



*a nonprofit organization assisting persons  
with developmental disabilities  
in the community*

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Co-Chairs and Members of the Joint Ways and Means Committee,

My name is Anna Keenan-Mudrick, and I am the Executive Director of Community Access Services, a nonprofit provider agency serving Oregonians with Intellectual and Developmental Disabilities (IDD) in Columbia, Hood River, Wasco, Clackamas, Washington, & Multnomah Counties. I have a Sibling with Autism which also provides me with personal connection to our field of work. And I started professionally in this field 30 years ago, as Direct Support Professional.

**Adding POP 132 into this Legislatively approved budget is absolutely vital.**

We are Monumentally grateful for your investment in our workforce last full session! But the reality is that the costs built into that model are now outdated.

In POP 132 ODDS provides adjustments to the IDD services Medicaid Provider Agency rate model based on BLS data to our average DSP wage, from \$17.81 an hour to between \$19 and \$22 an hour – I'm sure you can see how this makes sense given the job market today. It also makes some additional market adjustments, i.e. an increase in monthly employee benefits costs.

POP 132's market rate adjustments would allow us to further rebuild and then sustain our essential workforce, which we must have to continue our commitment to Oregonians with IDD, many of whom we moved out of our State's now closed Institution, to support every one of them *to live safe and fulfilled lives in their communities*. We simply can't do this without being able to effectively recruit and retain their Direct Support Professional workforce!

And these incredible, historically marginalized and grossly underpaid Direct Support Professionals, a majority of whom are women, many who are persons of color, many also single parents, deserve nothing less than a fair, competitive, professional rate of pay for the complex, individualized, varied and vital work that they do!

Help us do right by Oregonians with IDD and by our amazing employees, and help ensure the workforce stability momentum we achieved together in last full session is sustained and further fueled by adding POP 132 into the budget!

Thank you!

Most Sincerely,

Anna Keenan-Mudrick, MSW  
Executive Director