

Submitter: David Wahler

On Behalf Of:

Committee: House Committee On Early Childhood and Human Services

Measure: HB2457

For the past 10 years I have worked as a DSP. The longevity of my employment is the exception, not the rule. Most of the DSPs I work with leave the profession within a few years of their hiring; many leave within months. At the first 24-hour care program I worked, we burned through 5 house managers in 4 years. By the time I transferred to another program there were no DSPs left who had been working there since I started. Our turnover rate rivals that of fast-food restaurants. Only my own autism keeps me committed to this profession.

It takes a lot of time and effort to build solid working relationships between a DSP and the clients they serve. When a DSP moves on to earn better pay elsewhere, those clients will have to start that process all over again with somebody else. It robs them of time they could have spent living better lives in our communities.

Higher pay improves retention. Higher retention improves care. It's really that simple.