail she brings to her job. Every day, Sara empowers each client to live with the dignity, independence, and respect that makes a person feel whole.

PERSONALIZED, INTIMATE CARE

In attending to clients' daily living needs, DSPs:

- Assist with proper hygiene, including bathing and toileting, especially for those with restricted mobility
- Distribute medications and continuously monitor clients' health challenges
- Help dress each client in their favorite outfits
- Perform housekeeping chores and cook meals based on dietitian plans and client choice
- Transport to and attend doctor appointments
- Provide emotional support and social connectivity
- Coordinate social, family, and community activities
- Manage and coordinate finances and benefits

TARGET STARTING WAGE
\$15.00
per hour

FLORIDA HOSPITAL CNA
\$13.51
per hour

WALMART AVERAGE WAGE
\$14.76
per hour

AVERAGE DSP WAGES IN FLORIDA

\$9.50

per hour with little to no benefits packages offered.



Could you live on **\$76 PER DAY** before taxes?

THE AVERAGE ANNUAL DSP TURNOVER RATE IS 45%.

The people of Florida passed an amendment to increase the minimum wage from **\$8.56/hour to \$15/hour by 2026, a total increase of 75.2%.**

No plan exists to help providers meet or exceed these wage requirements or endure the ever-increasing cost of operating and maintaining compliance standards set by the state of Florida.



GOING THE EXTRA MILE

Sean has worked at The Arc for four years and makes \$9.75 an hour. Each day, Sean safely transports clients to their day jobs and programs. He then helps clients learn skills to prepare for work opportunities and to reach their social and life goals. These services are essential to each client's mandated personal support plan. After work, Sean heads to his **second job** to help make ends meet for him and his three sons.

