

**MEMORANDUM**

**TO:** The Honorable Sen. Elizabeth Steiner Hayward, Senate Co-Chair  
The Honorable Rep. Dan Rayfield, House Co-Chair  
Subcommittee on Human Services

**FROM:** Janell Evans, Budget Director, Oregon Health Authority

**DATE:** February 24, 2017

**SUBJECT:** Responses to February 22 Public Hearing Questions

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During OHA’s presentation before your committee on Wednesday, February 22, committee members asked questions that required additional follow-up. Here are those questions and our responses:

**Sen. Gesler:** Around the Adirondack chairs – you’re operating a sheltered workshop where people are payed below minimum wage? Will you address the range of wages for patients at the state hospital?

Oregon State Hospital offers patients a wide variety of paid vocational positions to help them build the job skills they need to be successful after they transition to the community. Examples range from housekeeping and food service to office specialist and peer advisor.

The hourly wage for patients working on the Adirondack chairs is \$12.75, which is above minimum wage.

Hourly wages for patient paid positions range from \$9.88 to \$13.52. The base rate for the only sub-minimum wage program is \$9.88, where patient wages are based

on productivity. OSH has worked closely with Disability Rights Oregon and other stakeholder/advocacy groups on this issue and has decreased the number of positions that are paid based on productivity.

**Sen. Winters:** Can you provide the demographics of the patients at OSH?

The table below shows the racial demographics of the current patients of Oregon State Hospital as of February 22, 2017.

Race	Aid & Assist		GEI		Civil		Other		OSH TOTAL		OR 2015 Census*
	#	%	#	%	#	%	#	%	#	%	%
American Indian	2	1.0%	7	3.4%	2	1.1%			11	1.9%	1.8%
Asian	3	1.6%	2	1.0%	8	4.5%			13	2.3%	4.4%
Black/African-American	20	10.4%	13	6.4%	11	6.2%			44	7.7%	2.1%
Hawaiian/Pacific Islander	1	0.5%							1	0.2%	0.4%
White/Caucasian	140	72.9%	166	81.4%	143	80.8%	1	100.0%	450	78.4%	87.6%
Other	24	12.5%	14	6.9%	12	6.8%			50	8.7%	3.7%
No Entry/Unknown	2	1.0%	2	1.0%	1	0.6%			5	0.9%	
Grand Total	192	100.0%	204	100.0%	177	100.0%	1	100.0%	574	100.0%	100.0%

\* According to US Census Bureau data (<https://www.census.gov/quickfacts/table/PST045216/41>)

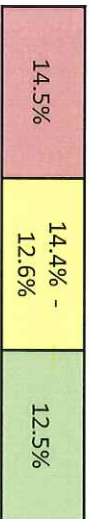
**Sen. Steiner Hayward:** Have you seen a decrease in attrition rates? I'd be curious to know what the rate is.

Please see the attached *OSH Staff Turnover Rates* document that shows the turnover data from the hospital's most recent Quarterly Performance Review.

