



ABOUT HERITAGE CHRISTIAN SERVICES AND THE PUSH FOR CARE PROFESSIONALS

Heritage Christian Services (HCS) was founded in 1980 by the parents of children with developmental disabilities. Their dream was to provide homes with loving Christian environments. **The first home opened in 1984 in Webster, and the agency expanded into the Buffalo area in 1996.**

HCS is 90% Medicaid-funded. Specific to direct support, for years we have had a plan to achieve a wage of 15.00/hour by 2021 yet funding it within our current rates had not been possible. This new increase has been a result of strong financial stewardship, a powerful show of support from our donors and our success with capitalizing on federal relief strategies.

At Heritage Christian Services we believe moving the wage of our frontline professionals is a social justice issue. Specifically, a gender and racial equity initiative. Caring professions across our county are staffed predominately by women with a growing population of the women being women of color.

According to Paraprofessional Healthcare Institute (PHI), in New York the direct care workforce is:

- 91% female
- 77% people of color
- 61% High school diploma or less
- 60% immigrants

45% of care workers in New York live in or near poverty and 51 percent need public assistance.

The wage increase will immediately benefit 1,650 people at Heritage Christian Services.

This is a major step yet we must work to continue wage advancement of caring professions until we achieve a wage commensurate with their skill and dedication.

DIRECT SUPPORT WAGE INCREASE

See the table below for new full-time pay rates.

Direct Support Program	Current Rate	Rate as of May 9
Residential and Respite	\$ 13.25	\$ 15.75
Day Habilitation	\$ 12.75	\$ 15.25
Community Habilitation	\$ 13.00	\$ 15.50
Respitecreek/Respite Friends/Club Adventure	\$ 12.75	\$ 15.25

Residential and respite employees will continue to receive additional wage for:

- High Support Programs: + \$1.00/hour
- Overnights + \$.75/hour
- Weekends + \$.50/hour

Employees will receive a compression adjustment based on tenure.

To learn more, visit HeritageChristianServices.org.

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