

People in **CRISIS**

THERE'S A REASON DHS RE-NAMED IT THE STABILIZATION AND CRISIS UNIT

CRISIS — The Stabilization and Crisis Unit (SACU), the state's community-based group home program for intellectually developmentally disabled (IDD) clients, is perpetually understaffed. These are facilities that never close — they're operating 24 hours a day, 7 days a week, 365 days a year. And this is not just about the staff — this continual understaffing means that the clients are not receiving the proper treatment plans they deserve (and mandated by state and federal law).

CRISIS — SACU averages 12,000 hours of overtime each month. That is *not* a typo — **12,000 hours of overtime each month**. That's 144,000 hours each year, at a cost of some \$4 million. This occurs because SACU employees are frequently mandated to work double shifts (16 hours straight) — sometimes three and even four times in a given work week.

CRISIS — This year SACU is on pace for 260 assaults on staff. These are assaults serious enough to warrant medical attention. Obviously, this leads to lost time at work and contributes heavily to the overtime numbers.

CRISIS — Routine illnesses, vacation time, training time, administrative leave due to stringent rules regarding IDD clients and lost time from injuries combines to drive the overtime costs.

SOLUTION — Hire more permanent staff. State work group research and standard guidelines from other institutional settings show the need for a relief factor of 4.75 percent. Translated, that means for every 10 SACU employees, the agency needs another 4.75 FTEs to cover the 24/7 operations due to sick leave, injury time, etc., outlined above.

SOLUTION — Simply convert the overtime costs to permanent staff. **While this does not resolve the problem, it would be a huge step forward.** Based on the 4.75 standard, SACU needs to hire between 250-260 additional full-time staff. *We understand that is not going to happen in one biennium/budget cycle.* But simply converting the overtime money to new staff would gain approximately 125 new FTEs. That would help tremendously and get us on the road to where the agency needs to be, allowing us to move forward progressively in the future.

Please, we are available to answer your questions!

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