



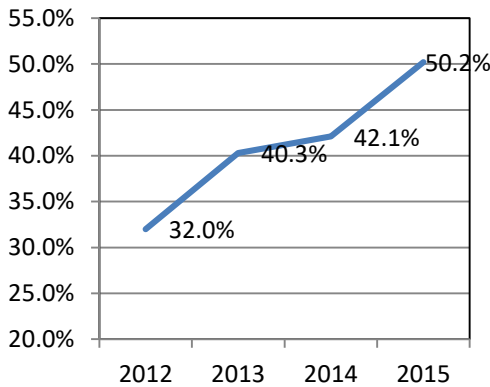
COMMUNITY RESIDENTIAL SERVICES ASSOCIATION

Supported Living: A System in Crisis

Continued underfunding of Community Residential Services for individuals with Intellectual and Developmental Disabilities has left Supported Living providers with funding that does not allow for meeting even minimum wage requirements in several areas of the state and drastically rising turnover in all areas of the state.

Over the past four years, turnover has dramatically increased by 57% as funding has not been allocated to address the wage and staffing issues. As such, turnover in essential Direct Support Professional positions has now increased to over 50%!

Turnover Rate

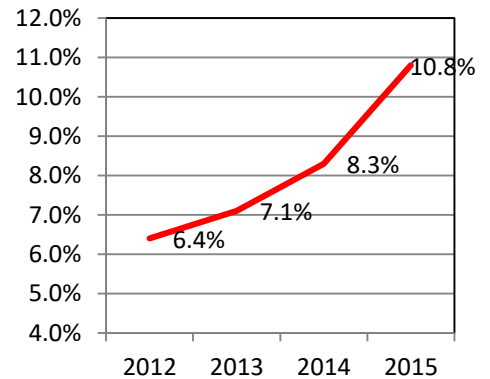


For individuals with intellectual and developmental disabilities who require consistency and continuity of care, a turnover rate of over half of their direct support staff in any year is disruptive and does not allow for relationships to form and quality supports to be maintained. Consistent long-term staffing is essential to serving people with complex support needs.

Due to low wages that result in significant difficulties with recruiting staff for challenging work, 10.8% of all Direct Support positions are open at any time. This inability to fully staff homes has resulted in

many agencies not accepting new clients and creates persistent vacancies in current homes. As such, individuals continue to sit on wait lists wanting to move out of costly state institutions or out of their parent's home, which are often crisis situations. The open positions put clients at risk due to staffing levels not meeting the clients' needs.

Vacancy Rate



There are currently 60 people in state institutions who want to move to Supported Living settings but are waiting indefinitely to move due to the staffing crisis. Another 109 people have funding approved to receive Supported Living, but wait without services due to the inability of providers to hire staff. To address these issues and stabilize this vital community support for people with intellectual and developmental disabilities, an investment by the legislature is needed to attend to the staffing crisis, which has been worsened by the fact that **over the last nine years, minimum wage has increased by 36.3% (\$2.93) while supported living funding has only increased by 5.2% (85 cents)**. To meet minimum wage requirements, begin to catch up with cost of living increases in the minimum wage and take steps to address the turnover and staffing crisis, an appropriation of a \$1.25 per hour the first year and \$1 per hour the second year is required statewide. **Even with this increase of \$2.25 between 2017 and 2019, the statewide minimum wage will increase by \$2.53, so providers will continue to lose ground.**

Fiscal Year	Statewide Appropriation	GF-S Annual Cost	Total Biennium GF-S Cost	Total Biennium Cost
FY 2018	\$1.25 per hour	\$14.13M		
FY 2019	\$1.00 per hour	\$25.43M		
Biennium 17-19			\$39.56 GF-S	\$79.11 M

Total Budget Request = \$39.56M GF-S

Supported Living continues to lose ground with Minimum Wage and State-Operated programs

Services & Costs

- ✓ Community Residential – **4,456 people served** Average cost per client per day = **\$299.09**
- ✓ SOLA's – 91 people served Average cost per client per day = **\$533.07**
- ✓ RHC's – 742 people served Average cost per client per day = **\$670.44**

SOLA program is 78% more expensive, while RHC's are 124% more expensive than Supported Living

Wages and the Impact on Turnover

Entry Level Wages

- ✓ Community Residential = **\$10.77** per hour
- ✓ SOLA = **\$13.43** per hour

Turnover

50.2% turnover
19.3% turnover

Wages that are 25% lower result in turnover that is 160% higher than in State Operated programs

Vacancy Rate (in positions)

- ✓ Community Residential = **10.8%**
- ✓ SOLA = **4.7%**

A Decade of Underfunding:

Washington & Seattle Minimum Wage Mandates compared to Average Starting Wage for Supported Living Direct Support Staff

Date	Statewide Minimum Wage Mandate per hour	Statewide DSP average entry wage	Statewide Percentage Difference	Seattle Minimum Wage Mandate	Seattle DSP average entry wage	King County Percentage Difference
January 2017	\$11.00	\$10.77*	(2.1%)	\$15.00	\$11.23*	(25.2%)
January 2016	\$9.47	\$10.77	13.7%	\$13.00	\$11.23	(13.7%)
January 2015	\$9.47	\$10.41	9.9%	\$11.00	\$10.83	(1.5%)
January 2014	\$9.32	\$10.26	10.1%	\$9.32	\$10.73	15.1%
January 2013	\$9.19	\$10.12	10.1%	\$9.19	\$10.60	15.3%
January 2012	\$9.04	\$9.75	7.9%	\$9.04	9.98	10.4%
January 2011	\$8.67	\$9.90	14.2%	\$8.67	\$10.63	22.6%
January 2010	\$8.55	\$9.90	15.8%	\$8.55	\$10.56	23.5%
January 2009	\$8.55	\$9.98	16.7%	\$8.55	\$10.60	24.0%
January 2008	\$8.07	\$9.98	23.7%	\$8.07	\$10.22	26.6%

* Entry level without any new legislative appropriation