

My name is Molly Maxwell, I work for Benco in Corvallis, OR. We provide support to individual with IDD. I have managed one of the 24-hour care facilities for the past 9 years and been employed here for nearly 18 years. Several staff have decided to leave this job because they could no longer choose a profession that did not allow them to provide adequately for their families.

On average it takes 4-6 weeks to fully train an employee to provide quality person-centered care unassisted. Having stability in staffing creates less turnover. When positions are empty and there are only 5 qualified and trained people where you need 8 people to provide care the overtime hours skyrocket. Burn out increases and the cycle continue. It would likely be more cost beneficial to provide a better living wage where staff are not forced to leave and look for better pay or forced to work excessive hours where they feel their only recourse to get a break is to find another job.

I could go on and on with reasons this bill should pass but will leave space for others to provide more feedback.

Please pass HB 2964, because Oregonians with IDD rely upon these services, and they deserve a skilled, stable DSP workforce.