



110 Foss Way  
Troy, OH 45373  
937-335-5784  
www.rtindustries.org

**Testimony on SFY 24/25 Operating Budget  
House Finance Health and Human Services Sub-Committee**

**Chairwoman Carruthers, Ranking Member Liston, and esteemed committee members,**

**I want to thank you for the opportunity to testify before you today.**

**My name is Michelle S. Mundy, and I am the HR Director of RT Industries, and we are located in Troy Ohio, serving Miami, Shelby, Darke, Auglaize & Montgomery Counties. We are an organization that provides day, and employment services through the home and community-based waiver program administered by the Department of Developmental Disabilities (DODD). Our team of thirty (30) Direct Support Professionals are proud to provide essential services to over one hundred fifty (150) Ohioans with intellectual and developmental disabilities each month.**

**I am very supportive of the budget initiatives outlined by Governor DeWine and Director Hauck for DODD.** The changing labor landscape and accompanying shortage of workers, including direct support professionals (DSP), threatens our ability to provide the critical supports on which the people we serve, and their families rely.

The greatest struggle as an HR Director for a non-profit is being able to offer competitive wages for our staff who are working because they have amazing, giving hearts. They are working so that the people that we serve are being able to live their best lives. Providing day services, employment support and community engagement is all a part of what RT brings to the table. As an HR Director I want to be able to give back to the staff that work so hard to maintain the highest quality of life for our persons served.

RT provides opportunities for individuals with disabilities to not only live, but thrive! In day services we offer our persons served a place to come so that they can express themselves in activities and promote friendships. In employment support we offer the scope of working in a group setting or individualized employment. In community engagement we offer structured activities in the community so that our persons served are able to feel committed, and a part of our community.

The families and loved ones of our persons served rely on RT and private providers to deliver quality care, engagement, and training so that they can continue to participate in our community. We cannot offer this without taking a good look at the wages of our employees that are on the front lines making the dreams of our individuals come true.

The Governor's proposed budget initiatives, guided by the leadership of Director Hauck, is a great foundation to reinforce and rebuild the services provided by RT Industries. **We encourage this subcommittee to approve the Governor's budget proposal for DODD and to invest additional dollars into these vital services to raise direct support professional wages to at least an average of \$20.64. This investment will help us recruit and retain the workforce needed to continue to provide our quality services.**

*Helping people achieve personal success by developing skills  
to confidently work, interact and thrive in the community.*

*~ Safety ~ Collaboration ~ Camaraderie ~ Growth ~ Integrity ~ Excellence ~ Innovation ~*





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With your leadership, together we can ensure these services are available to the Ohioans that so greatly need them! **Thank you again, for the opportunity and privilege to bring my concerns before you and if I can ever be of any help in this process, please let me know.**

Michelle S. Mundy  
[Michelle.mundy@rtindustries.org](mailto:Michelle.mundy@rtindustries.org)  
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