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Testimony on HB 33
Supporting the DD Workforce
3/22/23

DSP's work endlessly to provide quality care to the individuals we serve. We have some DSP's working 90+ hours a week and they do it because they know there is no one else to do it. We are starting to see it takes everything they have to come to work, they are tired! They still show up and do an exceptional job. We have DSP's who are ready to retire and who deserve to retire but they are staying because there is no one to take their place. Sometimes the staff are too tired to take folks out to activities from working so many hours but somehow they put on a brave face and they go. We need a pay increase to get more staff to show up for interviews and when they hear our pay rate they would be willing to stick around and hopefully fall in love and choose to make this a career. When we mention our pay rate they basically laugh in our face and we don't hear from them again. Not only will pay increase help the staff crisis it will give our DSP's who are currently working the pay they deserve for taking care of someone's LIFE! DSP's have so much more responsibilities than someone at a fast food joint or your local Walmart, they are taking care of people's lives and we can't even compete in pay with a job where their responsibilities are to just get someone's order correct, and come on, we all know they can't even do that right but we expect our DSP's to pass medications, run doctor's appointments, advocate for their health, help with personal hygiene tasks, deal with behaviors and just make sure their individual's quality of life is the best it can be. Not to mention the abundance of training they have to keep up with. I know the state of Ohio can do better to support a pay increase for our DSP's. Without DSP's individuals with DD would not be able to live the life they have. We have made so many strides in the right direction with inclusion and acceptance, it's now time to make strides for the DSP's and their pay increase!