



Partnerships in
Community
Living, Inc.

To: Chair Williams and members of the committee
From: Robbie Iverson, Person Supported, Partnerships in Community Living
Date: February 15, 2021
Subject: HB 2964

My name is Robbie Iverson. I live in Salem in a home with a housemate. It makes me sad to see staff leave. We get to be friends and then they are gone.

Two of them, gave me their phone numbers so I could stay in touch with them. I tried to call one of them, but they never called back. I got really sad.

I have had many Direct Support Professionals (DSPs) that I like a lot come and go. I know they leave because they need to make more money. Sometimes, they leave to go work for the state because the pay is better.

The wages that my staff are paid are not good at all. I think they should be paid \$22 per hour or at least as much as nurses because the work they do is very important and hard.

I have friends too that sometimes need a lot of support, with personal stuff like showers. I think staff should be paid for the skills they have in helping people when they have trouble controlling their anger and stuff.

When I first see a new staff, they are happy and eager. But, by the middle of the day, they are worn out and tired, and not so happy. I think this is because they aren't being paid enough for all the hard work and the number of hours. We don't have enough staff. And some get bounced around between houses just to cover shifts because people are leaving all the time.

I know this is hard work for staff. I have seen staff quit on the same day, saying it's just not worth it. I think staff should be paid more so they stay.

But, there is staff that is really, really good. Like my staff Carolyn. It warms my head when I see her. And when I see her working with my housemate, she is bubbly and warm. She wants both of us to succeed. But she is special. Most staff aren't like her. She stays because she loves us and what she can do for us. Maybe not just the money.

It's hard for me to make friends with staff now because most always leave to go make more money.

It's a revolving door of staff. The good staff just can't stay because of the pay. The turnover is very bad.

Thank you for your time.