



Our Frontline Workers  
**GO ABOVE  
and BEYOND**  
the Minimum



## **The Time is Now** **for Vital Change**

### **THE RIGHT THING TO DO**

For vulnerable citizens, for families, for our state

### **FAIR RATES AND WAGES**

For essential and critical care delivered by Direct Support Professionals (DSPs) and their dedicated agencies

### **URGENT CRISIS**

Due to the newly passed amendment by the people of Florida to increase the minimum wage

**Kathy Jackson**  
*Executive Director*  
[kjackson@arcsj.org](mailto:kjackson@arcsj.org)  
[www.arcsj.org](http://www.arcsj.org)  
(904) 824-7249



# Maximum Responsibility

## for Minimum Wage?



**DSP POSITIONS ARE NOT MINIMUM WAGE JOBS.** They are critical, difficult jobs with enormous responsibilities. Yet their pay does not reflect the vital nature of their work, their varied skill sets, the emotional investment demanded by the job, one year of prior work experience required for DSP positions, the extensive training they are required to complete, their impact on our community, nor the weight of their obligations to the law, regulations, and human decency.

**TARGET  
STARTING WAGE**  
**\$15.00**  
per hour

**FLORIDA  
HOSPITAL CNA**  
**\$13.51**  
per hour

**WALMART  
AVERAGE WAGE**  
**\$14.76**  
per hour

**AVERAGE  
DSP WAGES IN  
FLORIDA**  
**\$9.50**  
per hour with little to  
no benefits packages  
offered.

## Could you live on **\$76 PER DAY** before taxes?

**THE AVERAGE ANNUAL DSP TURNOVER RATE IS 45%.**

The people of Florida passed an amendment to increase the minimum wage from **\$8.56/hour to \$15/hour by 2026, a total increase of 75.2%.**

No plan exists to help providers meet nor exceed these wage requirements or endure the ever-increasing cost of operating and maintaining compliance standards set by the State of Florida.

## A Day in the Life of an Arc Direct Support Professional

Sarah is a dedicated team member that joined The Arc after getting her required experience as a paraprofessional. **After two years, she is making \$9.20 per hour** due to a merit increase that recognized the compassion and attention to detail she brings to her job. Each day Sarah arrives at her group home to attend to the clients daily living needs and goes beyond her responsibilities to make each client feel special.



- Assists with proper hygiene, including bathing
- Performs housekeeping chores
- Helps dress each client
- Distributes medications
- Transports to and attends doctor visits
- Reports to APD and Social Security
- Manages clients' banking needs



**As his second job, Sean has been with Arc for 4 years making \$9.75 an hour.** His daily responsibilities include safely transporting clients to their day jobs and programs. Once at the adult day training program, he helps clients prepare for work opportunities and tends to their goals in social skills and learning – all essential to the client's mandated personal support plan.







## Without increased funding for providers and agencies, we face a looming crisis.

### Already strained agencies will contend with:

- Sharply increasing wage requirements
- Job competition from easier, less stressful entry-level positions such as retail cashiers
- Salary compression that forces agencies to increase wages across the board for lower- and mid-level positions to retain and attract staff

### 2021 LEGISLATIVE ASK

The Arc statewide chapters and individuals with disabilities ask the Florida Legislature to approve multiyear commitments to increase provider rates each year through 2026. We are requesting the following for Residential Habilitation, Adult Day Training, Personal Supports, and Respite:

**16%** increase in 2021

**12%** increase per year  
from 2022-2026

**The Arc of Florida Affiliates:** The Arc of Alachua County • The Arc North Florida • The Arc of Bradford County • The Arc of Charlotte County • The Arc South Florida Arc Desoto • The Arc Jacksonville • The Arc Gateway • The Arc Flagler County • Gulf County Arc • The Arc Nature Coast • Ridge Area Arc • Jackson County Arc The Arc Sunrise of Central Florida LARC • The Arc of Levy County • The Arc Big Bend • The Arc of the Emerald Coast • The Arc of Palm Beach County • The Arc of The Glades The Arc of Putnam County • The Arc of the Bay • The Arc of the St. Johns The Arc of St. Lucie County The Arc Tampa Bay • The Arc of Volusia • The Arc of Walton County The Arc of Washington-Holmes Counties • The Arc Indian River County • Victory Living Programs The Arc Nassau • The M.O.R.G.A.N Project