

This was a crisis long **before** the COVID-19 pandemic struck.



What is the crisis?

DSPs provide **essential** services, but Iowa's current (fixed) reimbursement rates make it nearly impossible for community providers to recruit and retain quality employees.

Providers report an annual **36% DSP turnover rate** and currently, **99% of providers have DSP vacancies.**

Who is a DSP?

A direct support professional (DSP) provides mental health and disability support and services. Because of their efforts, many Iowans are living, learning and working in their communities - not stuck in institutions.

Some of the services they provide include cooking, cleaning, budgeting, shopping, banking, job development/coaching, transportation and community activities. Their jobs are **essential**.

DSPs support over 160,000 Iowans.



What is the solution?

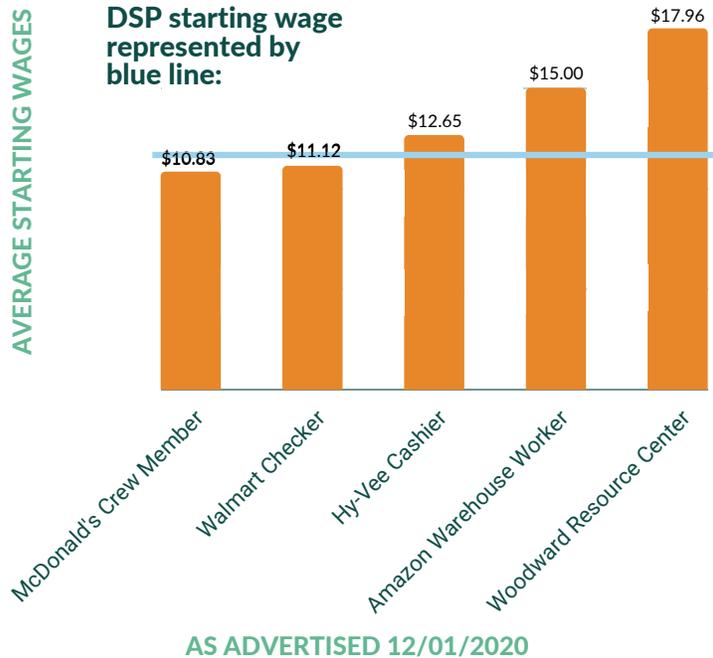
A reimbursement rate increase directed at DSP wages would help improve the retention and recruitment of quality DSPs to continue supporting Iowans, enabling them to live, learn and work in the community of their choice.

What are we asking?

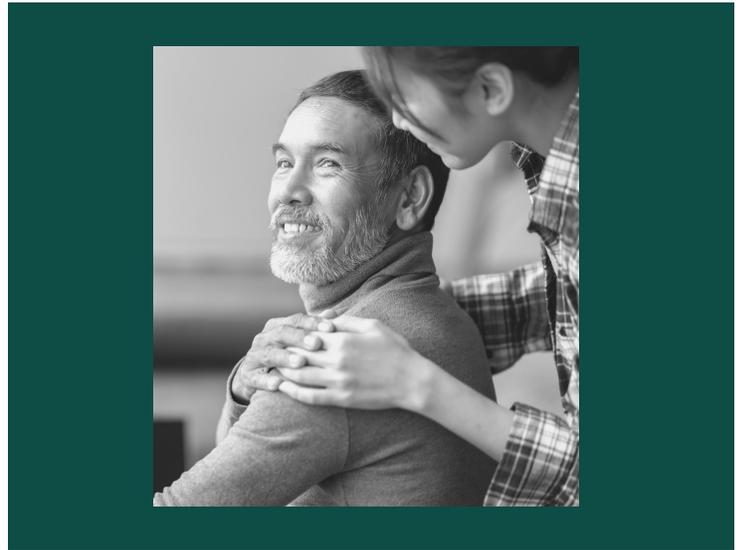
**10% rate increase with
75% pass-through to DSP wages**

Requesting this rate increase is IACP's #1 public policy priority. 2021 is a critical year, as effects of the global pandemic have impacted all facets of life and business, creating an even greater need for reliable, continued, support for Iowa's most vulnerable citizens.

Current starting wages create a hiring problem for community providers.



The average starting wage of a DSP in Iowa is **\$11.98**. Providers are struggling to compete with these other, more desirable, entry-level jobs. They cannot increase their rates to support wage increases, as they are set by Iowa Medicaid (IME). The **ONLY** way to increase rates is through a legislative appropriation.



What sets Iowa's community providers apart from other healthcare workers?

- IACP members receive more than 90% of their revenue from Medicaid, whereas most health care organizations receive 25-30% of their total revenue from Medicaid.
- DSPs provide services 24 hours/day, 7 days/week, **365 days/year**
- The need for services is **lifelong**, not sporadic or short term
- Private insurance **does not cover** these services



We are asking you to support a 10% rate increase with 75% pass-through for the following wages:

- Habilitation
- Home and Community-Based Services/Intellectual Disabilities (HCBS/ID)
- Home and Community-Based Services/Brain Injury (HCBS/BI)
- Intermediate Care Facility/Intellectual Disabilities (ICF/ID)

This action would help all of these organizations improve the lives of Iowa's most vulnerable citizens.