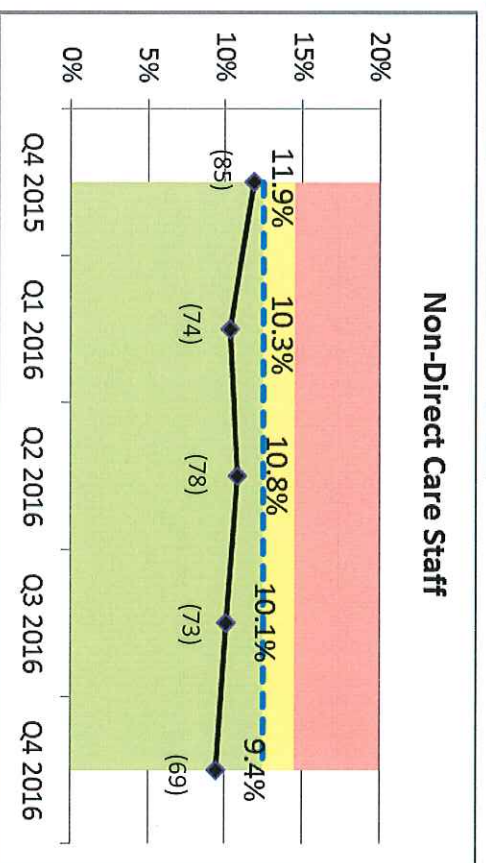
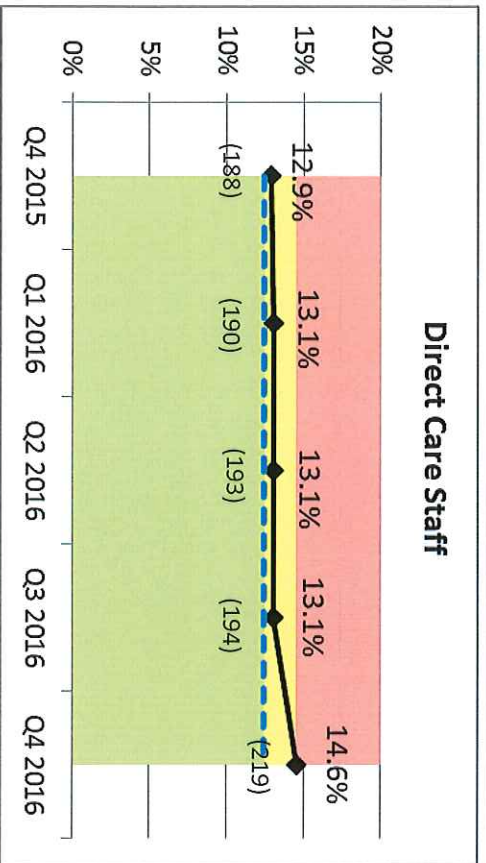
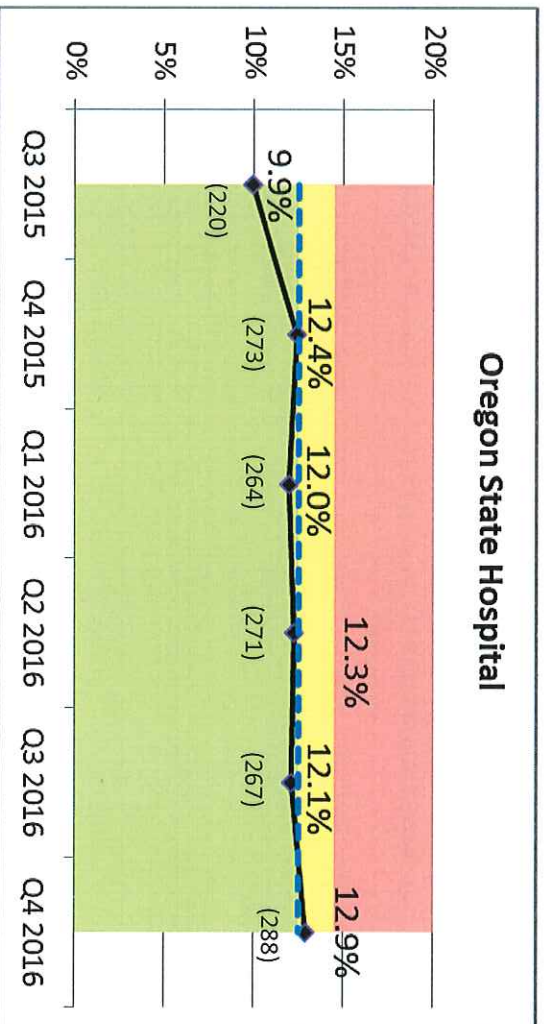
# O6 We Recruit and Retain Staff Who Share Our Vision & Values

## O6.a Staff Turnover Rates

Desired Trend = 



**Measure Description:**  
Annualized turnover rates  
**Source:** OSH Human Resources



Number of Separations (#)

