



**Boys &  
Girls Aid**

Co-Chairs Lieber and Nosse, and Members of the Committee, for the record my name is Vera Stoulil.

I am the VP of Programs at Boys & Girls Aid. I urge you to support Oregon Department of Human Services (ODHS) Policy Option Package (POP) 110. This would provide an upward adjustment in the Behavioral Rehabilitation Services (BRS) rate to help address the 40 to 60% annual staff turnover rate experience by providers. It would also provide over \$3M in federal matching funds.

Our organization provides shelter, residential and foster care services for youth in the custody of the Department of Human Services. We are expected to maintain a highly skilled workforce to provide support to youth with severe psychosocial, emotional, and behavioral issues. Our staff are expected to support children and youth to address their significant trauma and to build their own resiliency.

Our inability to keep pace with pay and benefits resulted in our organization's 40-60% annual turnover rate during the past four years. The overall inadequacy of the BRS rate has led to a \$2 million loss for our agency during the last 4 years in just one of our programs. Staff turnover and financial losses are consistent across the provider community. Investment is needed to ensure we provide a sustainable and thriving system of care for children and youth in care.



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POP 110 would begin to address high staff turnover by adjusting the Oregon Wage Information (OWI) to 2021 data. It would also adjust the rate ongoing to assure that the most current salary data for direct care and other staff are used in the agencies' legislatively approved budgets and will prevent years going by with no rate increases.

Thank you for your continued commitment in ensuring youth and young adults have access to high-quality supports and services so they too will have an opportunity to thrive and live their best lives.