



Division of
Developmental
Disabilities

Division Update for Individuals, Families and Providers

January 22, 2026

Agenda

- Next DDD Update Webinar
- January 1, 2026, DSP and DSP Supervisor Wage Increase
- Self-Directed Employees and Wages
- Launch of Redesigned OPIA Website
- Statewide Family Networking Session
- Transition to Adult Life Webinars
- Resources

Next DDD Update Webinar

- Reminder – The next DDD Update Webinar is scheduled for Thursday February 26, 2026, at 10:30am.
 - [Register for February Webinar](#)
- The complete 2026 schedule of DDD Update Webinars, including registration links, is available on the Division's [Public Update Meetings](#) webpage.

January 1, 2026: DSP and DSP Supervisor Wage Increase

- During the Murphy Administration, significant gains in Direct Support Professional (DSP) and DSP Supervisor wages were achieved.
 - In 2018, the average DSP wage was \$12.66 per hour.
 - In 2026, it is projected to be at ~\$21 per hour.
- Each year, the NJ Department of Labor and Workforce Development sets the minimum wage for the coming year based on Consumer Price Index (CPI) data from the U.S. Bureau of Labor Statistics.
- Effective January 1, 2026, the State of New Jersey's statewide minimum wage was increased by .43 cents to **\$15.92** per hour for most employees.

January 1, 2026: DSP and DSP Supervisor Wage Increase

- To avoid eroding the gains made between DSP and DSP Supervisor wages and minimum wage during the Murphy Administration, the NJ Legislature allocated \$9.1M (State) to the Division.
- Effective January 1, 2026, this funding was used to increase DSP and DSP Supervisor wages by about \$0.46 per hour. See below for more information:
 - [Public Notice](#), posted December 30, 2025, on the NJ Human Services [Public Notices](#) page
 - [Quick Guide – FY26 DSP & Supervisor Rate Increases](#) (effective January 1, 2026)
 - [Quick Guide – FY26 Supports and Community Care Program Budgets](#) (effective January 1, 2026)
 - [FY26 Increases to Service Rates, Program Budgets, and DSP and DSP Supervisor Wages: Frequently Asked Questions \(FAQ\)](#)

Self-Directed Employees and Wages

- The Division offers the choice for individuals to hire Self-Directed Employees (SDE) for several services. Some of these services (Community Based Supports, Individual Supports and Respite) are provided as a discrete service by Direct Support Professionals (DSP) employed by service providers. These services are denoted in Appendix H of the DDD policy manuals, with the caption *DSP Service Applies*.
- The Division supports comparable wages between SDEs and DSPs performing these services.

Self-Directed Employees and Wages

- A Reasonable and Customary (R&C) wage range, as opposed to a static rate, is used for SDEs performing the previously mentioned services to allow the ability to scale SDE wages based on DSP wages.
- The [National Core Indicators State of the Workforce Survey Report](#) reflects data from [2024](#). It demonstrates (See Method II found on page 41 of that document) an average hourly DSP wage of \$20.25. Since that time, DSP wages in New Jersey increased by about \$0.46 on January 1, 2026. This projects the current DSP average wage in New Jersey to be about \$20.71 per hour.

Self-Directed Employees and Wages

- Using this information and the data on the next slide, the established R&C wage range for an SDE shall be the prevailing minimum wage up to \$25.00 per hour for the services of Community Based Supports, Individual Supports and/or Respite. An SDE may not be paid a wage above \$25.00 per hour unless they meet the standard for an Enhanced R&C wage set forth here.

Self-Directed Employees and Wages

- The \$25.00 per hour wage was arrived at by reviewing May 2024 data from the U.S. Bureau of Labor Statistics for the State of New Jersey ([Occupational Employment and Wage Statistics](#)). This data demonstrated a mean hourly wage for the following occupations as listed below:
 - Home Health and Personal Care Aides - \$18.30 per hour
 - Healthcare Support Workers, All Other - \$24.25 per hour
 - Personal Care and Service Workers, All Other - \$18.64 per hour

Self-Directed Employees and Wages

- An Enhanced R&C wage range of the prevailing minimum wage up to \$36.50 per hour is available in certain circumstances. The availability of the Enhanced R&C wage is not solely based on the presence or absence of an individual being assigned an acuity.

