

## Karl LaCalli

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Good Morning,

My name is Karl LaCalli and I'm here as a board member of Community Providers Association of Oregon as I work full time as the Chief Operations Officer with Renew Consulting Inc, as we operate residential homes in 9 different counties. Each area has its share of challenges, but the most difficult one is the recruitment and retention of DSP's to give quality care for those individuals with Developmental Disabilities and Mental Health issues. The second one is to continue with administrative increases to the revolving door in this field, the training required, and the rising costs of all insurances. In this biennium we have increased wages for DSP positions nearly 10% and offered other incentives to try and keep all Renew competitive and moving forward. Those incentives would include but not be limited to: signing bonuses, referral bonuses, health insurance increase, company paid life insurance for each employee, we recently started a 401k plan with a 4% match to encourage long term planning for all Renew employees and hoping to keep them on the Renew team.

Our average hourly wage for DSP's equals \$11.46 an hour not including overtime and we offer shift differentials for certain areas just so we can be competitive with other industries. Certain industries such as fast food, bank tellers, and others are offering the same starting wage for a much less stressful job. In exit interviews it is common to see "reason for leaving" – "not enough money for this kind of work", changing fields to provide for my family, and higher paying career.

Our goal is to get back to "the why we do what we do" and make it so we pay a livable wage for those doing the incredible work of caring for people, helping them to experience quality living, and assisting them in being successful...that in itself affirms THE WHY. We all know that everything begins with leadership, it comes from the top, and we all strive to make each other successful. So please support us to make this workforce successful. Thank you so much for your attentiveness.

### **Karl LaCalli**

Chief Operations Officer  
Renew Consulting, Inc.

**"We exist to provide the greatest service possible."**

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