



**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.

| <b>Direct Support Program</b>               | <b>Current Rate</b> | <b>Rate as of May 9</b> |
|---|---------------------|-------------------------|
| 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](http://HeritageChristianServices.org).**

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