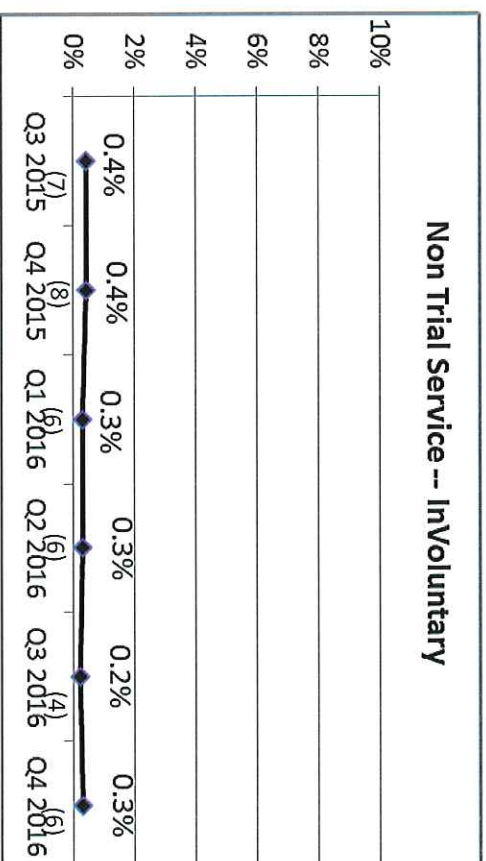
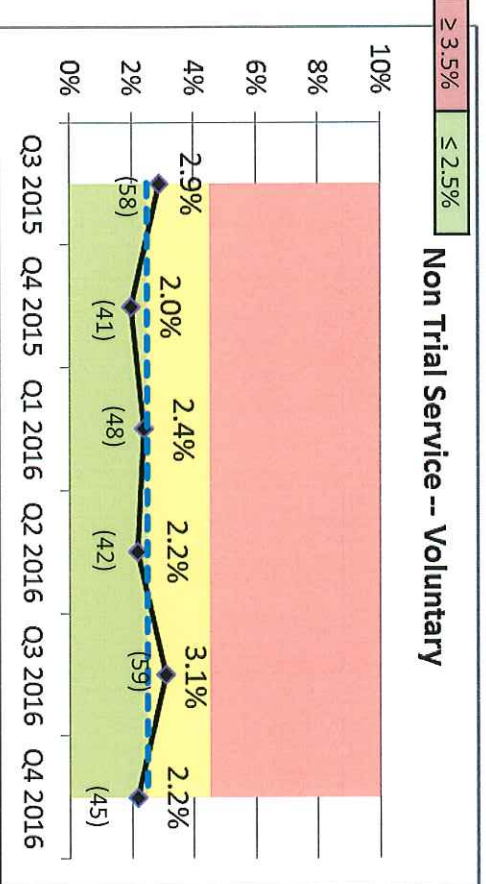
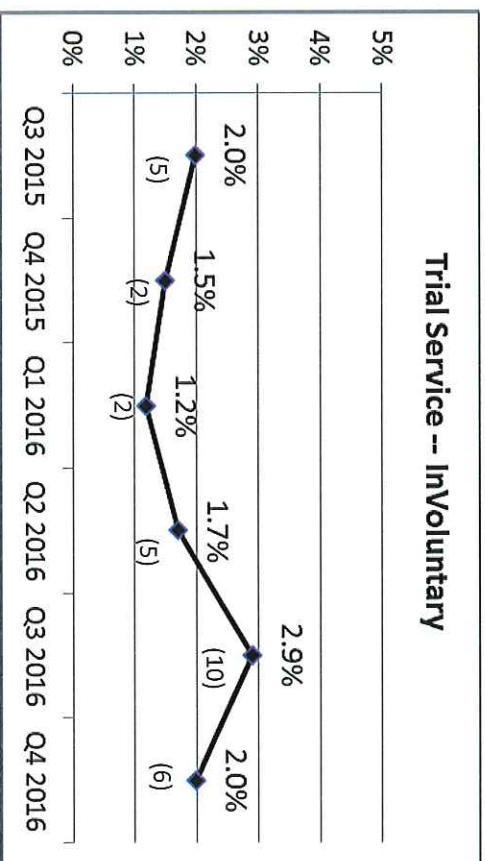
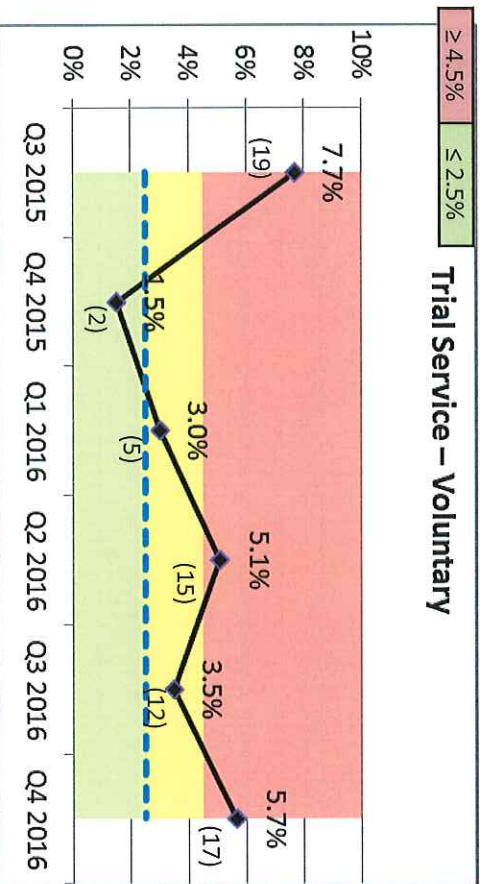
# O6 We Recruit and Retain Staff Who Share Our Vision & Values

