



April 28, 2025

HB 3838

Representative Bowman, Vice Chairs and members of the committee,

My name is Amanda Hamer. I am a member of the Community Providers Association of Oregon (CPAO) representing 50+ community provider organizations. I am also the Executive Director of a provider organization delivering services to Individuals who experience intellectual and developmental disabilities (I/DD). My work started over two decades ago when my daughter was born with Down syndrome in Bend, Oregon.

I am reaching out to you today in strong opposition of HB3838. Community provider organizations receiving state and federal funding have the responsibility of being dedicated stewards of our resources, ensuring services are provided with integrity. This bill creates unnecessary and duplicative regulation, creates costly administrative overhead and quite frankly is not good stewardship of our existing resources.

Providers already stretch every dollar to ensure they are providing their employees with the best possible wages, benefits, working conditions and support with the funds they receive. My colleagues and I all know and understand that high quality care of our employees equates to high quality delivery of direct support services. We each do this in unique ways, with a variety of creative benefits that strive to meet the needs of all our employees.

Organizations like the one I started have their own culture and traditions. Dictating how organizations support their employees strips us of our uniqueness. We will be forced to standardize in ways that remove what makes us unique and strong as a small provider organization. Recent employee surveys told us that employees feel supported and heard, and that they feel a sense of belonging and empowerment through their work and their employment with Diversability Inc. These integral pieces of providing quality services will have to be removed in order to comply with the expectations set forth in this bill. This will devastate our retention rates and destroy the cultural sense of belonging, which directly impacts the quality of services provided.

Additionally, creating regulation that forces organizations to essentially be the same from one to the next is a huge disservice to Oregonians who experience I/DD. In fact, it is in direct opposition to our person-centered and personal choice movements, including the latest Agency with Choice movement.

Ultimately, we are all working to ensure Oregonians, specifically those experiencing I/DD, receive high quality support and services based on their own choices. Framework and regulation is already in place for this, it just needs to be funded appropriately, with individuals receiving services at the center of thought and process.

Thank you,

Amanda Hamer, Executive Director of Diversability Inc. in Bend, Oregon and CPAO Member