

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

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Council**

#DDDay16

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 **	
		Amount	Percentage	Amount	Percentage
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.