



Envisioning change • Leading advocacy • Driving progress

An amendment to the FY '25 budget proposal relating to an act relative to a livable wage for human services workers

Bill purpose: To study the pay disparity that exists between the salaries of human services workers employed by community-based human service providers and state employees holding similar job titles who perform similar work.

Recent action: Amendment to H.191 (Rep. Khan) and S.84 (Sen. Friedman) included in the Senate Ways & Means budget proposal in May 2024.

Key Facts:

- Similar job titles and roles exist for individuals employed by the Commonwealth of Massachusetts and those employed at private, community-based human services nonprofits, but the rate of pay is often drastically different – sometimes by up to 30 percent.
- The Commonwealth is the largest purchaser of human services from community-based human services nonprofits.
- The model budgets often created by the Commonwealth for human services programs contain salaries that are far lower than what the state pays for similar positions.
- Due to this salary disparity, it is becoming increasingly difficult for community-based organizations to recruit/retain qualified workers in the sector, which has nearly 160,000 jobs.
- Without a solution to the workforce crisis, an increasing number of jobs will go unfilled and programs may close, leading to a loss of services for vulnerable Massachusetts residents.

If passed, this legislation would:

- Create a report from the Commonwealth to various committees in the Legislature that outlines the current pay disparity amount that exists between the salaries of human services workers employed by community-based human service providers and state employees holding similar job titles who perform similar work and the annual increases necessary to eliminate the disparity amount by July 1, 2024.
- Create a report from the Commonwealth to various committees in the Legislature that makes recommendations about how to strengthen recruitment and retention of human services workers at private, community-based human services nonprofits by January 1, 2024.

For more information:

Contact Stefan Geller at sgeller@providers.org or call 508.599.2245.

Revised May 2024