



# Oregon

Kate Brown, Governor

**Department of Human Services**

*Office of the Chief Financial Officer*

500 Summer St. NE, E-15

Salem, OR 97301

Voice: 503-945-5600

Fax: 503-581-6198

April 14, 2017

TO: Co-Chair Senator Devlin  
Co-Chair Representative Nathanson  
Ways and Means members

FR: Department of Human Services

RE: Follow up report on 4% wage budget note for the Office of Developmental Disabilities Program



Dear Co-Chairs,

House Bill 5026 (2015) included a rate increase for providers serving people with Intellectual and Developmental Disabilities (IDD). To ensure clarity of Legislative direction regarding implementation of the rate increase, the Legislature adopted the following budget note in HB 5507 (2015):

“It is the intent of the Legislature that \$26.7 million total funds in provider rate increases approved in House Bill 5026 (budget bill for the Department of Human Services) result in wage increases for direct care staff serving people with intellectual and developmental disabilities (IDD). The legislative expectation is that compensation (wages and/or benefits) for direct care staff in programs serving people with IDD should be increased by at least 4% during the 2015-17 biennium.

“During the 2016 legislative session, an informational hearing will be scheduled for IDD community providers to present the actions they have taken or plan to take to meet budget note requirements. On a parallel track and prior to seeking an allocation from the special purpose appropriation, the Department of Human Services will compile information on any complaints received regarding wage increases and consult with legal counsel and contract staff to determine the best, yet most cost-effective, approach to address potential provider non-compliance. The Department will also report to the Joint Committee on Ways and Means during the 2017 legislative session on activity related to and progress made under this budget note.”

Attached is the required report. If you have questions please don't hesitate to contact us.

Respectfully submitted,

Lilia Teninty

Director, DHS Office of Developmental Disabilities Services

*“Assisting People to Become Independent, Healthy and Safe”*



# Oregon

Kate Brown, Governor

**Department of Human Services**  
Office of Developmental Disabilities Services  
500 Summer St. NE E-09  
Salem, OR 97301-1073  
Voice: 503-945-5811  
Fax: 503-373-7274  
TTY: 800-282-8096

April 14, 2017

**Report to the 2017 Legislative Assembly  
Regarding Implementation of the 4 Percent I/DD Provider Rate Increase in  
Response to HB 5026/SB 5507 Budget Note**

The 2015 Oregon Legislature approved House Bill 5026, a portion of which funded a four percent rate increase for specific intellectual/developmental disability (IDD) services. The corresponding Budget Note in SB 5507 stated:

“House Bill 5026 included a rate increase for providers serving people with Intellectual and Developmental Disabilities (IDD). To ensure clarity of legislative direction regarding implementation of the rate increase, the Subcommittee adopted the following budget note:

“Budget Note:

“It is the intent of the Legislature that \$26.7 million total funds in provider rate increases approved in House Bill 5026 (budget bill for the Department of Human Services) result in wage increases for direct care staff serving people with intellectual and developmental disabilities (IDD). The legislative expectation is that compensation (wages and/or benefits) for direct care staff in programs serving people with IDD should be increased by at least 4% during the 2015-17 biennium.

“During the 2016 legislative session, an informational hearing will be scheduled for IDD community providers to present the actions they have taken or plan to take to meet budget note requirements. On a parallel track and prior to seeking an allocation from the special purpose appropriation, the Department of Human Services will compile information on any complaints received regarding wage increases and consult with legal counsel and contract staff to determine the best, yet most cost-effective, approach to address potential provider non-compliance. The Department will also report to the Joint Committee on Ways and Means during the 2017 legislative session on activity related to and progress made under this budget note.”

The 4 percent rate increase impacted provider agencies delivering the following services:

- Supported living
- Group homes for adults and children
- Employment and community inclusion

The rate increase took effect January 1, 2016. Following the 2015 legislative session, the Office of Developmental Disabilities Services (ODDS) sent a Director's message to stakeholders, to help them understand the 4 percent increase. (*See Attachment 1.*)

In March 2016, ODDS wrote to each impacted agency, identifying expectations, providing information about the legislative expectation and providing guidance for the wage and/or benefit increases to DSPs.

The letter required each agency to return an implementation plan to ODDS, identifying how the agency would share the information with its workforce and how it would pass the 4 percent wage and/or benefit increase onto its DSPs. All provider agencies submitted implementation plans. (*See Attachment 2.*)

### **Complaint process**

As part of the implementation of the 4 percent increase, ODDS made available an avenue for DSPs to submit their concerns regarding implementation, or lack of implementation, directly to ODDS at [HB5026.FourPercent@state.or.us](mailto:HB5026.FourPercent@state.or.us). This email address was included in the information providers were instructed to give to their workers. ODDS also shared the email address and its purpose in DD Director's Messages and other information shared with the field. To date, no complaints have been received. (*See Attachment 2.*)

### **Implementation plans**

All provider agencies returned their implementation plans for the 4 percent increase in wages and/or benefits during the 2015-2017 biennium. (*See Attachment 3.*)

All agencies reported they increased salary, benefits or both during the 15–17 biennium.

#### 24-hour group homes:

- 86 group home provider agencies provided implementation plans.
- 82 plans increased wages.

- 47 plans increased benefits.
- 43 plans increased both wages and benefits.
- In total, group homes report they employ more than 6,380 DSPs.
- Provider agency sizes vary; some group home provider agencies employ as few as three DSPs and some employ as many as 500 DSPs.
- Implementation plans indicated that the average DSP wage per hour in group homes vary between \$10.00/hour to \$16.13/hour with the wage per hour for all group home DSPs averaging \$11.85.
- After implementation of the 4 percent increase, the DSP wage assumption for Tiers 1 – 6 in the ReBAR rate model went to about \$13.45/hour. The wage assumption in the model for calculating additional supports for those in Tier 7 went to \$11.23/hour.

#### Supported living:

- 51 supported living provider agencies provided implementation plans.
- 50 plans increased wages.
- 29 plans increased benefits.
- 28 plans increased both wages and benefits.
- In total, supported living providers report employing more than 1,060 DSPs.
- Provider agency sizes vary; some supported living provider agencies employ as few as one DSP and some employ as many as 131 DSPs.
- Implementation plans indicated that the average DSP wage per hour in supported living settings vary between \$10.35/hour to \$15.75/hour with the wage per hour for supported living DSPs averaging \$12.20.
- After implementation of the 4 percent increase, the DSP wage assumption used in the Supported Living rate tool went to \$11.23.

