



STATE OF DELAWARE  
**STATE COUNCIL FOR PERSONS WITH DISABILITIES**  
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**MEMORANDUM**

DATE: June 12, 2018

TO: All Members of the Delaware State Senate  
and House of Representatives

FROM: Ms. Jamie Wolfe, Chairperson  
State Council for Persons with Disabilities

RE: HB 104 Increased DDDS Payment Rates to Improve Wages of Direct Support Professionals

The proposed legislation was assigned to the House Health & Human Development Committee on 5/10/18. This bill, introduced last year, requires DDDS to increase its rates paid to providers over time to match a benchmark rate set by OMB in 2014, and since updated, and to adjust those rates in the future. Proponents of the bill indicate that DDDS currently funds at 75% of the benchmark market rate. This negatively impacts the ability to hire and retain personnel, particularly direct support professionals. The inability to attract and retain trained personnel can lead to disruptions in services and quality of care.

The SCPD has the following observations and recommendations.

The 2018-2019 Legislative and Policy Agenda adopted by SCPD and other community groups chose pay raises for attendants and direct support professionals as one of its goals for the year. The current shortage of attendants, personal care workers, home health aides and direct support professionals has a profound impact on the stability and quality of community-based services for people with disabilities in Delaware. Part of this shortage is attributed to the low wages that are paid by providers and by Medicaid-funded programs to these workers. Wages for the State-funded Attendant Care Program are especially low (approximately \$10.75 an hour). Even home health aides make around \$12.00 an hour.

HB 104 is useful as far as it goes, attacking the problem indirectly, but it does not go far enough as it does not address compensation for workers who are in the attendant care program or who provide attendant services or personal care services through Medicaid-funded programs.

The SCPD is recommending that amendments that incorporate wage increases for workers across DHSS divisions and settings, or endorse the legislation with the provision that it does not go

nearly far enough in addressing wages issues.

Thank you for your consideration and please contact SCPD if you have any questions regarding our comments and recommendations on the proposed legislation.

cc: Ms. Laura Waterland, Esq.  
Governor's Advisory Council for Exceptional Citizens  
Developmental Disabilities Council

hb 104 increased ddds payment rates 6-12-18