

# Direct Support Professional Workforce Survey

## Input sought regarding California-specific questions

In the **Agency Profile** section:

1. Please identify all of the regional centers that your agency serves. Check all that apply.

- |   |  |
|---|--|
| <input type="checkbox"/> Alta               | <input type="checkbox"/> North Bay                 |
| <input type="checkbox"/> Central Valley     | <input type="checkbox"/> North Los Angeles         |
| <input type="checkbox"/> East Bay           | <input type="checkbox"/> Orange County             |
| <input type="checkbox"/> East Los Angeles   | <input type="checkbox"/> Redwood Coast             |
| <input type="checkbox"/> Far Northern       | <input type="checkbox"/> San Andreas               |
| <input type="checkbox"/> Frank D. Lanterman | <input type="checkbox"/> San Diego                 |
| <input type="checkbox"/> Golden Gate        | <input type="checkbox"/> San Gabriel/Pomona        |
| <input type="checkbox"/> Harbor             | <input type="checkbox"/> South Central Los Angeles |
| <input type="checkbox"/> Inland             | <input type="checkbox"/> Tri-counties              |
| <input type="checkbox"/> Kern               | <input type="checkbox"/> Valley Mountain           |
|   | <input type="checkbox"/> Westside                  |

2. If your agency served both children and adults, did you require that individual DSPs work exclusively with either adults or children?

- Yes
- No
- Not applicable. Don't serve both children and adults
- Don't know

In the **Payroll Data** section, which includes questions about the demographics of the DSP workforce:

3. Please indicate the number of DSPs on your payroll as of Dec. 31, 2021 in the following age categories.

- 18-21 years of age: \_\_\_\_\_
- 22-30 years of age: \_\_\_\_\_
- 31-40 years of age: \_\_\_\_\_
- 41-50 years of age: \_\_\_\_\_
- 51-60 years of age: \_\_\_\_\_
- 60 or older: \_\_\_\_\_
- Don't know

4. Please indicate the number of DSPs on your payroll as of Dec. 31, 2021 who were fluent in any of the following non-English language(s).

- Don't know count of employees who are fluent in another language
- Spanish: \_\_\_\_\_
- American Sign Language (ASL): \_\_\_\_\_
- Arabic: \_\_\_\_\_
- Armenian: \_\_\_\_\_
- Cambodian: \_\_\_\_\_
- Cantonese (Simplified): \_\_\_\_\_
- Farsi: \_\_\_\_\_
- Hindi: \_\_\_\_\_
- Hmong: \_\_\_\_\_
- Japanese: \_\_\_\_\_
- Khmer: \_\_\_\_\_
- Korean: \_\_\_\_\_
- Laotian: \_\_\_\_\_
- Mandarin Chinese: \_\_\_\_\_
- Russian: \_\_\_\_\_
- Tagalog: \_\_\_\_\_
- Vietnamese: \_\_\_\_\_
- Other: \_\_\_\_\_

5. If you employed DSPs in 2021 who were fluent in a language other than English but do not know the count of employees who are fluent, please indicate in which of the following languages those DSPs were fluent as of Dec. 31, 2021. Check all that apply.

- Spanish
- American Sign Language (ASL)
- Arabic
- Armenian
- Cambodian
- Cantonese (Simplified)
- Farsi
- Hindi
- Hmong
- Japanese
- Khmer
- Korean
- Laotian
- Mandarin Chinese
- Russian

- Tagalog
- Vietnamese
- Other: \_\_\_\_\_

In the **Compensation** section:

6. Was the wage that your agency paid DSPs impacted by local minimum wage laws? Check all that apply.

- We pay DSPs differently based on the location where the DSP provides services.
- We pay DSPs differently based on the location of the DSP's home office with our agency.
- We pay DSPs differently based on the DSP's home address.
- We pay all DSPs a higher wage to comply with applicable minimum wage requirements, even DSPs does not work, live, or is assigned to a home office subject to local minimum wage requirements.
- We pay DSPs a higher starting wage because of local minimum wage requirements.
- No applicable. Our wages are not impacted by local minimum wage laws.
- Other: \_\_\_\_\_
- Don't know.

