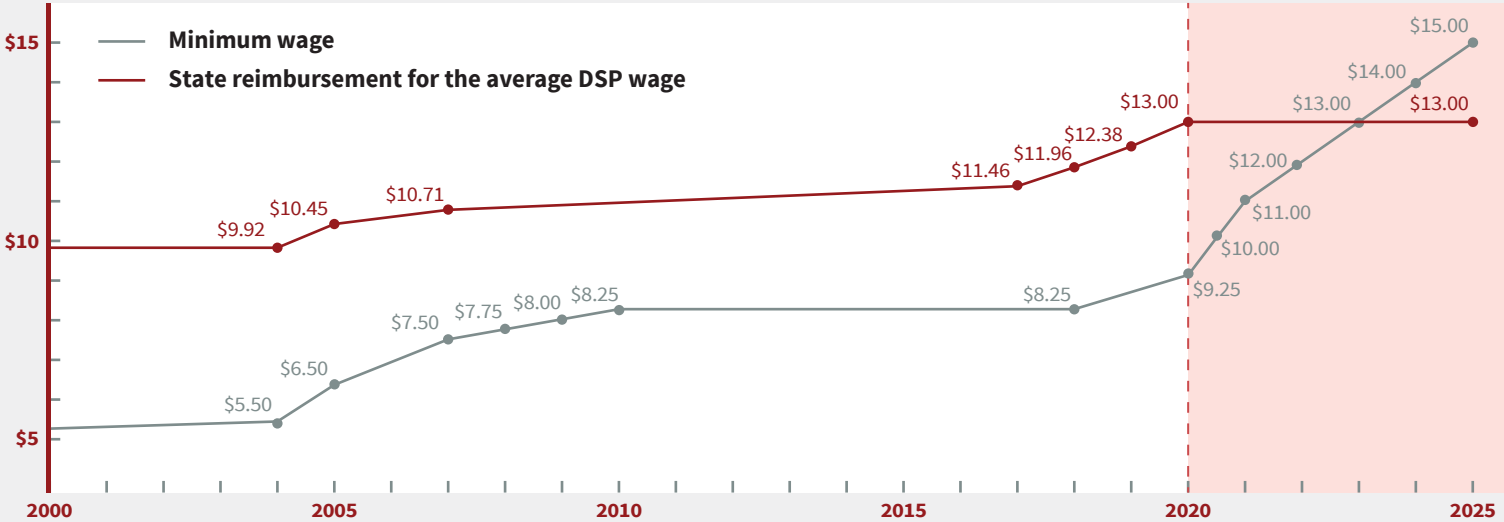


# MINIMUM WAGE INCREASE HAS UNINTENDED CONSEQUENCES FOR DIRECT SUPPORT PROFESSIONALS (DSPs)

## 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%  | 41%    | 30%    | 18%  | 8%   | 0%   | -7%  | -13% |
| 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%**.

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

