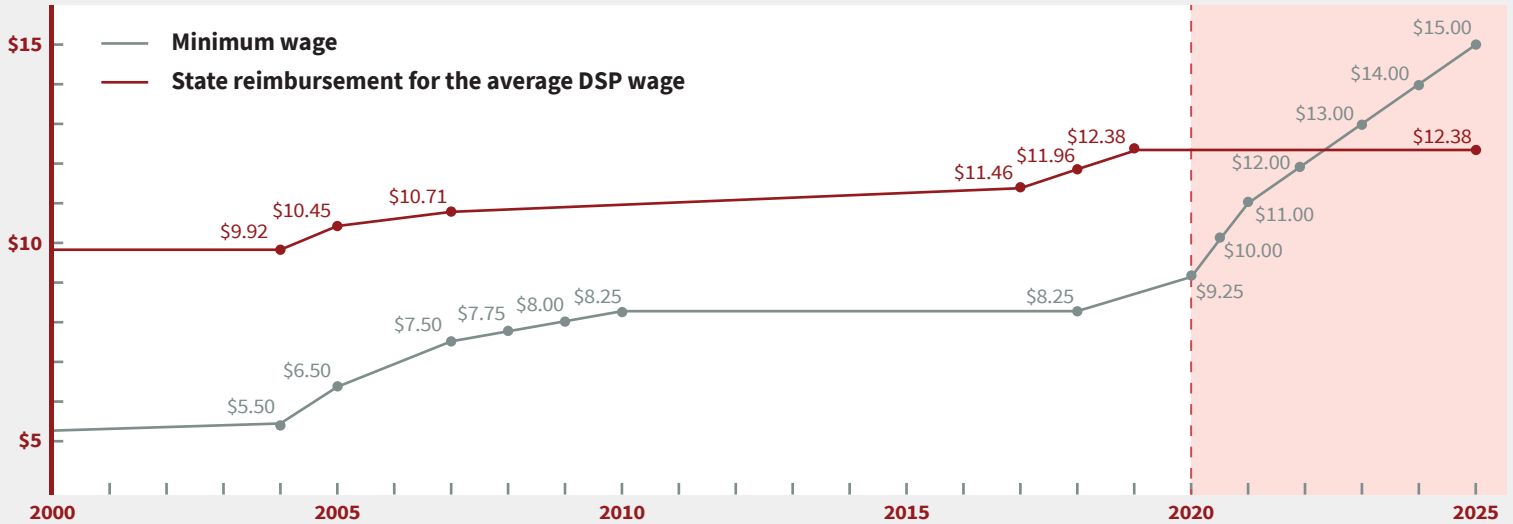


MINIMUM WAGE INCREASE HAS UNINTENDED CONSEQUENCES FOR DIRECT SUPPORT PROFESSIONALS (DSPs)

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



The DSP:minimum wage differential is getting worse

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

Effective July 1, 2020, the **Chicago minimum wage will exceed the DSP average reimbursement by \$1.62/hour**. In the last 20 years, the state minimum wage has increased 80%, while **DSP wage reimbursement has increased only 25%**.

**The above graph and table do not include IDHS's planned \$13 wage reimbursement because it has not yet been implemented.*

DSP wages are not competitive and can't keep up with minimum wage

