

Submitter: Shannon Crittenden
On Behalf Of:
Committee: Senate Committee On Rules
Measure, Appointment or Topic: SB1505

Good afternoon Chair and Members of the Committee,

My name is Shannon Crittenden, and I am an In-Home and DSA Coordinator at RISE Services, Inc., an organization that provides disability services across ten counties in Oregon. I have worked within Oregon's intellectual and developmental disabilities (I/DD) system for more than nine years, beginning my career as an Administrative Assistant.

I want to be clear at the outset: there is broad agreement that Oregon's direct care workforce needs higher wages. The question before us is not whether to raise wages, but how to do so in a way that is effective, sustainable, and responsible.

SB 1505 does not achieve that goal. The bill does not deliver higher wages for Direct Support Professionals. Instead, it introduces duplication, additional process, and administrative complexity without addressing compensation. The Legislature already has the data it needs. In 2024, the Department of Human Services completed an independent rate and wage study that identified an estimated \$530 million funding gap in I/DD services. SB 1505 does not address this gap, nor does it provide funding to close it.

Rather than investing directly in rates, SB 1505 creates a new, unelected board with broad authority to set employment and workplace standards—authority that has traditionally and appropriately remained with the Legislature. These standards could be enforced through litigation and may include requirements related to benefits, scheduling, staffing ratios, overtime, and training, all without dedicated funding to support provider compliance.

This proposal comes at a time when Oregon already leads the nation in worker protections, raising serious concerns about the necessity and effectiveness of creating an additional regulatory structure. For providers like ours—who already invest heavily in wages, training, and accountability—SB 1505 risks diverting limited public resources away from direct care and into additional bureaucracy.

If the goal is to stabilize and grow Oregon's direct care workforce, the path forward is clear: fund the rate study, invest directly in DSP wages, and strengthen existing oversight and accountability mechanisms.

Thank you for your time and consideration.

Respectfully submitted,
Shannon Crittenden
In-Home and DSA Coordinator
RISE Services, Inc.