#### Employment and community inclusion:

- 104 employment and community inclusion provider agencies provided implementation plans.
- 102 plans increased wages.
- 47 plans increased benefits.
- 45 plans increased both wages and benefits.
- In total, employment and community inclusion providers reported employing more than 1,850 DSPs.
- Provider agency sizes vary; some employment and community inclusion provider agencies employ as few as one DSP and some as many as 141 DSPs.

- Implementation plans indicated that the average DSP wage per hour in a supported living setting varies between \$9.53/hour and \$20.00/hour with the wage per hour for employment and community inclusion DSPs averaging \$13.46.
- After implementation of the 4 percent increase, the DSP wage assumption used in employment and community inclusion rate models went to \$11.23.

## **Implementation examples**

Many agencies implemented a rolling increase in excess of 4 percent.

*Example:* Ackley Counseling & Employment stated that “all employees will receive a 7.5% (\$1/hour) pay increase for all duties (both job coaching and other duties that don’t fall under HB5026, such as VR job development, assessments, Discovery, etc.) effective by no later than 6-1-17. Employees with more than one year of service will receive the increase on 1-1-17. Employees with annual service review dates between 1-1-17 and 5-31-17 will receive the increase on the first day of the month following their annual service date. Employees with annual service dates after 5-31-17 will receive the increase on 6-1-17.

Many agencies provided wage increases for their employees in excess of the 4 percent provided by HB 5026.

*Example:* Albertina Kerr stated that “on January 31st, 2015, we issued a 5% pay increase to all Direct Support Professionals, Program Managers and Behavior Specialists that were employed as of that date and who work in programs relevant to this funding mandate.”

Agencies let ODDS know that they do everything within their budgetary limits to support DSPs.

*Example:* Community Vision, Inc., informed ODDS that “Each year, CVI will determine what it is able to set aside out of our annual budget for staff increases related to the 4% increase in funding. Staff members will receive lump-sum payments - the amount of the payment will be based on many factors, including: total amount of funds CVI has to use for staff increases, length of employment, job title, average hours worked per month, required in-service hours and other trainings completed, and performance. Community Vision administrative staff and our Board of Directors will be

using additional funds on top of the 4% increase as we are able in order to demonstrate our commitment to our support staff. The disbursement of funds directly to support staff will occur in November 2016 and May 2017 and will be continued annually thereafter barring any further changes by the state regarding income related to Supported Living.”

Many agencies, both large and small, also established benefits for their employees.

*Example:* Hendrickson Residential Inc., states it “has also established a voluntary retirement plan for employees, in which the company will match employee contributions up to 3% of their annual salary.”

Many agencies opted to use the increases to help fund increases in health insurance costs.

*Example:* “Northwest Mental Health Management Services Inc. did not pass along any of our Health Insurance rate increase that was effective 7/1/15 to our employees. Our Health Insurance benefits will renew again 7/1/16 and it is the intent of Northwest Mental Health to absorb as much of the rising health insurance rates as possible.”

*Example:* Ron Wilson Center stated “RWC also pays the entire insurance premium for each RWC employee who works at least 30 hours a week. There is no out of pocket expense for the employee. The coverage includes medical, dental, vision and a life insurance policy.”

*Example:* United Cerebral Palsy Association of Oregon stated it “Absorbed medical insurance premium increase for all employees. Approximately \$30,000.00 annually.”

## **Conclusion**

ODDS informed all affected provider agencies of the Legislature’s intent that the 4 percent rate increase be used for wage and/or benefit increases for DSPs. ODDS provided guidance to those agencies on implementation and requested implementation plans in order to monitor compliance with legislative intent.

All affected agencies provided implementation plans, showing that all planned wage increases, benefit increases or both.

Additionally, ODDS established a complaint line for DSPs to submit their concerns regarding the implementation directly to ODDS. No complaints have been received.

Please let us know if you have any questions about the information provided in this report.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Lilia Teninty".

Lilia Teninty  
Director  
Office of Developmental Disabilities Services  
Department of Human Services

August 28, 2015

## **Office of Developmental Disabilities**

A message from Lilia Teninty, Director



**To: All ODDS Staff and Stakeholders**

### **Understanding the four percent rate increase to providers**

I've been getting questions from providers and others about the four percent rate increase that was approved in the 2015-17 DHS budget. People have asked what services does this affect What can providers use this increase for? When will it begin? Do providers have to report back on the use of the increase? This message will answer some of those questions.

The Oregon Legislature funded a four percent rate increase for non-bargained, provider agencies. This rate increase will be effective on January 1, 2016. It is important to note that this is a four percent rate increase.

This increase is for non-bargained providers, including: adult and child group home providers, supported living providers, agency employment providers, child foster care providers. The rate increase does not include transportation service providers. The service rate increase was approved with the expectation that wages and/or benefits for direct support staff will be increased by at least four percent during the 2015-17 biennium. Providers are expected to comply as a condition of the Legislative increase.

We are establishing a process to review Direct Support Professionals' questions and concerns after January 1, 2016. We will share that information when it is complete.

Here is the Budget Note for your information:

It is the intent of the Legislature that \$26.7 million total funds in provider rate increases approved in House bill 5026 (budget bill for



the Department of Human Services) result in wage increases for direct care staff serving people with intellectual and developmental disabilities (IDD). The legislative expectation is that compensation (wages and/or benefits) for direct care staff in programs serving people with IDD should be increased at least four percent during the 2015-17 biennium.

During the 2016 legislative session an informational hearing will be scheduled for IDD community providers to present the actions they have taken or plan to take to meet budget requirements. On a parallel track and prior to seeking an allocation from the special purpose appropriation, the Department of Human Services will compile information on any complaints received regarding wage increases and consult with legal counsel and contract staff to determine the best, yet most cost-effective, approach to address potential provider non-compliance. The Department will also report to the Joint Committee on Ways and Means during the 2017 legislative session on activity related to and progress made under this budget note.

We will share more information on this Budget Note as it becomes available.

### **Join us Monday for Home and Community-Based Services Forum**

The next Home and Community-Based Forum is scheduled for Monday, August 31 at Central Oregon Community College, Willie Hall, 2600 NW College Way, Bend.

The forums are also hosted by the Department of Human Services Aging and People with Disabilities program and the Oregon Health Authority.

The next Forums are planned for:

- Wednesday, Sept. 2, Keizer City Hall Iris Ballroom, 930 Chemawa Road NE, Keizer
- Thursday, Sept. 3, Hillsboro Public Library Event Room, 2850 NE Brookwood Pkwy., Hillsboro

Agency staff will provide information on upcoming changes to setting and service requirements for HCBS providers. These changes will impact providers of Aging and People with Disabilities, Office of Developmental Disabilities Services and the Oregon Health Systems Division, formerly the Addictions and Mental Health program.