## O6.a Staff Turnover Rates

Desired Trend = 

**Measure Description:**  
 Voluntary and Involuntary quarterly turnover rates  
**Source:** OSH Human Resources

All Staff



Number of separations (#)

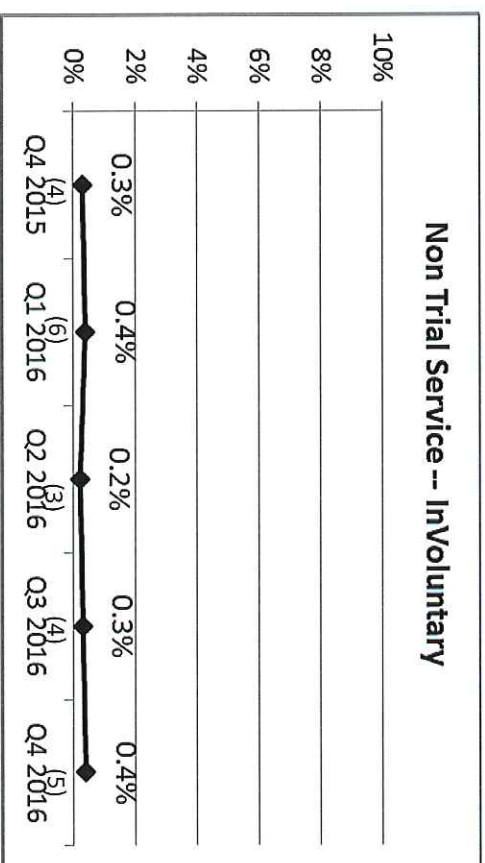
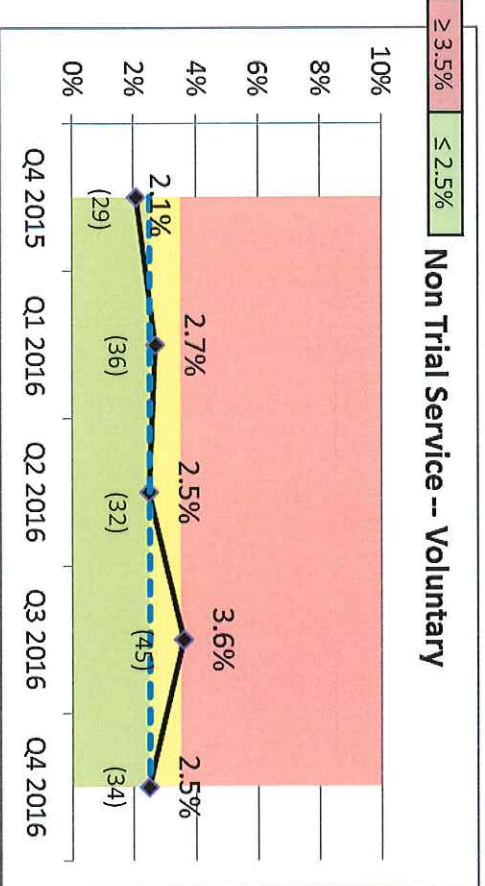
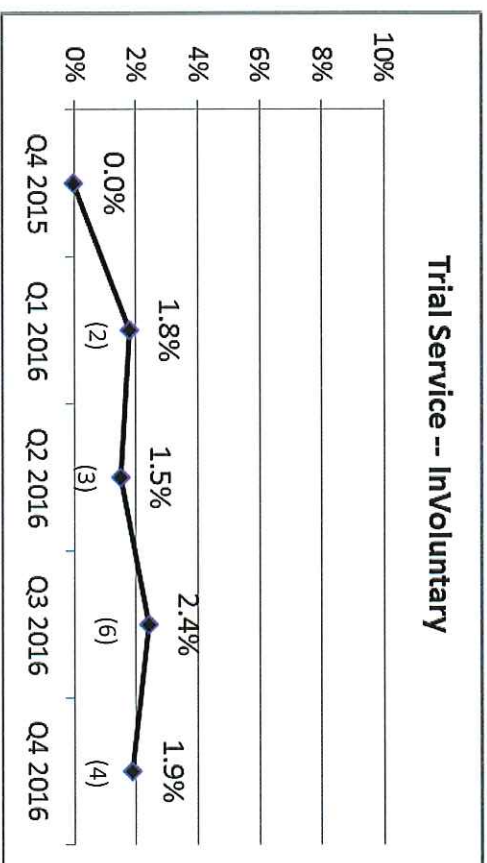
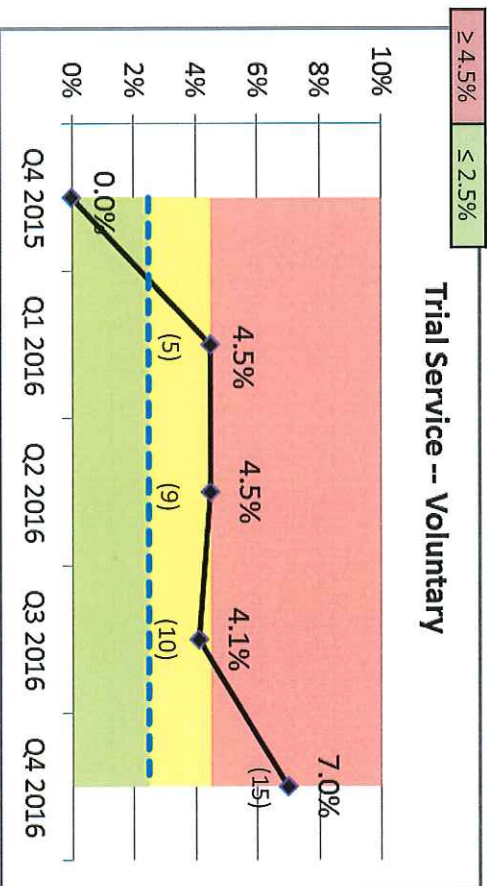
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### Direct Care Staff



