

April 28, 2025

HB 3838

Dear Representative Bowman, Vice Chairs, and Members of the Committee,

My name is Carrie Dickson, and I am an Independent Consultant representing community-based organizations that serve individuals with intellectual and developmental disabilities.

I am speaking today to express my **strong opposition** to HB 3838.

Community providers who receive state and federal funding take very seriously our responsibility to manage these resources wisely. Unfortunately, this bill would introduce **duplicative regulations** and **unnecessary administrative demands**, resulting in increased overhead costs — a move that does not reflect good stewardship of public funds.

Providers are already working with limited resources, striving to offer competitive wages, meaningful benefits, supportive workplaces, and strong career pathways for our staff. We understand that the quality of care we deliver is directly tied to how well we support our employees. Each organization finds **unique and creative ways** to meet the needs of their teams, building a sense of community, trust, and loyalty.

If HB 3838 passes, it would **undermine the individuality** of organizations like mine, forcing us into a one-size-fits-all model that doesn't reflect the diverse needs of our staff. Compliance would mean cutting valuable programs and benefits — the very things our employees appreciate and that encourage them to stay and grow with us.

Our Direct Support Professionals are drawn to employers who align with their personal values and offer a culture where they feel they belong. Similarly, individuals who receive services choose providers based on a connection to organizational culture and values. Imposing uniform standards across all providers would erode these choices, doing great disservice to Oregonians who experience intellectual and developmental disabilities.

At the heart of our system is the goal of ensuring individuals have access to **high-quality, person-centered services** that honor their choices for how they live and who supports them. The necessary regulatory framework already exists; what we need is **equitable and sustainable funding**, not additional layers of regulation.

Thank you for the opportunity to share my perspective today.

Sincerely,

Carrie Dickson

Independent Consultant, Stepway, LLC