Self-Directed Employees and Wages

- The \$36.50 per hour wage was arrived at by reviewing May 2024 data from the U.S. Bureau of Labor Statistics for the State of New Jersey ([Occupational Employment and Wage Statistics](#)). This data demonstrated a mean wage for the following occupations as listed below:
 - Substance Abuse, Behavioral Disorder, and Mental Health Counselors - \$36.49 per hour
 - Licensed Practical and Licensed Vocational Nurses - \$34.28 per hour

Self-Directed Employees and Wages

- For SDEs who are a Registered Nurse, an Enhanced R&C wage range of the prevailing minimum wage up to \$51.50 per hour is available in certain circumstances. The availability of the Enhanced R&C wage is not solely based on the presence or absence of an individual being assigned an acuity.

Self-Directed Employees and Wages

- The \$51.50 per hour wage was arrived at by reviewing May 2024 data from the U.S. Bureau of Labor Statistics for the State of New Jersey ([Occupational Employment and Wage Statistics](#)). This data demonstrated a mean wage for the following occupation as listed below:
 - Registered Nurses - \$51.44 per hour



LANGUAGE ACCESS INITIATIVE

Building a Fairer and More Inclusive State for All



Annual Report
January 10, 2026



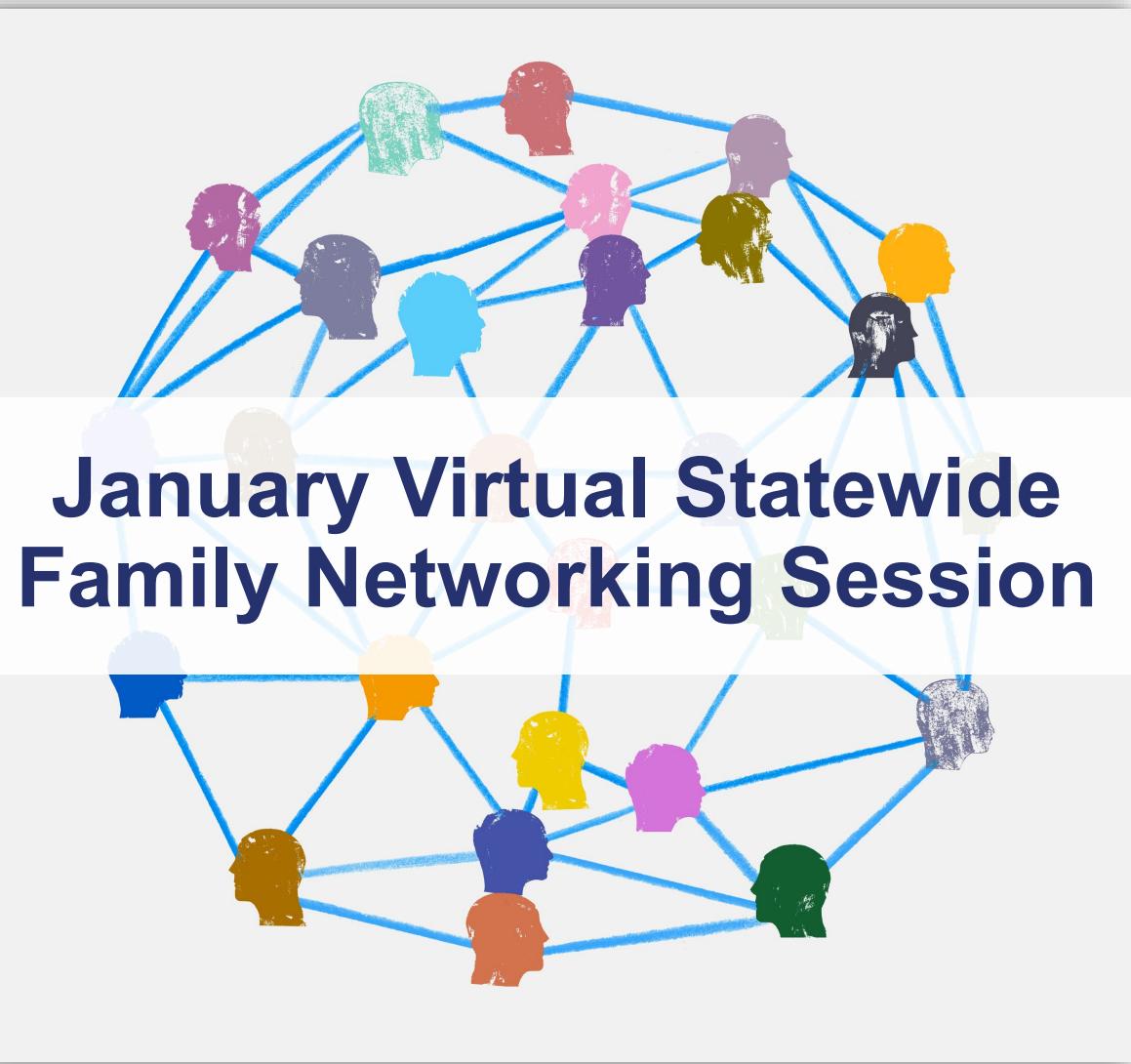
Language Access First Annual Report 2025

