

**INDEPENDENCE ASSOCIATION
DIRECT SUPPORT PROFESSIONAL
PERSONNEL OVERVIEW
09.25.2019**

Mission Statement

Independence Association assists adults and children with disabilities in obtaining a full and inclusive life in their chosen community.

OVERVIEW:

Incorporated	1966
Employees:	220
DSP Average Rate of Pay	\$14.29 (better than average)
Starting wage:	\$12.00 (average)
Rate of Reimbursement	\$11.17 p/h
FYE 063019	(\$125K Operating Loss)
*DSP Overtime	18.3% of overall payroll budget
*DSP Overtime	27.6% higher than budgeted
*DSP Regular Time	4% less than budgeted
Turnover Rate	31.7%
Residential Department	Operating at 65% of required staffing

**Does not include benefit costs*

BENEFITS:

Health Insurance	Average
PTO	Significantly better than average

INCENTIVES:

CRMA Bonus	\$500 plus .25 per hour
DSP Certification	\$400

DIFFERENTIAL INCENTIVES:

- \$1.00 p/h for medically fragile
- .50 p/h for working 2nd shift
- \$10.00 to be pulled to another home
- \$50.00 to volunteer to work a vacant weekend day
- Weekend assignment work (Baylor shifts) 32 hours and get paid for 40
- \$300 referral bonus
- \$250 sign on bonus

Personnel Turnover

As of 6/30/2019

	Head Count	Hired	Termed	Growth Rate %	Turnover Rate %	Average Tenure Yrs
Jul 18 - Jun 19	221	55	70	-5.7%	31.7%	6.0
June 18 - June 19	221	56	76	-6.5%	34.3%	6.0
June 2019	216	6	0	0.0%	0.0%	6.0
May 2019	210	7	7	0.0%	3.3%	6.2
April 2019	210	3	5	0.0%	2.4%	6.3
Mar 19	212	6	15	0.0%	7.1%	6.4
Feb 19	221	5	4	0.0%	1.8%	6.1
Jan 19	220	3	5	0.0%	2.3%	6.1
Dec 18	222	1	3	0.0%	1.4%	6.0
Nov 18	224	4	9	0.0%	4.0%	6.0
Oct 18	229	7	5	0.0%	2.2%	5.8
Sep 18	227	6	5	0.0%	2.2%	5.8
Aug 18	226	4	7	0.0%	3.1%	5.8
Jul 18	229	3	5	0.0%	2.2%	5.7
Jun 18	231	1	6	0.0%	2.6%	5.6
May 18	236	8	5	0.0%	2.1%	5.5
Apr 18	233	3	7	0.0%	3.0%	5.5
Mar 18	237	10	4	0.0%	1.7%	5.4
Feb 18	232	7	6	0.0%	2.6%	5.5
Jan 18	231	12	3	0.0%	1.3%	5.5

SUGGESTIONS FOR IMPROVEMENT:

- Allow people without HS diplomas to work as a DSP.
- Remove fiscal ceiling limitations for working poor who receive welfare benefits to work full time hours.
- Change DSP curriculum to French.
- Incentivize New Americans to work in direct care roles.
- Recruit asylum-seeking individuals to work in Maine.
- Recruit foreign workers via work visas to work in Maine
- Allow individuals younger than 18 to become DSP certified similar to CNAs
- Increase rates to allow a minimum of 125% of minimum wage (LD 399)
- Initiate a tax benefit or other incentive for people in other states to move to Maine similar to Vermont. <https://www.thinkvermont.com/relocate/>