7. In 2021, in which minimum wage region(s) did your agency operate?

- |  |  |
|--|--|
| <input type="checkbox"/> Alameda, City of                | <input type="checkbox"/> Palo Alto           |
| <input type="checkbox"/> Belmont                         | <input type="checkbox"/> Pasadena            |
| <input type="checkbox"/> Berkeley                        | <input type="checkbox"/> Petaluma            |
| <input type="checkbox"/> Cupertino                       | <input type="checkbox"/> Redwood City        |
| <input type="checkbox"/> Daly City                       | <input type="checkbox"/> Richmond            |
| <input type="checkbox"/> Emeryville                      | <input type="checkbox"/> San Diego           |
| <input type="checkbox"/> El Cerrito                      | <input type="checkbox"/> San Francisco       |
| <input type="checkbox"/> Fremont                         | <input type="checkbox"/> San Jose            |
| <input type="checkbox"/> Half Moon Bay                   | <input type="checkbox"/> San Leandro         |
| <input type="checkbox"/> Los Altos                       | <input type="checkbox"/> San Mateo           |
| <input type="checkbox"/> Los Angeles, City of and County | <input type="checkbox"/> Santa Clara         |
| <input type="checkbox"/> Malibu                          | <input type="checkbox"/> Santa Monica        |
| <input type="checkbox"/> Menlo Park                      | <input type="checkbox"/> Santa Rosa          |
| <input type="checkbox"/> Milpitas                        | <input type="checkbox"/> Sonoma              |
| <input type="checkbox"/> Mountain View                   | <input type="checkbox"/> South San Francisco |
| <input type="checkbox"/> Novato                          | <input type="checkbox"/> Sunnyvale           |
| <input type="checkbox"/> Oakland                         | <input type="checkbox"/> Other:              |

8. Does your agency differentiate a DSP's starting wage based on their years of experience in the field?

- Yes
- No
- Don't know

9. Did your agency provide any of the following annual wage increases? Check all that apply.

- Cost of Living increase
- Merit increase
- Increase based on agency salary schedule
- Other \_\_\_\_\_
- Not applicable. We did not provide any annual wage increase.
- Don't know

In the **Benefits** section:

10. If **health (medical) insurance coverage** was offered to some or all DSPs, what percentage was the DSP contribution for individual coverage of the medical benefits premium?

In other words, what percentage of the **health care** premium does the DSP pay for individual coverage?

- 1-10%
- 11-25%
- 26-50%
- More than 50%
- N/A our agency pays 100% of an employee's medical benefits premium
- Don't know

11. If **health (medical) insurance coverage** was offered, did your agency offer health (medical) coverage for family members of the DSP?

- Yes
- No
- Don't know

12. If yes, what percentage was the DSP contribution to the **health (medical) benefits premium** to cover the DSP family? In other words, what percentage of the **health** care premium for family coverage does the DSP pay?

- 1-10%
- 11-25%
- 26-50%
- More than 50%
- N/A our agency pays 100% of a DSP's family medical benefits premium
- Don't know

13. If **dental coverage** was offered to some or all DSPs, what percentage was the DSP contribution for individual coverage of the dental benefits premium?

In other words, what percentage of the **dental** premium does the DSP pay for individual coverage?

- 1-10%
- 11-25%
- 26-50%
- More than 50%
- N/A our agency pays 100% of an employee's medical benefits premium
- Don't know

14. If **dental coverage** was offered, did your agency offer dental coverage for family members of the DSP?

- Yes
- No
- Don't know

15. If yes, what percentage was the DSP contribution to the **dental benefits premium** to cover the DSP family?

In other words, what percentage of the **dental** premium for family coverage does the DSP pay?

- 1-10%
- 11-25%
- 26-50%
- More than 50%
- N/A our agency pays 100% of a DSP's family medical benefits premium
- Don't know

16. If **vision coverage** was offered to some or all DSPs, what percentage was the DSP contribution for individual coverage of the vision coverage premium?

In other words, what percentage of the **vision** premium does the DSP pay for individual coverage?

- 1-10%
- 11-25%
- 26-50%
- More than 50%
- N/A our agency pays 100% of an employee's medical benefits premium
- Don't know

17. If **vision coverage** was offered, did your agency offer vision coverage for family members of the DSP?

- Yes
- No
- Don't know

18. If yes, what percentage was the DSP contribution to the **vision benefits premium** to cover the DSP family?

In other words, what percentage of the **vision** premium for family coverage does the DSP pay?

- 1-10%
- 11-25%
- 26-50%
- More than 50%
- N/A our agency pays 100% of a DSP's family medical benefits premium
- Don't know

In the **Frontline Supervisors** section:

19. What percentage of DSP shifts had to be covered by front-line supervisors?

- None - 0% of DSP shifts were covered by frontline supervisors
- Rarely - approximately 1-10% of DSP shifts were covered by frontline supervisors
- Occasionally – approximately 11-25% of DSP shifts were covered by frontline supervisors
- Periodically – approximately 26-50% of DSP shifts were covered by frontline supervisors
- N/A
- Don't know

In the **COVID-19 Supplement**:

20. [If yes to question asking if any DSPs separated or left employment as a result of vaccine and/or testing requirements], how many DSPs separated or left employment at your agency as a result of vaccine and/or testing requirements?
- \_\_\_\_\_ (exact data entry)
  - Don't know