Here is information about the agenda and times for all the upcoming HCBS Community Forums: [Home and Community-Based Services Home and Community-Based Services](#). For further help contact: [hcbs.oregon@state.or.us](mailto:hcbs.oregon@state.or.us).

### **Upcoming Community Forums – and you are invited**

We hope you can attend one of the **Community Forums**.

We will discuss our vision for the future of services for people with intellectual and developmental disabilities. There will be a short presentation followed by a group discussion.

The next Community Forum is planned for La Grande – September 16 and 17 at The Center for Human Development, 2301 Cove Avenue, La Grande. For people who receive services and their families: Wednesday, Sept. 16, 2015 from 6 p.m. – 8 p.m.

For CDDPs, Brokerages and Providers: Thursday, Sept. 17, 9 a.m. – noon.

Here is information about all of the [Community Forums](#).

If you need more information, contact Cindy Steinkamp, Executive Support Specialist, [cindy.l.steinkamp@state.or.us](mailto:cindy.l.steinkamp@state.or.us); 503-945-9780.

### **Transmittals for the Week of August 24, 2015**

IM for Correction to Timesheet – Invoice Workers Guides

IM for Notification of Planned Action Worker Guide

For all transmittals:

[http://www.dhs.state.or.us/policy/selfsufficiency/ss\\_cw\\_transmit.htm](http://www.dhs.state.or.us/policy/selfsufficiency/ss_cw_transmit.htm)

Thank you for all of your hard work,

Lilia

Lilia Teninty

Director of the Office of Developmental Disabilities Services

Learn more about the [Office of Developmental Disabilities Services](#).

If you have a disability and need this document in another format, please send an email to [DHS.Forms@state.or.us](mailto:DHS.Forms@state.or.us) or contact the Office of Document Management at (503) 378-3523; TTY at 503-378-3523.

## Attachment 2

**From:** [DD DirectorsOffice](#)  
**Bcc:** [DD Provider Group](#)  
**Subject:** ODDS Message about Four Percent Rate Increase  
**Date:** Tuesday, March 01, 2016 2:17:00 PM  
**Attachments:** [DHS DSP Letter 4%Rate Increase \(March 2016\).pdf](#)  
[Letter to Provider Agencies 4%Rate Increase \(March2016\).pdf](#)

---

Hello:

During the 2015 Legislative Session the Oregon Legislature approved House Bill 5026 that funded a four percent rate increase for some Intellectual and Developmental Disabilities services effective January 1, 2016.

It is important that you please read the attached letters that explain more about the four percent rate increase.

Thank you,

Office of Developmental Disabilities Services (ODDS)



# Oregon

Kate Brown, Governor

**Department of Human Services**  
Office of Developmental Disabilities Services  
500 Summer St. NE E-09  
Salem, OR 97301-1073  
Voice: 503-945-5811  
Fax: 503-373-7274  
TTY: 800-282-8096

March 1, 2016

To Our Valued Providers:

During the 2015 Legislative Session the Oregon Legislature approved House Bill 5026 that funded a four percent rate increase for many non-bargained services. This rate increase went into effect on January 1, 2016.

The rate increase impacts the following services:

**K Plan Services:**

Agency Staff providing ADL/IADL supports in:

- Group Homes for adults and children
- Supported Living
- Children's Foster Care
- Day Support Activity– Facility and Day Support Activity – Community

**Waiver Services:**

- Job Coaching (Initial and Ongoing)
- Employment Path Facility and Community
- Supported Employment -Small Group Employment Services

The four percent rate increase does not apply to:

- 1:1 agency attendant services (ADL and IADL supports) in home or in the community.
- Transportation service providers.

The service rate increase was approved with the expectation that wages and/or benefits for direct support staff serving people with intellectual and developmental disabilities (IDD) will be increased by at least four percent during the 2015-17 biennium. Many providers are already taking proactive steps in addressing this requirement. Providers are expected to fully comply with the House Bill 5026 by the end of the biennium.

Office of Developmental Disabilities Services (ODDS) is establishing a process by which direct support professionals will be able to submit questions and/or complaints regarding four percent wage and/or benefits increases. To that end, ODDS is requiring that all providers inform their staff eligible for the increase about the requirements of the House Bill 5026 by either distributing to staff the attached letter, or by conveying the same information to DSPs using their own letter. When using letter provided by ODDS, you may include your own cover letter explaining how your agency is planning to implement House Bill 5026.

ODDS is also directed to report to the Joint Committee on Ways and Means during the 2017 legislative session on activities related to and progress made on the wage and/or benefit increases for direct support professionals (DSPs). In order to comply with the HB5026, ODDS is requiring all impacted providers to submit your agency's implementation plan to [HB5026.fourpercent@state.or.us](mailto:HB5026.fourpercent@state.or.us). The implementation plan must briefly describe the specific steps the provider is taking to comply with HB5026, timelines, and how the provider shared information on the complaints described above with their DSPs. All plans must be submitted to ODDS by **September 30, 2016**.

If you have questions or would like more information please e-mail at:  
[HB5026.fourpercent@state.or.us](mailto:HB5026.fourpercent@state.or.us).

Thank you,

Office of Developmental Disabilities Services



# Oregon

Kate Brown, Governor

**Department of Human Services**  
Office of Developmental Disabilities Services  
500 Summer St. NE E-09  
Salem, OR 97301-1073  
Voice: 503-945-5811  
Fax: 503-373-7274  
TTY: 800-282-8096

March 1, 2016

To: Direct Support Professionals

During the 2015 Legislative Session the Oregon Legislature approved House Bill 5026 that funded a four percent rate increase for some IDD services effective January 1, 2016. Given the important work of Direct Support Professionals, the legislature asked that providers use this rate increase as best they can to improve and increase DSP wages and/or benefits, with particular emphasis on DSPs working in “comprehensive” services, which received the rate increases: group homes, children’s foster care, supported living, day supports and employment services. Rate increases are not being provided for agency 1:1 in home supports, or for transportation.

Each agency has been asked to develop, and may have begun implementing, a plan for utilizing this 4% increase, to improve wages and/or benefits. Many agencies have already communicated their wage increase plans to their employees. If you have not yet heard from your employer about their plan for use of these funds, please ask them about this.

If you do not hear from your employer about their plan to increase your pay and/or benefits with these funds, or you have unanswered questions about how they are using these funds for you and your fellow DSPs, please reach out to us at the Office of Developmental Disabilities Services. We have established a process by which DSPs can submit questions or other information related to the House Bill 5026. Please e-mail with your inquiry and comments to:  
[HB5026.fourpercent@state.or.us](mailto:HB5026.fourpercent@state.or.us).