Number of separations (#)

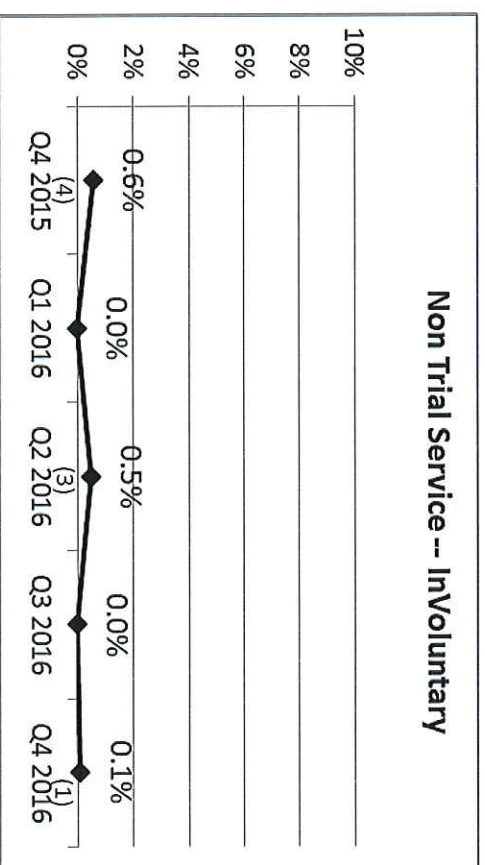
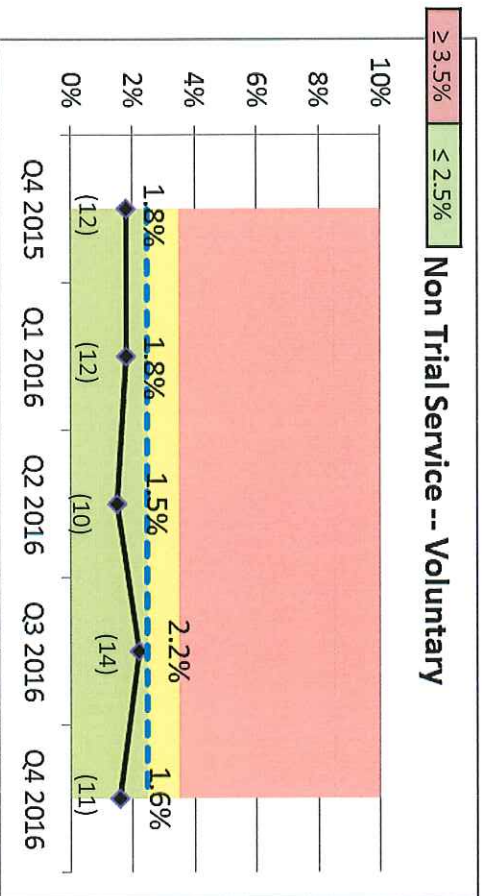
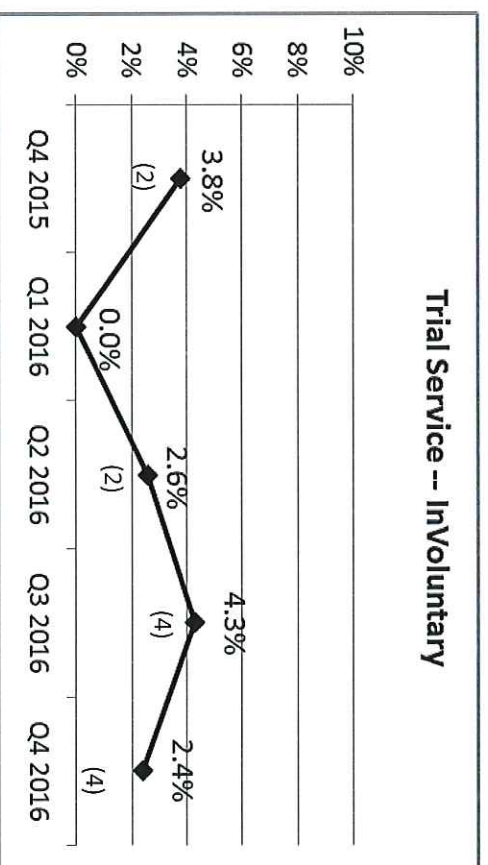
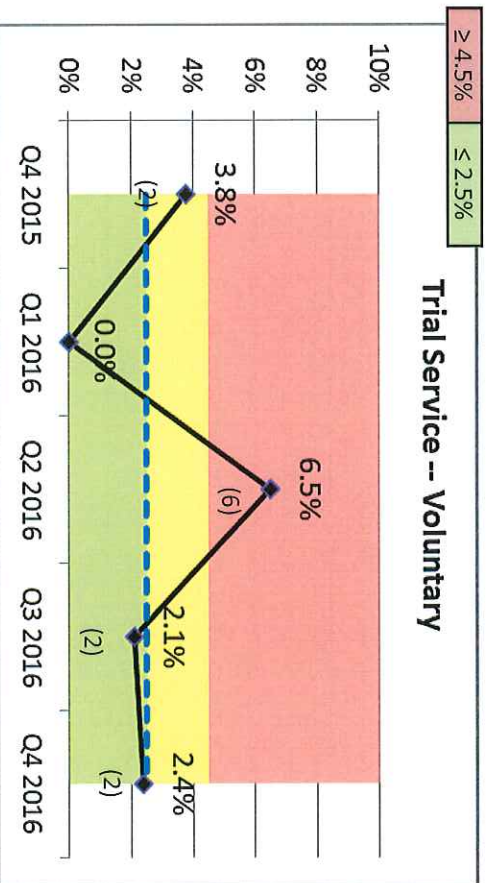
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## O6.a Staff Turnover Rates

Desired Trend = 

**Measure Description:**  
Voluntary and Involuntary quarterly turnover rates  
**Source:** OSH Human Resources

### Non-Direct Care Staff



Number of separations (#)