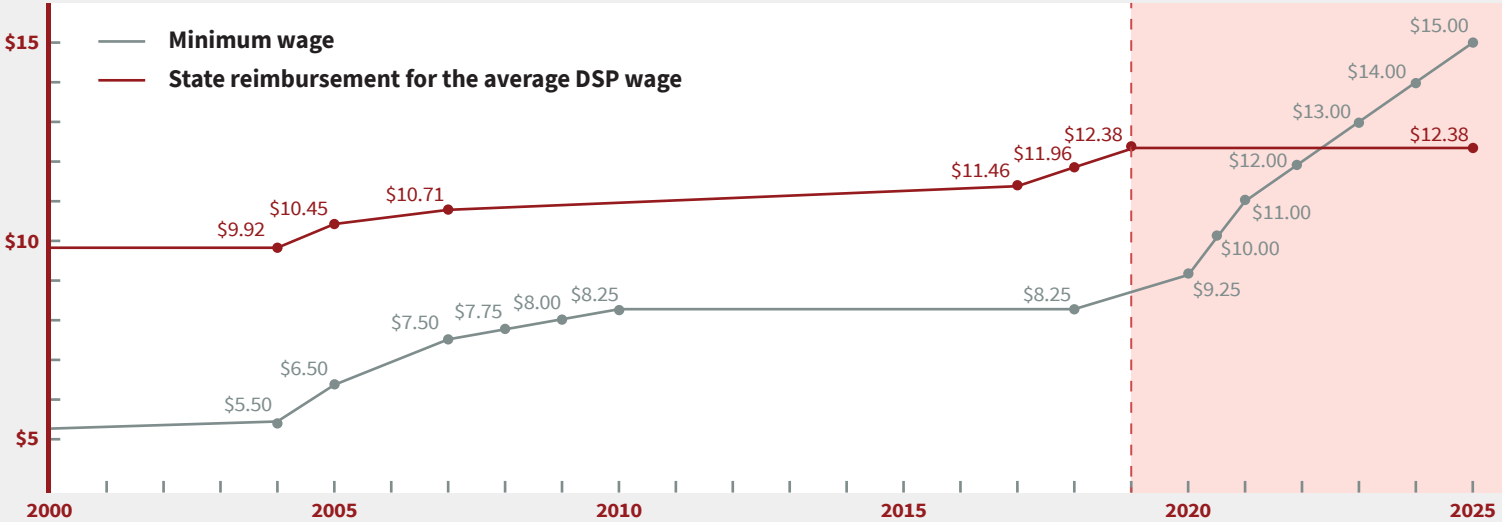


MINIMUM WAGE INCREASE HAS UNINTENDED CONSEQUENCES FOR DIRECT SUPPORT PROFESSIONALS (DSPs)

The shrinking gap between Illinois' minimum wage and average DSP wages

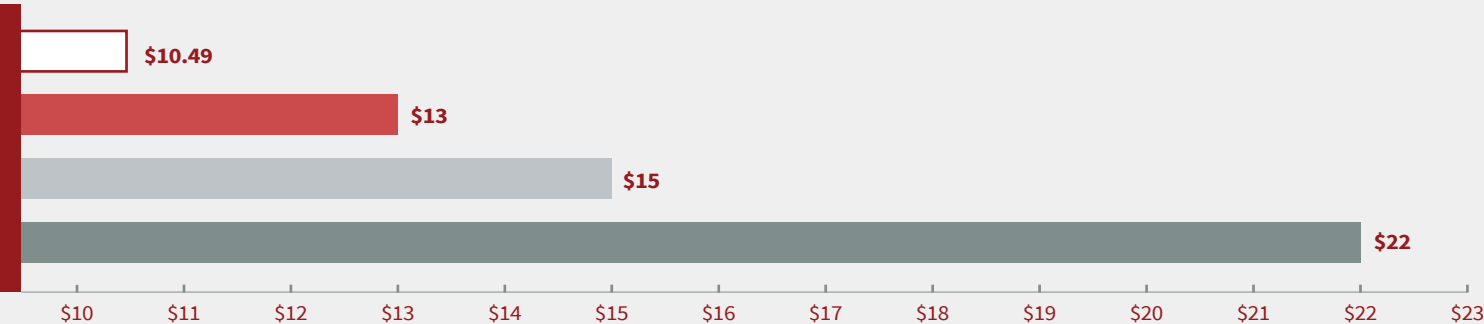


- Effective July 1, 2019, **Chicago minimum wage will exceed the DSP average reimbursement by \$0.62/hour**, or \$1,290/year, assuming the 3.5% rate increase included in the FY20 state budget is applied to DSP wages.
- Effective January 1, 2020, state minimum wage will have increased 80% since the Community Integrated Living Arrangement (CILA) program began, while **DSP average reimbursement will have increased only 25%**.

	2000	2004	2005	2007	2008	2009	2010	2017	2018	2019	1/1/20	7/1/20	2021	2022	2023	2024	2025
DSP:Minimum Wage Differential	93%	80%	61%	43%	38%	34%	30%	39%	45%	50%	34%	24%	13%	3%	-5%	-12%	-17%

DSP starting wages are not competitive

Businesses competing for the shrinking labor pool, which includes potential DSPs, are paying starting wages much higher than the state minimum wage. When you can make \$15 an hour at Amazon, it's sadly an easy choice. Caring, compassionate people who want to do this important work simply cannot afford to.



- Illinois' average direct support professional starting wage per the National Core Indicators Staff Stability Survey
- Target minimum wage beginning June 2019, ramping up to \$15 by the end of 2020
- Amazon minimum wage
- Hourly wage for a cannabis greenhouse worker In Denver, CO