Thank you for your commitment to serving individuals who experience intellectual and developmental disabilities.

Office of Developmental Disabilities Services (ODDS)

*“Assisting People to Become Independent, Healthy and Safe”*

## 24-Hour Residential Providers

## Attachment 3

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Adult Learning Systems Of Oregon	01/01/17	4.5+%	absorbed 5% medical benefit increase	\$12.25	169
Albertina Kerr	01/31/16	5%	No Benefit Increase	\$12.18	337
Alternative Services of Oregon	01/01/16	4-21%	No Benefit Increase	\$12.40	328
Alvord Taylor	02/08/16	11.60%	No Benefit Increase	\$12.25	190
Around The Clock Support	10/01/16	\$2.00-\$4.00	Health insurance coverage will be implemented after pricing has been configured and contracts have been obtained by the Executive Director. This should be implemented by April 2017. A plan for additional paid time off will be implemented by the Executive Director by April 2017.	\$12.50	52
Ashland Supportive Housing	01/01/16	4%	No Benefit Increase	\$12.50	27
BARCH	07/03/16	\$.50/Hour	No Benefit Increase	\$11.13	23
BENCO	01/01/16	3%	Absorbed the health insurance increase in 2016.  Employees will see a minimum of a 6% increase in their rate of pay over the next year	\$13.62	83
Bethesda Lutheran Communities	02/28/16	.40/hour	Quarterly bonus to employees, averaging an addition .43/hour – NOT included in the Average Wage/Hour	\$11.96	324



## 24-Hour Residential Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Bridges Enterprises	04/01/16	4-5%	Funds to match individual IRA investment, up to \$1200 total for calendar year, effective April 1	Not Reported	11
BRIGHTSIDE LIVING, LLC	04/01/17	\$.20/hour	offer medical and dental insurance to all full time employees, 32 hours and over, we cover 85%. In addition to the 40 hours of sick leave given to all employees at the time of employment, they also receive 40 hours of PTO, we raised this from the previous 20 hours due to HCBS increase, this is also given at the time of employment. Tenure bonuses	\$10.90	15
Catholic Community Services	12/25/15	10%	Health- 4.5%	\$11.10	24
Center for Continuous Improvement	01/01/16	6.50%	No Benefit Increase	\$11.27	75
Central Oregon Collective	07/01/15	1.00/hour	Dental	\$12.75	62
Chamberlin House	11/01/16	\$.55/hour	*Life Ins 20k to 25k *Short term Disability *Long Term Disability *Matching IRA up to 3% annual salary *Increased starting wage to \$11.50	\$12.17	53
Coast Rehab Services	01/01/16	6.20%	Added \$40/month contribution to medical insurance premiums; Added eligibility for 7 paid holidays for all probationary employees; Created a new step-increase of 3% for 20-year employees	\$11.93	22
Community Access Services	09/01/16	20%	No Benefit Increase	\$12.29	21

## 24-Hour Residential Providers

Provider Name	Date Implemented <small>When rolling Implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Community Based Group Home	08/16/16	\$1.00/hour	No Benefit Increase	\$11.50	11
Community Life	01/01/27	No Wage Increase	By April 2017 we will be adding benefits valued at least \$300 per month. Which comes to a 15.7% increase in overall compensation	\$11.42	3
Community Services, Inc	06/25/16	4%	No Benefit Increase	\$12.93	200
Community Support Services	12/25/2015	10%	Health- 4.5% absorbed health insurance increase. Pays for 100% of health insurance, 50% of dental and 100% life insurance package. Annual bonus	\$11.30	24
Cooper Hollow Residential Services	10/28/16	4%	No Benefit Increase	\$11.25	45
Cornerstone Valley Inc	01/11/16	4.00%	No Benefit Increase	\$12.00	42
Danville Services of Oregon, LLC	10/01/15	4%	Absorbed benefit increases	\$12.93	82
Douglas Resident Training	12/15/16	4%	No Benefit Increase	\$12.90	95
Dungarvin OR LLC	08/01/16	4%	No Benefit Increase	\$11.90	290
Eastco Diversified Services, Inc.	01/04/16	4-11%	Added 5% ER paid. From 85% to 90% (0.15/hr)	\$12.88	33
Edwards Center	06/01/16	.85/hour	absorbed a 3% increase in health insurance	\$12.68	107
Elysian Pursuit Incorporated	07/01/15	.50/hour	No Benefit Increase	\$10.50	Not Reported

## 24-Hour Residential Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Harmony Housing	Prior to 12/02/16	.25/hour	An Employee Personal Time Off (PTO) plan was implemented which met and exceeded the requirement of the Oregon Sick Leave Law. Our program provided flexibility allowing employees to use accrued hours for personal reasons in addition to illness and accrues at higher ratios rewarding longer employment; maximum of 80 hours for employees with 5 or more years of service	Not Reported	Not Reported
Haven Center	10/31/16	3-5%	Offered medical insurance, life insurance and 24-Hour fitness memberships,	\$11.31	55
Hendrickson Residential	01/01/16	4-5%	HRI has also established a voluntary retirement plan for employees, in which the company will match employee contributions up to 3% of their annual salary. This plan went into effect in 2015. Beginning January 1, 2016, HRI began providing paid sick leave for all employees (previously only provided for managerial staff).	\$12.25	8
Hildah and Kay's	07/01/17	\$1.13/hour	Vision, Half the Cost of a higher Medical Plan package, Retirement Plan	\$16.13	4
Home Life	01/01/16	5%	Mileage reimburse increase 10cents/mile	\$11.40	70
Horizon Project	06/01/15	\$.85/hour	No Benefit Increase	\$10.35	25
Independent Community Living Supports, LLC	01/01/17	\$1.00/hour	No Benefit Increase	\$12.00	26

## 24-Hour Residential Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Independent Environments	07/01/16	4.55%	No Benefit Increase	\$11.71	60
IS Living	01/01/16	10%	No Benefit Increase	\$11.86	33
Jacob's Lighthouse	10/20/15	\$.50/hour	Christmas Fund	\$12.00	11
Lemuel	01/01/17	\$.50/hour	2.15% step adjustment for eligible employees effective January 1, Absorbed health plan increases, Instituted 12 paid days off/year	\$10.75	25
Living Opportunities	07/01/15	.70/hour	Absorbed health plan increases	\$11.96	40
Marie Mills	08/26/15	4%	No Benefit Increase	\$11.63	18
Mentor Oregon	07/01/16	4%	No Benefit Increase	\$10.79	181
MV Advancements	07/03/16	10.30%	4% increase in health benefits	\$12.54	38
New Day Enterprises	11/01/16	2%	Insurance increase 2%	\$10.83	80
New Day Northwest	11/01/16	4%	No Benefit Increase	\$10.57	12
NURU	01/01/17	4%	No Benefit Increase	\$10.00	5
NW Mental health Mgt Svcs	01/01/16	6.94%	Sick leave was added to comply with the law	\$10.92	86
Opportunity Foundation	07/01/15	4.79%	4.79% PR Tax & WC 4.79% Paid Time Off 4.00% Med Benefits	\$10.95	105
Oregon Mennonite Res Services	01/01/16	\$1.00/hour	Increased Employer reimbursement of out of pocket health costs from \$300 to \$600 per year. Employer covered 5% increase in health insurance premiums.	\$12.99	117

