

**Vermont Care Partners**  
**Fiscal Challenges**  
**FACT SHEET**

- **Designated and Specialized Service Agencies need a significant investment in our base funding plus annual COLAs to achieve a viable and sustainable system of care with livable wages for our staff**
  - COLAs received by the DA/SSAs over the last 10 years are 11% behind the New England CPI
  - We need to stabilize this system after years of cuts and increased uncovered costs such as health insurance, electronic health records development, etc.
  
- **Our \$395 million System of care is essential to VT's safety net, economy and health reform efforts**
  - The social determinants of health play a larger role than genetics, environment and medical care all combined on health outcomes and costs
  - We effectively serve Vermonters with complex and costly health conditions at low costs
  - RBA data shows successful cost avoidance of emergency room , inpatient and institutional care
  - Substance abuse services to address Vermont's opiate crisis require adequately paid staff
  - Our services are essential to address child abuse and neglect, and for kids to succeed in school
  - Our services reduce costs in the criminal justice system
  - We help people achieve employment and stay in the workforce
  
- **Low Medicaid rates lead to inadequate compensation to 13,000 workers & reduced quality of care**
  - Recruitment and retention of skilled and trained staff is a growing challenge because of low compensation, that does not keep up with inflation
  - Bachelors level staff earn salaries \$18,000 below state employees for equivalent work and licensed clinicians earn salaries more than \$16,000 below state employees for equivalent work
  - As a percentage the pay differentials between DA staff and staff with similar credentials in state government vary from 28.6% to 59.2%
  - Raising the DA and SSA direct care workers compensation up to the level of state employee compensation would require an investment of over \$43 million
  - Quality of care is based on long lasting, trusting relationships that are disrupted by our staff turnover rates that average 26.3%
  - With 400 staff vacancies system wide, some agencies have 10% or more empty positions, reducing access to needed services and supports
  - Costs related to turnover, such as recruiting, on-boarding, lost productivity and training average at least \$4,160 per position. With 1124 staff turning over per year; this means that \$4,675,840 is unavailable to pay for needed services.
  
- **Unlike other health providers we can't cost shift to commercial insurance**
  - Designated Agencies depend on Medicaid and state appropriations for 90% of our revenues
  
- **There is increasing demand for Developmental Disabilities, Mental Health and Substance Use Disorder Services**
  - Recent growth in the Developmental Services budget is due to new people and services; costs per person have remained constant and are below the national average
  - More babies now survive with life-long disabilities and health conditions
  - More people with disabilities live to be senior citizens with multiple needs
  - We are seeing an increase in some health conditions: autism, early on-set Alzheimer's disease, addictive disorders, and mental health challenges for children and families
  - In spite of new investments hundreds of Vermonters are waiting for treatment for opiate addiction effecting the well-being of children and families, as well as public safety