

# Time for Legislative Action to Save Community IDD Services



## Community-based IDD Services Are In Crisis:

A recent statewide survey<sup>1</sup> found that Home and Community-based Services (HCS) and Intermediate Care Facilities (ICFs) are facing unsustainable staff vacancy rates, with: **1/3 of staff positions in HCS homes and ICF facilities remaining unfilled.**

The 88th Texas Legislature's funding increase for community-based direct support professionals (DSPs) raised wages from **\$8.11 per hour to \$10.60 per hour.** However, this **has not been enough to address the workforce crisis,** as evidenced by the survey<sup>2</sup>.

## We Know How to Stabilize Staff Turnover Rates

The Texas Health and Human Services Commission (HHSC) acknowledges<sup>3</sup> that raising wages for DSPs **to more than \$17.00 per hour** at State Supported Living Centers (SSLCs) noticeably **impacted employee attrition rates** and **decreased turnover rates** to the lowest in **recent history.**

## How the Legislature Can Stem This Crisis

To stabilize the crisis in the community-based IDD service system, the 89th Texas Legislature must appropriate approximately:

**\$317,340,000 in General Revenue funds over the next biennium.**

SSLCs, HCS group homes, and ICF facilities are all critical to serving Texans with IDD and serve similar populations. According to HHSC's latest data<sup>4</sup> the monthly cost to the state of serving each individual with IDD is significantly less in community-based settings.

## Comparing community-based DSP hourly wages to those in other industries:

### Community-based DSPs in Texas

**\$10.60**/hour

McDonald's

**\$13.49**/hour

Buc-ee's

**\$20.86**/hour

H-E-B

**\$15.54**/hour

Whataburger

**\$13.31**/hour

Sonic

**\$29.28**/hour



**Community-based DSPs serving Texans with intellectual and developmental disabilities (IDD) take on a wide range of responsibilities on a daily basis to serve one of the most complex and vulnerable populations in the state.**

<sup>1</sup> Data collected by three statewide associations: the Texas Council of Community Centers (Texas Council), the Private Providers Association of Texas (PPAT), and Providers Alliance for Community Centers of Texas (PACSTX). "2024 IDD Group Home Provider Report: Direct Support Workforce Crisis," April 2024

<sup>2</sup> Ibid.

<sup>3</sup> "State Hospital and State Supported Living Center Workforce Report," Texas Health and Human Services Commission, August 2024

<sup>4</sup> "Cost Comparison Report," Texas Health and Human Services Commission, August 2024, pp. 6

