

I feel we deserve a wage increase because we as DSP's we all strive to provide quality care and service for the people in our care. Due to the cost of living and inflation it is becoming difficult to meet our basic needs, so the increase in our wage would be helpful. I want to continue to be able to continue to provide excellent care and hope you too will vote YES on HB 2457!

Thank you,

Rachel Montee

Committee of Early Childhood and Human Services

Michael Phengsynath, Direct Support Professional for OR-145, RISE Inc.

Support of HB 2457

I have worked as a DSP for the past two years and am writing in support of the HB 2457 bill. I believe this bill will help DSPs get the wages they deserve with the work that is being done in programs and with the clients.

While I have worked with RISE, there have been a couple times our wages have gone up which has noticeably created a happier and more productive work environment with staff. Though the previous increases are appreciated, there are multiple people who are still needing second jobs or some sort of side hustle to be able to sustain their current lifestyles with all the basic necessities and bills; which is increasingly hard with the level of inflation for everything that has occurred over the last decade in comparison to people's pay. Also, with this line of work, it's important that the clients have staff that know them well and can accommodate their needs, which is difficult to do when there is constantly new staff coming in and out, not to mention frustrating for more seasoned staff repeatedly having to train people. That kind of high turnover rate could be improved with a higher pay that is fitting to the work being done. Since many of the houses are medical or behavioral, staff have to be very careful with everything done, whether that's giving out the correct med and dosage or watching your back and others' when a client is having a behavior. With us putting our safety and well being on the line, I believe it is important that it is being met with a more appropriate wage to compensate for that.

Thank you for considering giving DSPs a living wage and please vote yes HB 2457.

Committee of Early Childhood and Human Services

Cory Wilson, Direct Support Professional for OR-145, RISE Inc.

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Thank you for considering giving DSPs a living wage and please vote yes HB 2457.

Committee of Early Childhood and Human Services

Alyssa VanEpps, DSP for OR-145

Support of HB 2457

Working as a DSP (Direct Support Professional) since April of 2020, I have witnessed many changes when it comes to the wages received and the staff that has been working in the programs in my area. Since I started, there have been almost 10 people that I have worked with that are no longer working with the company for various reasons, though that's just at one program. With such a high turnover rate, it is essential to take a look into why that is happening and what could be put into place to prevent that.

When you take into account some commonalities within programs, staff are putting themselves into a position where we are responsible for the physical, medical, and mental well being of clients at the possible expense of our own health and safety. Personally, I have witnessed or been involved in behavioral events where staff has been kicked, hit, hair pulled and shoved by clients, which we are trained to be able to handle but that's not to say it doesn't have an impact. Also considering how dependent clients are on staff to make sure they are getting all their medication correctly; these are all duties and factors that can cause issues with staff's physical, mental and emotional health which can all add on to overall stress when dealing with everything and possible medical bills to fix said issues. On another note, wages are supposed to cover housing, food, healthcare, childcare and other basic necessities for ourselves and our family. When taking into account how the rate of pay has gone up in comparison to the living cost and inflation, it becomes increasingly harder to have a life outside of work when you are living paycheck to paycheck and struggling to find ways to put money away for savings in case anything else happens. It makes sense from an economic and business perspective for workers to be paid more to a point they can comfortably pay bills for themselves and families and still have leftovers, so that money can be put back into the economy by traveling, spending money, etc., and people would be happier to be going to work every day, creating a better work environment and more effective spaces.

The previous wage increases have been enormously appreciated and have aided in getting to the point where it is truly an accurate living wage. Looking at all the things we are expected to do and deal with, it is important to consider raising wages accordingly and have that as a way to secure good staff into staying to lower that turnover rate. Thank you for taking a wage increase into consideration and please vote yes on HB 2457.

My name is Kadedra Hackler. I have worked with Rise for over a year. I love being able to take care of our clients and give them a better quality of life. I am writing in support of HB2457, to help DSPs get the wages they deserve. The current rate of pay has helped DSPs with being able to afford rising costs at the time. Which has lead to better care of our clients. Unfortunately due to the constant rise of costs, I have seen co-workers get a second job or have to cut back on things drastically due to the pay still not being enough with the current inflation. Which doesn't help with the DSPs mental health. Especially to my co workers that have children. There has also been a revolving door of new staff who leave. It has caused veteran staff to get burned out of training. This has also affected the care of the clients. This bill can help retain employees, which can also improve the work environment and mental health of staff. DSPs are crucial to human services and are crucial in giving our clients the best quality of life possible. Please vote yes on HB 2457. We are counting on you on your support!