## 24-Hour Residential Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Oregon Supported Living Program	01/01/16	7%	No Benefit Increase	\$13.52	148
Out and About Respite	01/01/16	5%	No Benefit Increase	\$12.50	12
Partnerships in Community Living	06/30/17	2-2.5percent wage increase, plus retention bonus and 1% bonus on annual income and retention	4.5% percent increase in contribution to health insurance contribution	\$11.41	500
Pathway Enterprises	01/01/16	4%	No Benefit Increase	\$11.56	33
Personalized Independence	01/01/16	5%	No Benefit Increase	\$11.00	38
Portland Metro Residential	03/21/16	5%	No Benefit Increase	Not Reported	Not Reported
Professional Therapeutic Community Network	09/30/16	8-10%	No Benefit Increase	\$12.50	20
Rain King Properties	12/01/16	4%	No Benefit Increase	\$11.69	4
Rainbow Adult Living	12/27/15	6%	Absorbed health plan increase	\$12.30	9
Renaissance	03/01/17	4%	No Benefit Increase	\$12.07	11
Renew Consulting	09/20/16	9.11%	01/01/2016 - 1.8% Health Insurance Increase 03/01/2017 – 401k with 4% match implemented	\$11.46	267
Reva's New Beginnings Care Homes, Inc	11/01/16	\$1.50/hour	No Benefit Increase	\$11.50	4
Rise Services Inc.	04/16/17	\$1.80	Sick Leave	\$11.69	303

## 24-Hour Residential Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Rivers and Roads Residential	04/17/17	4%	Added Medical/Dental/Sick	\$11.00	8
Riverside Training Center	01/03/16	\$1.00/hour	No Benefit Increase	\$11.71	41
Ron Wilson Center	10/01/16	\$1.00 per hour (10%)	Absorbed health plan increase of 4.5%	\$12.15	110
Safecare Residential Services	01/01/17	4%	No Benefit Increase	\$10.81	13
SHANGRI LA CORP	06/01/16	\$.45 - \$.60/hour	Additional paid leave, EAP benefits	\$11.55	184
South Coast Horizons	03/01/16	\$.50/hour	Graveyard Shift wage differential = \$.50/hour	\$11.50	50
Southern Oregon Aspire	04/01/16	4%	No Benefit Increase	\$10.82	104
Star Corp	30/01/17	9-13%	No Benefit Increase	\$13.13	8
Step Forward Activities, Inc.	Prior to 09/14/16	No Wage Increase	Health Insurance Rate Increase and Bonus in June	\$13.04	35
Stepping stone 24-hours Home Inc	05/01/17	No Wage Increase	4 hours of vacation time/month	Not Reported	6
Stoneybrooke Residential Services	08/01/16	6%	No Benefit Increase	\$13.00	32
Stride Residential Services, LLC	10/01/16	\$.50/hour	No Benefit Increase	\$11.50	3
Sunny Manor	01/01/16	4%	No Benefit Increase	\$11.22	8
Sunny Oaks Inc.	1/28/2016	6-7%	Medical/Dental/Disability 3% 2016; 2% 2017	\$11.81	86
Supported independence Services of Oregon	04/01/16	4+%	Sick Leave	\$13.50	45
Tandem Northwest	01/01/17	3%	\$25 per month employer portion of health insurance. 2X annual alternative benefit package worth \$120	\$11.57	71

## 24-Hour Residential Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Umpqua Homes for the Handicapped	01/01/16	1.00/hour	Health benefit & Sick Leave	\$11.68	180
Up & Out	01/01/16	\$1.50/hour	No Benefit Increase	Not Reported	Not Reported
Valor Associates, LLC	11/01/16	No Wage Increase	Started a Simple Retirement Plan Benefit with a 3% matching contribution. Absorbed a 30% increase in health insurance premiums. Added and EAP Benefit for our Employees	\$10.82	18
Walker Support Services	07/01/16	.50/hour	We are now offering paid time off at the rate on 0.03 times hours worked	\$11.00	40
Westside Community Focus	01/01/16	\$1.00/hour	Added short-term and long-term disability insurance. Added life insurance. Absorbed health plan increases. Provided no employee cost medical and dental insurance	\$12.38	23
WITCO, Inc.	01/01/16	2.47%	Major Medical 7.6%	\$10.16	8
Work Unlimited	12/1/2016	8.5-10%	Wellness program -1.9% increase in health ins	\$11.77	214

## 24-Hour Residential Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
---------------	--	-------------------------	------------------	------------------------------	----------------

24-Hour Residential Providers Maximum Average Wage/Hour \$16.13  
 24-Hour Residential Providers Minimum Average Wage/Hour \$10.00  
 24-Hour Residential Providers Median Average Wage/Hour \$11.71  
 24-Hour Residential Providers Average Wage/Hour \$11.85  
 24-Hour Residential Providers who did not report wage/hour 5  
 Max number of DSPs in 24-Hour Residential settings 500  
 Min number of DSPs in 24-Hour Residential settings 3  
 Average number of DSPs in 24-Hour Residential settings 77  
 24-Hour Residential Providers who did not report the number of DSPs 4



## Supported Living Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Adult Learning Systems Of Oregon	01/01/17	4.5+%	absorbed 5% medical benefit increase	\$12.25	40
Albertina Kerr	01/31/16	5%	No Benefit Increase	\$12.40	48
Alternative Services of Oregon	01/01/16	4-21%	No Benefit Increase	\$12.22	4
Alvord Taylor	02/08/16	11.60%	No Benefit Increase	\$12.25	35
BENCO	01/01/16	3%	Absorbed the health insurance increase in 2016.  Employees will see a minimum of a 6% increase in their rate of pay over the next year	\$14.22	6
Bethesda Lutheran Communities	02/28/16	.40/hour	Quarterly bonus to employees, averaging an addition .43/hour – NOT included in the Average Wage/Hour	\$11.98	26
Catholic Community Services	12/25/15	10%	Health- 4.5%	\$11.05	44
Central Oregon Collective	07/01/15	1.00/hour	Dental	\$12.75	7
Coast Rehab Services	01/01/16	6.5	Added \$40/month contribution to medical insurance premiums; Added eligibility for 7 paid holidays for all probationary employees; Created a new step-increase of 3% for 20-year employees	\$11.84	5
Community Access Services	09/01/16	20%	No Benefit Increase	\$14.00	1
Community Support Brokerage	01/01/16	4%	No Benefit Increase	\$12.06	21
Community Support Services	12/25/2015	10%	Health- 4.5% absorbed health insurance increase. Pays for 100% of health insurance, 50% of dental and 100% life insurance package. Annual bonus	\$11.25	44

