

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

I have managed an agency for almost 10 years and hired many DSP's. The one common thread is that this is a position that most everyone enjoys. To be able to advocate and make someone's day and life better is the most rewarding and important task a person can do. From the individuals themselves, to the family members our HPC services make a huge difference. Unfortunately, many staff leave this industry because they just can't live off of the wages we can afford to pay. It is always with tears in their eyes that they leave and there is nothing we can do. The reimbursement is locked in. Rising costs of liability insurance, workers comp, etc doesn't allow much wiggle room. When they can make more flipping hamburgers with opportunities for insurance, they don't have a choice. I came to this agency in January of 2022. In April of 2022 I was given an option of taking a pay cut myself, lowering the hourly rate of pay for the DSP's I employ, or they would close down the DODD division. I took the pay cut and sacrificed myself. Why? Because I care about are staff and our individuals. It is hard to overcome the stamina of caring with someone with a disability. The employees who give of themselves deserve to be paid the highest wage possible. What price do you put on someone that can be an influencer in so many ways? I enjoy working as a DSP when there is no staff available. The smile when you walk in the door, while priceless, doesn't pay the bills.