

We need your help; we are experiencing unprecedented increases in gasoline, health insurance and property insurance, as well as other non-wage operational costs which threatens our service delivery. While the increase in wages in 2022 was instrumental, it did not address non-direct care worker support staff and veteran direct care workers already making \$15 per hour. In order to hire the direct care and support staff needed to provide the necessary supports for quality care and cover operational costs, an increase is needed.



The following negative **CASCADING CHALLENGES** are happening now and will directly affect the individuals with intellectual and developmental disabilities we serve.

- **THE AMERICAN RESCUE PLAN**, which provided an additional FMAP match for home and community-based providers, **ENDING DEC. 31, 2023**. This was used primarily as bonuses to recruit and retain the workforce serving individuals with intellectual and developmental disabilities.

As the Consumer Price Index (CPI) has increased by 23% over the last five years, an increase for non-wage operational costs for iBudget providers has not been addressed in even longer.

12% - \$98.9 million GR/\$136 million Federal match  
11% - \$90.6 million GR/\$125 million Federal match  
10% - \$82.4 million GR/\$113 million Federal match  
9% - \$74.1 million GR/\$102 million Federal match  
8% - \$65.9 million GR/\$90.7 million Federal match

- The Centers for Medicare and Medicaid Services allowed states to file an Appendix K at the start of COVID. The provisions in Florida's **APPENDIX K**, which relaxed staff-to-client ratios without compromising safety, **ENDED NOVEMBER 11, 2023** and will impact the capacity to serve clients.
- In order to serve more individuals with intellectual and developmental disabilities, we have to solve our staffing crisis. Without an increase, staff won't be able to be compensated at the same levels as other Floridians in the workforce. This will reverse the strides we made in 2022 and disrupt services for this most vulnerable population. As wages and inflation continue to rise and minimum wages goes up another dollar per hour, our staff will also be expecting a raise.

The above challenges clearly articulate the need for a rate increase. Currently, providers are selling assets and making cuts to try to stay afloat while continuing to provide vital services to those we serve. An increase would help stabilize providers so **INDIVIDUALS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES HAVE THE FLEXIBILITY TO CHOOSE SERVICES.**

# DO N'T?

What if we

What happens if we don't continue to provide programs that promote choice and independence? What happens if we don't ensure that our individuals with intellectual and developmental disabilities are protected?



## STARTING ON JULY 1, 2023:

The American Rescue Plan, used to recruit and retain the work force serving individuals with intellectual and developmental disabilities, will end. This means there will be **LESS SERVICES AVAILABLE** in the community for those with intellectual and developmental disabilities.



Appendix K, the provision that relaxes staff-to-client ratios, without compromising safety, will end and will impact the capacity to serve clients. This means there will be **LESS SERVICES AVAILABLE** in the community for those with intellectual and developmental disabilities.

The Governor's budget reflects a 5% increase for state employees widening the gap for those Direct Support Professionals (DSPs) working at state

institutions versus those working in the private sector. The private sector DSPs' salaries for the same job with the same qualifications isn't competitive to state employees DSPs, even though the majority of this work force are employed in the private sector. This creates a scenario where the private sector cannot compete with the state government, and there will be **LESS SERVICES AVAILABLE** in the community for those with intellectual and developmental disabilities.

The minimum wage will rise a dollar per hour during the next budget year as required by state constitution, making it more difficult to compete and hire Direct Support Professionals (DSPs) without a corresponding increase in the iBudget. This means there will be **LESS SERVICES AVAILABLE** in the community for those with intellectual and developmental disabilities.

The iBudget has not addressed inflation in the non-wage operational costs for providers serving individuals with intellectual and developmental disabilities on the Home and Community-based Waiver Program for the past five years. Without these resources, our vulnerable population won't be able to live independently in their own home or in their community. They won't be able to achieve their full potential and be successful. This means there will be **LESS SERVICES AVAILABLE** in the community for those with intellectual and developmental disabilities.



**The Arc.**  
of Florida