## Supported Living Providers

Provider Name	Date Implemented <small>When rolling Implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Community Vision	05/01/17	4%	CVI has also used a portion of the funds to increase employee benefits. The agency's health care costs increased substantially recently	\$10.97	131
Danville Services of Oregon, LLC	10/01/15	4%	Absorbed benefit increases	\$12.93	8
Douglas Resident Training	12/15/16	4%	No Benefit Increase	\$12.90	5
Dreamz Work Inc	06/30/17	4%	No Benefit Increase	\$11.68	10
Dungarvin OR LLC	08/01/16	4%	No Benefit Increase	\$11.75	10
Eastco Diversified Services, Inc.	01/04/16	4-11%	Added 5% ER paid. From 85% to 90% (0.15/hr)	\$12.88	7
Hildah and Kay's	07/06/17	\$1.00/hour	No Benefit Increase	\$15.75	1
Home Life	01/01/16	5%	Mileage reimburse increase 10cents/mile	\$10.73	32
Horizon Project	06/01/15	\$.85/hour	No Benefit Increase	\$10.35	17
Living Opportunities	07/01/15	.70/hour	Absorbed health plan increases	\$12.05	34
Marie Mills	08/26/15	4%	No Benefit Increase	\$11.63	5
Mark 2 Ministries, Inc	10/01/16	4%	Paid 15% increase in cost of Health Insurance	\$13.00	14
McKenzie Personnel Systems	07/01/16	4%	No Benefit Increase	\$12.60	5
Mentor Oregon	07/01/16	4%	No Benefit Increase	\$10.79	36
MV Advancements	07/03/16	10.30%	4% increase in health benefits	\$12.54	6

## Supported Living Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
New Day Enterprises	11/01/16	2%	Insurance increase 2%	\$10.83	3
Opportunity Foundation	07/01/15	4.79%	4.79% PR Tax & WC 4.79% Paid Time Off 4.00% Med Benefits	\$10.95	2
Oregon Supported Living Program	01/01/16	7%	No Benefit Increase	\$14.57	11
OTAC	01/01/16	4%	No Benefit Increase	\$11.23	6
Partnerships in Community Living	06/30/17	2-2.5percent wage increase, plus retention bonus and 1% bonus on annual income and retention	4.5% percent increase in contribution to health insurance contribution	\$11.41	85
Pathway Enterprises	01/01/16	4%	No Benefit Increase	\$11.37	4
Pearl Buck Center Inc.	10/18/16	12.40%	No Benefit Increase	\$12.01	2
Portland Supported Employment Inc.	06/01/17	7.09%	Covered Health Insurance premium increase of 15.6%	\$13.94	16
Rainbow Adult Living	12/27/15	6%	Absorbed health plan increase	\$13.02	38
Renew Consulting	09/20/16	9.11%	01/01/2016 - 1.8% Health Insurance Increase 03/01/2017 – 401k with 4% match implemented	\$11.46	2
Rise Services Inc.	04/16/17	\$1.80	Sick Leave	\$12.13	18
Riverside Training Center	01/03/16	\$1.00/hour	No Benefit Increase	\$12.08	5

## Supported Living Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Ron Wilson Center	10/01/16	\$1.00 per hour (10%)	Absorbed health plan increase of 4.5%	\$12.15	25
SHANGRI LA CORP	06/01/16	\$.45 - \$.60/hour	Additional paid leave, EAP benefits	\$11.55	19
South Coast Horizons	03/01/16	\$.50/hour	No Benefit Increase	\$13.00	2
Southern Oregon Aspire	04/01/16	4%	No Benefit Increase	\$12.55	7
Southern Oregon Goodwill Industries	04/01/16	4%	No Benefit Increase	\$11.92	1
Step Forward Activities, Inc.	Prior to 09/14/16	No Wage Increase	Health Insurance Rate Increase and Bonus in June	\$12.41	4
Sunny Oaks Inc.	1/28/2016	6-7%	Medical/Dental/Disability 3% 2016; 2% 2017	\$11.75	1
Supported Employment Services, Inc.	12/31/17	5-10% average Some raises were much higher based on merit	Employees added to company paid health and dental when after 60 days full time	\$12.30	37
United Cerebral Palsy	Prior to 08/18/16	4%	No Benefit Increase	\$11.32	124
V.A.L.U.E. A.D.D.E.D.	07/01/16	\$.25/hour	increased paid time off	\$11.00	5
Westside Community Focus	01/01/16	\$1.00/hour	Added short-term and long-term disability insurance. Added life insurance. Absorbed health plan increases. Provided no employee cost medical and dental insurance	\$13.23	26

## Supported Living Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Work Unlimited	12/1/2016	8.5-10%	Wellness program -1.9% increase in health ins	\$13.05	16

Supported Living Providers Maximum Average Wage/Hour \$15.75  
 Supported Living Providers Minimum Average Wage/Hour \$10.35  
 Supported Living Providers Median Average Wage/Hour \$12.08  
 Supported Living Providers Average Wage/Hour \$12.20  
 Supported Living Providers who did not report wage/hour 0  
 Max number of DSPs in Supported Living settings 131  
 Min number of DSPs in Supported Living settings 1  
 Average number of DSPs in Supported Living settings 21  
 Supported Living Providers who did not report the number of DSPs 0

## Employment and Inclusion Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Abilities at Work	01/04/16	4.00%	No Benefit Increase	\$14.72	12
Ability Training Services LLC	10/01/16	\$.60/hour	No Benefit Increase	\$15.68	7
Ackley Counseling and Employment Services	06/01/17	7.50%	bonus structure for job development/employer contacts for I/DD clients that lead to placement and retention payments through VR	\$15.00	Not Reported
Adult Learning Systems Of Oregon	01/01/17	4.5+%	absorbed 5% medical benefit increase	\$13.78	31
Albertina Kerr	01/31/16	5%	No Benefit Increase	\$12.08	10
Alternative Services of Oregon	01/01/16	4%	No Benefit Increase	\$12.00	30
Alternative Work Concepts	07/01/16	4%	Year End Bonuses	\$13.48	13
Alvord Taylor	02/08/16	11.90%	No Benefit Increase	\$13.75	1
ARC of Lane County	09/01/16	4%	Benefits have also increased during this biennium. The wait period for medical benefits have gone from 90 days to 60 days, and from 35 hours to qualify to 30 hours. In addition our medical benefits increased 14% this past year. As of January 2016 everybody is eligible for sick leave based on their hours worked, prior sick leave was only available to DSPs who worked 25 hours a week or more. New hires receive a \$80 bonus after successfully completing tier 1 and another \$80 after completing tier 2 core competencies.	\$10.98	28

