

**Department of Human Services
Direct Care Wages**

The Human Services Subcommittee recommends that the Joint Committee on Ways and Means acknowledge receipt of a report on direct care wages.

Through a budget note, the Department of Human Services was directed to report on wages and turnover rates in programs relying on direct care workers. DHS completed the report through a contract with RTI International, a research institute specializing in survey and data analysis services.

Survey responses from more than 2,000 providers were collected and analyzed. Findings include the following:

- Around 3,800 providers employ 36,700 workers and serve about 46,000 clients.
- Wages are driven by minimum wage, competition, experience, and education.
- The 2014 median wage across all providers surveyed was \$12.38 per hour, with highest wages in nursing facilities.
- Wages may, but do not always, go up when Medicaid rates increase.
- Full-time workers are more likely than part-time workers to receive benefits.
- In 2014, estimated average annual turnover rate for direct care workers was 64%.
- Provider contract language or legislation may help translate funding increases into higher wages.

The Human Services Subcommittee recommends acknowledging receipt of the report.