



Services for Oregon's Most Vulnerable Citizens are in Crisis!

Turnover of direct care workers exceeds 65% costing at least \$12 million annually in replacement costs.

Other Critical Issues

- ✓ No increases in 5 years.
- ✓ Savings exhausted, some organizations face bankruptcy.

Compare!
The state is responsible for assuring the health, safety and rights of people needing Comprehensive Services.
Non-profits now provide this service in communities throughout Oregon. It would cost the State over **\$200,000,000 in direct labor costs** alone to provide the same supports.

Nearly 3,000 people with Developmental Disabilities (DD) living in Oregon communities must have twenty-four hour support. These supports were formerly provided in state institutions (e.g. Fairview), which have closed.

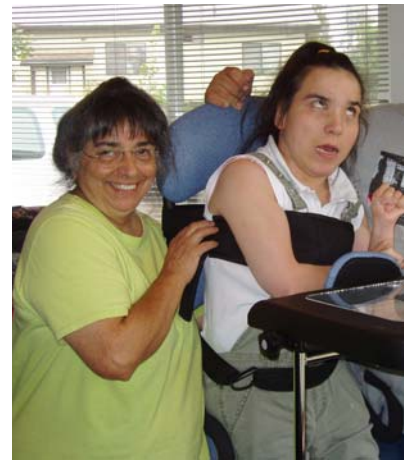
“Where’s Jen?”

It takes Theresa a long time to warm up to new staff in her group home. Placed in Fairview as an infant with cerebral palsy and mental retardation and now 48, she has lived at Shangri-La for the past 25 years. She is dependent upon support staff for most aspects of her life, including the most intimate care as well as eating, communication, mobility, and medical management.

When angry or fearful, like most of us, Theresa has a hard time controlling her behavior; she sometimes needs help to keep from harming herself or others. Theresa had finally developed a trust level with Jennifer (see reverse), the new staff at her house. When she found out Jennifer was leaving Shangri-La, she became so upset that an extra staff person had to be on duty at the house.

This is a scene that is occurring with increasing frequency throughout Shangri-La and across Oregon. Nearly seven of every ten staff hired will leave their jobs within in the first year, many within the first six months. That means finding and training over 3,000 employees every year.

And it means that Theresa must try to get used to receiving care and intimate support from a new staff every few months. She doesn't understand why people keep leaving her home, nor that it isn't somehow her fault. We try to reassure her, but ongoing turnover undermines our best efforts.



Recommendation: *An increase of approximately \$60 million in State General Funds to increase rates for current DD Comprehensive Services is needed for the 2007-09 biennium.*

Further, cost of living increases must be included in every biennial budget. Without such adjustments, community nonprofits will continue to be in crisis.