## Employment and Inclusion Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Bay Area Enterprises	01/01/17	4%	No Benefit Increase	\$9.53	9
BENCO	01/01/16	3%	Absorbed the health insurance increase in 2016.  Employees will see a minimum of a 6% increase in their rate of pay over the next year	\$13.62	8
Bethesda Lutheran Communities	02/28/16	.40/hour	Quarterly bonus to employees, averaging an addition .43/hour – NOT included in the Average Wage/Hour	\$12.59	18
BlueSun Inc	06/01/16	11.00%	Added 2 Paid Holidays. Graduating PTO based on time in position.	\$19.00	3
Bridges Enterprises	04/01/16	4-5%	Funds to match individual IRA investment, up to \$1200 total for calendar year, effective April 1	Not Reported	11
Cascadia Expeditions LLC	09/01/16	12.50%	No Benefit Increase	\$12.00	4
Central Oregon Collective	07/01/15	1.00/hour	Dental	\$12.75	11
Coast Rehab Services	01/01/16	5.60%	Added \$40/month contribution to medical insurance premiums; Added eligibility for 7 paid holidays for all probationary employees; Created a new step-increase of 3% for 20-year employees	\$11.93	109
Collaborative Employment Innovations LLC	12/31/16	1%	providing Simple IRA's at 3% employer contribution to direct support staff as of 1/1/2016.	\$13.50	9
Community Access Services	09/01/16	20%	No Benefit Increase	\$13.21	95

## Employment and Inclusion Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Community Based Activity Program: The Companion Program	08/16/16	\$1.00/hour	No Benefit Increase	\$11.50	Not Reported
Community Services, Inc	06/25/16	4%	No Benefit Increase	\$12.93	8
Community Support Services	12/31/16	10%	Health- 4.5% absorbed health insurance increase.	\$11.07	66
Cornerstone Associates	07/01/16	9.06%	Sick Leave accrual for part time staff	\$12.46	29
Creative Goal Solutions	01/01/16	4%	No Benefit Increase	\$12.50	42
Danville Services of Oregon, LLC	10/01/15	4%	Absorbed benefit increases	\$12.93	8
Daytime Enrichment Activities & Recreation Inc.	01/16/17	4%	No Benefit Increase	\$17.25	12
DePaul Industries	01/01/17	2.00/Hour	No Benefit Increase	\$17.00	6
Dreamz Work Inc	06/30/17	4%	No Benefit Increase	\$10.83	5
Driske Counseling and Consulting	04/01/17	4%	No Benefit Increase	\$14.00	11
Dungarvin OR LLC	01/01/17	4-31%	No Benefit Increase	\$12.65	33
Eastco Diversified Services, Inc.	06/15/16	4-11%	Added 5% ER paid. From 85% to 90% (0.15/hr)	\$17.50	3
Edwards Center	06/01/16	.85/hour	absorbed a 3% increase in health insurance	\$12.68	40
Exceed Enterpris Inc /fka CCI ENTERPRIS INC	06/30/17	14.83%	No Benefit Increase	\$18.22	Not Reported
Garten Services	07/01/16	9%	absorbed up to 2% increase in medical benefits	\$12.76	26



## Employment and Inclusion Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Good-2-Go Oregon	01/01/17	8%	No Benefit Increase	\$13.50	5
Goodwill Industries of Lane and South Coast Counties	12/31/16	4-12%	No Benefit Increase	\$11.37	22
Goodwill Industries of the Columbia Willamette	04/01/17	5%	No Benefit Increase	\$14.06	Not Reported
Grace Center	01/01/16	3%	4% retirement distribution	\$12.14	10
Greenleaf Industries	01/01/17	\$1.00/hour	DSPs have 8 paid holidays, access to 408 plan with matching 3% from employer, medical/dental/vision health insurance, an annual bonus based on time on the job along with current financials and at least 12 hours of paid training. These benefits will remain in place with no changes expected. PTO benefits added	\$17.00	3
Hendrickson Services	01/01/16	4%	No Benefit Increase	\$20.00	1
Home Life	01/01/16	5%	Mileage reimburse increase 10cents/mile	\$12.49	10
Horizon Project	06/01/15	\$.85/hour	No Benefit Increase	\$10.35	141
Housing Independence	01/01/16	\$3.04/hour	long and short term disability and life insurance	\$14.94	13
Imagine Possibilities	11/01/16	20%	Added full paid dental and health coverage, average cost per employee \$2.00 per hour.	\$13.55	14

## Employment and Inclusion Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Independent Environments	07/01/16	4.55%	No Benefit Increase	\$11.71	7
Innovative Community Employment Solutions LLC	01/01/17	\$.50/hour	No Benefit Increase	\$11.00	2
Integrity Encompassed	10/15/16	\$1.00/hour	No Benefit Increase	\$17.00	11
IS Living	01/01/16	8%	No Benefit Increase	\$13.10	7
Kelly and Associates	07/01/16	\$1.00/hour	No Benefit Increase	\$18.00	1
Kind Tree Productions, Inc. aka KindTree-Autism Rocks	01/01/17	\$1-\$2/hour	No Benefit Increase	\$19.00	6
Lane Community College/Specialized Support Services	01/01/17	4.73%	2.15% step adjustment for eligible employees effective July 1	\$13.20	20
Living Opportunities	07/01/15	.70/hour	Absorbed health plan increases	\$12.67	23
LNDT Services, LLC.	01/01/16	\$1.00/hour	No Benefit Increase	\$16.00	2
Manifest Independence LLC	04/01/16	.50/hour	No Benefit Increase	\$13.50	10
Marie Mills	08/26/15	4%	No Benefit Increase	\$11.63	6
Mark 2 Ministries, Inc	10/01/16	4%	Maintained Health Insurance Benefit	\$12.63	13
McKenzie Personnel Systems	07/01/16	4%	No Benefit Increase	\$12.99	13
Mentor Oregon	07/01/16	4%	No Benefit Increase	\$10.79	84
Mt Hood Adult Day Center	08/16/15	5%	No Benefit Increase	Not Reported	Not Reported