- In January 2024, Governor Philip Murphy enacted [P.L. 2023, c. 263](#), making New Jersey (“NJ”) one of the few states in the nation with a comprehensive statewide law to expand language access to government information, services, and benefits.
- On January 9, New Jersey Human Services, the Office of the Attorney General, and the New Jersey Office of Information Technology released the first annual report on New Jersey’s Language Access Initiative, which offers an overview of the State’s progress in implementing the law.

Launch of Redesigned OPIA Website



- January 2026 – New Jersey Human Services launched redesigned [Office of Program Integrity and Accountability \(OPIA\)](#) website.
 - Dedicated tabs/pages for consumers and families and for providers
 - Information about what to expect during investigative and compliance processes and how OPIA protects individuals
 - Enhanced access to data on incidents, oversight activities, and compliance trends



The Office of Education on Self-Directed Services (OESDS) offers Family Networking Sessions for people and families who are – or are interested in – self-directing all or some of their DDD-funded home and community-based services.

Tuesday, January 27, 2026

1 – 2:30 p.m.

Online via Zoom

[Register for Jan. 27 Virtual Family Networking Session](#)



Office of Transition to Adult Life & Employment

Transition Thursdays Monthly Webinar Series

- February 12, 6 – 7 pm: [Transition to Adult Services and DDD Intake Process](#)
- February 19, 12 – 1 pm: [An Overview of SSI and Medicaid for Individuals with Developmental Disabilities](#)

Quarterly Virtual Welcome Sessions

- January 22, 6 – 7:30 pm: [Evening Welcome Session with Topic Breakouts](#)

Visit [Transition from School to Adult Life](#) to learn more and see a full schedule of upcoming webinars.

Resources

Community Resources

- [Disability Rights New Jersey](#)
800-922-7233 (toll-free in New Jersey only)
- [Ombudsman for Individuals with Developmental Disabilities and their Families](#)
609-984-7764
- [New Jersey Council on Developmental Disabilities](#)
800-792-8858
- [The Boggs Center on Disability and Human Development](#)
732-235-9300

DDD Resources

- For issues, call the [DDD Community Services Office](#) for your county or 800-832-9173.
- For routine questions:
DDD.FeeForService@dhs.nj.gov
- To report suspected abuse, neglect, or exploitation:
Call 800-832-9173, then press 1