

Dear Chair Grayber, Vice-Chairs Elmer and Muñoz, and Members of the Committee,

My name is Audrey Scully. I am a single parent of two and work full-time as a Direct Support Professional for adults with intellectual and developmental disabilities at Oregon Supported Living Program, a non-profit.

As a DSP, I provide medical and daily care—bathing, toileting, peri-care, medication management, and vitals monitoring. I also schedule and attend medical appointments, communicate with doctors, and monitor health. Additionally, I ensure nutrition, manage finances, maintain benefits, assist with housing, janitorial duties, foster skill development, and provide transportation. Unlike nursing homes, where roles are divided, I do it all for a few individuals, helping them live independently with dignity.

This is crucial work, yet this job doesn't pay enough to survive, and my situation is dire.

I work 40 hours a week, yet my full-time income doesn't even cover my bills. I bring in \$2,000 a month, but my core expenses, Rent, electric, transportation costs, phone and Internet alone total \$2,030—not including food or other obligations. In reality, it would take \$3,000 a month to cover everything I owe.

Every month, I fall further behind. I'm exhausted from the work I already do, yet I just signed up for DoorDash—sacrificing the tiny bit of free time we have together just to keep the lights on. Instead of resting or spending quality time with my child, we'll be driving around at night, trying to make up for the wages that don't sustain us.

Worse, I can't afford to house my older child, who stays with family. My daughter misses her brother deeply. Last week, after I put her to bed, she came out crying, holding a photo of him, saying she just wants him home.

This is beyond financial hardship—it's a daily, crushing weight. My family is torn apart, our time together stolen by poverty, and my children's best years are slipping away in struggle. No one should have to live like this.

House Bill 3838 is the solution. A Standards Board, separate from care institutions, could:

Set fair starting wages that reflect our critical work.

Improve conditions to reduce burnout.

Create career pathways for caregivers.

I want to address the question: Why a board?

What is the goal of a care agency? They are ultimately a business, and as a business, their real goal like any other business is to grow profits and minimize expenditures.

If left to regulate themselves they will continue with their practice of offering nothing more than poverty wages to those who provide direct care while disproportionately paying their CEO's, and cutting corners. When we can't afford to live, we can't afford to stay in this line of work, and those who need t

I help others secure housing, access medical care, and maintain nutrition, yet I can't do the same for my family. Fair wages would let me meet my needs without relying on help. Caregivers deserve dignity and stability. We must act now—please support this bill.

Audrey Scully