## Employment and Inclusion Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
MV Advancements	07/03/16	8.5-10.2%	4% increase in health benefits	\$13.00	66
New Day Enterprises	11/01/16	2%	Insurance increase 2%	\$10.83	7
On-the-Move Community Integration	01/01/17	12%	We have offered 3 more DSP's medical/dental insurance	\$14.20	10
Opportunities Unlimited, LLC	11/15/16	7-20%	No Benefit Increase	\$15.50	15
Opportunity Connections Inc	01/01/16	4%	No Benefit Increase	\$11.92	36
Opportunity Foundation	07/01/15	4.78%	4.79% PR Tax & WC 4.78% Paid Time Off 4.00% Med Benefits	\$10.95	58
Oregon Supported Living Program	01/01/16	7%	No Benefit Increase	\$13.52	3
Pacific Opportunities	01/01/17	.50-1.00/hour	SIMPLE Roth (401K) account for all employees. Pacific Opportunities matches 3% of contributions. We also are giving an extra 8-hour PTO day for all employees (for a total of 88 hours paid PTO per year, per staff) AND we now have dental insurance and pay 50% for ALL employees.	\$17.00	9
Pams Clean Machine	01/01/17	\$1.53/hour	Insurance Coverage	\$12.00	2
Parents for Alternate Support Solutions	04/01/17	\$1.00/Hour	No Benefit Increase	\$13.00	16

## Employment and Inclusion Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Partnerships in Community Living	07/01/16	2-2.5percent wage increase, plus retention bonus and 1% bonus on annual income and retention	2% percent increase in contribution to health insurance contribution	\$11.22	30
Pathway Enterprises	01/01/16	4%	No Benefit Increase	\$11.68	6
PDXconnects, LLC	Prior to 11/14/16	4%	No Benefit Increase	Not Reported	Not Reported
Pearl Buck Center Inc.	10/18/16	12.40%	No Benefit Increase	\$12.01	40
Portland Habilitation Center NW	11/01/16	\$3.89/hour	No Benefit Increase	\$15.89	3
Portland Parks and Recreation	07/28/16	4-11%	No Benefit Increase	Not Reported	Not Reported
Portland Supported Employment Inc.	01/01/17		Covered Health Insurance premium increase of 15.6%	\$19.51	3
Quiet Waters Outreach	06/30/17	4%	No Benefit Increase	\$14.00	4
REACH Inc.	01/01/16	21%	No Benefit Increase	\$14.02	25
Renew Consulting	09/20/16	9.11%	01/01/2016 - 1.8% Health Insurance Increase 03/01/2017 – 401k with 4% match implemented	\$11.46	2
Rise Services Inc.	04/16/17	\$2.00	Sick Leave	\$14.83	10

## Employment and Inclusion Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Riverside Training Center	01/03/16	\$1.00/hour	No Benefit Increase	\$12.43	8
Rockwest Training Company, Inc.	07/01/16	8%	Increase of PTO hrs (from 25 hrs to 40 hrs) for those working part time hours.	\$11.81	18
Ron Wilson Center	10/01/16	\$1.00 per hour (10%)	Absorbed health plan increase of 4.5%	\$12.15	5
SERP Enterprises	03/01/16	4%	an additional 10% benefit increase for Health Care	\$12.25	21
SHANGRI LA CORP	06/01/16	\$.45 - \$.60/hour	Additional paid leave, EAP benefits	\$11.55	37
South Lane Maintenance Corporation	07/01/16	\$630/annually for 1 DSP	Dental for all 3 DSPs, week paid leave for 1 DSP, Health Coverage for 1 DSP	\$15.00	3
Southern Oregon Aspire	04/01/16	4%	No Benefit Increase	\$12.42	38
Southern Oregon Goodwill Industries	04/01/16	4%	No Benefit Increase	\$11.92	23
Specialized Advocacy	04/17/17	4%	No Benefit Increase	\$17.00	3
Spectrum Advocacy, Inc.	04/01/17	4%	absorbed 16.78% health insurance increase	\$17.00	3
Step Forward Activities, Inc.	Prior to 09/14/16	No Wage Increase	Health Insurance Rate Increase and Bonus in June	\$13.68	16
Sunny Oaks Inc.	1/28/2016	6-7%	Medical/Dental/Disability 3% 2016; 2% 2017	\$12.83	11
Sunrise Enterprises Inc	04/16/16	\$1.34/hour	No Benefit Increase	\$12.04	62
Sunshine Industries Unlimited, Inc.	01/01/16	\$.75/hour	No Benefit Increase	\$11.56	17

## Employment and Inclusion Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
Supported Employment Services, Inc.	12/31/17	5-10% average Some raises were much higher based on merit	Employees added to company paid health and dental when after 60 days full time	\$12.30	37
Trellis	01/01/16	4%	No Benefit Increase	Not Reported	Not Reported
Trendsitions Inc	06/01/16	18-26%	No Benefit Increase	Not Reported	Not Reported
TVW aka TUALATIN VALLEY WORKSHOP	Prior to 08/22/16	4-5%	No Benefit Increase	Not Reported	Not Reported
United Cerebral Palsy	Prior to 08/18/16	4%	No Benefit Increase	\$14.25	37
V.A.L.U.E. A.D.D.E.D.	12/01/16	\$.50/hour	increased paid time off	\$11.00	6
Willamette Valley Rehabilitation Center	09/01/17	5%	No Benefit Increase	\$11.36	17
WITCO, Inc.	01/01/16	2.40%	Major Medical 7.6%	\$10.56	6
Without Limits NW	01/01/17	4%	No Benefit Increase	\$15.60	1
Work Unlimited	12/1/2016	8.5-10%	Wellness program -1.9% increase in health ins	\$11.77	17

## Employment and Inclusion Providers

Provider Name	Date Implemented <small>When rolling implementation was indicated the final date is listed.</small>	Amount of wage increase	Benefit increase	average identified wage/hour	Number of DSPs
---------------	--	-------------------------	------------------	------------------------------	----------------

Employment and Inclusion Providers Maximum Average Wage/Hour \$20.00  
 Employment and Inclusion Providers Minimum Average Wage/Hour \$9.53  
 Employment and Inclusion Providers Median Average Wage/Hour \$12.83  
 Employment and Inclusion Providers Average Wage/Hour \$13.46  
 Employment and Inclusion Providers who did not report wage/hour 7  
 Max number of DSPs in Employment and Inclusion settings 141  
 Min number of DSPs in Employment and Inclusion settings 1  
 Average number of DSPs in Employment and Inclusion settings 20  
 Employment and Inclusion Providers who did not report the number of DSPs employed 10