

Submitter: Georgie Kabeto
On Behalf Of:
Committee: House Committee On Rules
Measure, Appointment or Topic: HB3838

Hello

I am here today to express strong opposition to HB3838. As community provider organizations that receive state and federal funding, we have a responsibility to be responsible stewards of public resources. Unfortunately, this bill imposes redundant and unnecessary regulations that add significant administrative burden and costs—ultimately undermining good stewardship.

Providers are already doing everything they can to stretch limited funding, ensuring their staff receive fair wages, benefits, supportive working conditions, and the resources they need to thrive. My colleagues and I understand that if we don't take care of our employees, we cannot expect them to provide high-quality care to those they serve. We each support our teams in unique ways, offering creative and meaningful benefits tailored to the needs of our staff.

Every organization has its own culture and identity—qualities that are deeply valued by our Direct Support Professionals. This bill would force providers to conform to a one-size-fits-all model, stripping us of the very qualities that make our workplaces supportive and engaging. As a result, we would be forced to eliminate the individualized benefits our staff rely on, simply to meet the uniform mandates of this legislation.

Many employees stay with their organizations not just for wages, but for the sense of community, opportunity for growth, and shared mission. Diluting these elements risks destabilizing the entire service delivery system.

The impact goes beyond staff. Individuals receiving support also choose providers whose values and approaches align with their own. Forcing all organizations to operate identically would deny these individuals the ability to choose the services and providers that best meet their needs.

The real goal should be to ensure high-quality, person-centered services based on the choices of those we support. The regulatory framework to do that already exists—it simply needs to be properly and equitably funded.

Thank you.