

**Legislative Support for FY25 \$3/Hr DSP Wage Increase**  
**Critical Investments for Persons with Intellectual**  
**and Developmental Disabilities**  
**May 2024**

**Executive Summary**

As legislators, we know it is the state's obligation to ensure sustainable services and supports for children and adults with intellectual/developmental disabilities (IDD) in Illinois. Working together we have made progress towards strengthening community-based services but recognizing further action and support must be ongoing. To that end, we have come together to sign this ***Letter of Support*** for a **\$3 per hour increase for the Direct Support Professionals (DSPs) wage rate**, the top priority of the Department of Human Services – Division of Developmental Disabilities (DHS-DDD) Guidehouse Rate Study, and a necessary investment for service sustainability.

Fiscal impact to the state in FY25 is \$60M (GRF) after federal matching funds beginning January 1, 2025. (Total for ½ FY25 pre-federal match requires \$120M Approp Authority)

**Points for Consideration**

The state-commissioned Guidehouse Rate Study calls for the DSP wage rate to be at least 150% of minimum wage, which the \$3 per hour wage rate increase will achieve. If we take no action this spring, these hard-working professionals will receive no increase for at least two years -- furthermore, it reverses the recent gains we have made as a state in funding these *court ordered* resources.

Minimum wage will increase again in January 2025 by \$1 per hour, and without an increase from the state, persons with disabilities may suffer, the more than 15,000 on the waitlist for services will continue waiting for services, and hard-working DSPs will leave the field for higher paying jobs.

The state has made incremental wage investments since 2017 but is making up lost ground after a decade without any additional support. Without our intervention in the FY25 budget, DSP wages will once again fall behind, resulting in a significant step backwards for the state's ability to properly serve persons with IDD and their families.

100% of increases mandated by the state are passed through to wages, differentials, and incentives paid *directly* to front-line workers. Since 2021, IDD providers, organized labor, under the oversight of DHS, and members of the legislature have agreed to a 50/50 split distribution for the wages so providers can respond to their

own workforce pressures such as overnight or weekend pay, staffing persons with complex behavioral or medical needs, and experience/seniority. To reiterate, under the current agreement, 100% of funds allocated by the state are going **directly** to frontline workers.

### **Conclusion**

We have heard from the They Deserve More coalition, which represents persons with disabilities and their families, as well as over 90 statewide IDD community-based service providers and their representative organizations—including IARF, The Institute on Public Policy for People with Disabilities, The Center for Developmental Disabilities, The Arc of Illinois, and many more.

**The message is clear:** With no wage increase until 2026, DSPs will leave the field and the wait list will grow. Given that Illinois is still under a consent decree, we cannot let this happen.

**We urge our colleagues to stand with us in prioritizing this request.**

The estimated 300,000 people with IDD and their families need and deserve the opportunity to lead meaningful lives in their community. They should be able to depend on quality and consistent support provided by trained staff who are valued and fairly compensated for their work.

Respectfully Submitted,

### **SENATE**

Senator Mary Edly-Allen (51st Dist)  
Senator Rachel Ventura (43rd Dist)  
Senator Laura Fine (9th Dist)  
Senator Mike Simmons (7th Dist)  
Senator Natalie Toro (20th Dist)  
Senator Jil Tracy (50th Dist)  
Senator Don DeWitte (33rd Dist)  
Senator Javier Cervantes (1st Dist)  
Senator Julie Morrison (29th Dist)  
Senator Dave Koehler (46th Dist)  
Senator Dale Fowler (59th Dist)  
Senator Erica Harriss (56th Dist)  
Senator Dave Syverson (35th Dist)  
Senator Seth Lewis (24th Dist)  
Senator Chapin Rose (51st Dist)  
Senator Sally Turner (44th Dist)

Senator Terri Bryant (58th Dist)  
Senate Republican Leader John Curran (41st Dist)  
Senator Tom Bennett (53rd Dist)  
Senator Sue Rezin (38th Dist)  
Senator Craig Wilcox (32nd Dist)  
Senator Dan McConchie (26th Dist)  
Senator Jil Tracy (50th Dist)  
Senator Steve McClure (54th Dist)  
Senator Win Stoller (37th Dist)  
Senator Jason Plummer (55th Dist)  
Senator Ram Villivalam (8th Dist)  
Senator Andrew Chesney (45th Dist)  
Senator Suzy Glowiak Hilton (23rd Dist)  
Senator Neil Anderson (47th Dist)  
Senator Meg Loughran Cappel (49th Dist)  
Senator Karina Villa (25th Dist)  
Senator Lakesia Collins (5th Dist)  
Senator Linda Holmes (42nd Dist)

## **HOUSE**

Representative Maura Hirschauer (49th Dist)  
Representative Laura Faver Dias (62nd Dist)  
Representative Nabeela Syed (51st Dist)  
Representative Lindsey LaPointe (19th Dist)  
Representative Kevin Olickal (16th Dist)  
Representative Anne Stava-Murray (81st Dist)  
Representative Joyce Mason (61st Dist)  
Representative Rita Mayfield (60th Dist)  
Representative Suzanne Ness (66th Dist)  
Representative Ryan Spain (73rd Dist)  
Representative Kelly Cassidy (14th Dist)  
Representative Mary Gill (35th Dist)  
Representative Mary Beth Canty (54th Dist)  
Representative Abdelnasser Rashid (21st Dist)  
Representative Lilian Jimenez (4th Dist)  
Representative Janet Yang Rohr (31st Dist)  
Representative Diane Blair-Sherlock (46th Dist)  
Representative Terra Costa Howard (42nd Dist)  
Representative Martin Moylan (55th Dist)  
Representative Harry Benton (97th Dist)  
Representative Tracy Katz Muhl (57th Dist)  
Representative Theresa Mah (24th Dist)

Representative Michelle Mussman (56th Dist)

Representative Yolonda Morris (9th Dist)

Representative Jenn Ladisch Douglass (45th Dist)