



April 28, 2025

HB 3838

Representative Bowman, Vice Chairs and members of the committee,

My name is Lorelei LaVoie, I serve as Board Chair of the Community Providers Association of Oregon (CPAO) representing about 50 community provider organizations and am the Executive Director of a provider organization delivering services to Individuals who experience I/DD. I started at the organization 29 years ago as a Direct Support Professional.

I am here today in strong opposition of HB3838. Community provider organizations receiving state and federal funding have the responsibility of being good stewards of our resources, this bill creates unnecessary and duplicative regulation, creates costly administrative overhead and quite frankly is not good stewardship.

Providers already stretch every dollar to ensure they are providing their staff with the best wages, benefits, training, working conditions and support they can with the funds they receive. My colleagues and I all know if we don't take good care of our employees, we can't expect them to deliver quality supports to those they serve. We each do this in unique ways, with a variety of creative benefits that strive to meet the needs of our staff.

Organizations like my own each have their own culture and traditions, things we know our Direct Support Professionals value in their employers. Dictating how organizations support their employees strips us of our uniqueness. We will be forced to divert resources from wages and benefits to cover the administrative burden this bill creates, and some organizations may not be able to sustain such changes. Many employees stay with their organizations because of the sense of belonging, support, opportunity for growth and commitment to those they serve, I know that's why I've stayed for 29 years and counting. Watering down the reasons why people stay will ultimately be the demise of our diverse service delivery system.

Not only do staff choose a provider they feel fits their own values, so do supported individuals. Creating regulation that forces organizations to essentially be the same from one to the next is a huge disservice to Oregonian's who experience intellectual and/or developmental disabilities.

The goal is to ensure the people delivering these important services are able to ensure individuals receive high quality support and services based on their choices for how and where they want to live and work. There's already the framework and regulation in place for that, it just needs to be funded fairly and appropriately.

Thank you,

Lorelei LaVoie

CPAO Board Chair