

Lauren Hagenbuch
 Senate Medicaid Committee
 Interested Party Testimony, House Bill 33
 5/4/2023

Chairperson Romanchuk, Ranking Member Ingram, and members of the Senate Medicaid Committee, Thank you for the opportunity to provide testimony on House Bill 33: specifically in support of increasing the average wages of Direct Support Professionals (DSPs) to \$20/hr.

I am Lauren Hagenbuch, a speech pathologist, a mother, a daughter, a sister, a “single sib,” an advocate, a Buckeye, and an amateur ukulele enthusiast. I’m happy to be here today with The Arc of Ohio.

My only sibling and I have a great deal in common. We enjoy Lake Erie, the Emerald Necklace, Cuyahoga Valley National Park, and we have no plans to leave the lovely “North Coast” area of our great state. However, my brother and I do have several differences. My brother is severe-profoundly intellectually-developmentally disabled (I/DD). He is unable to speak, but communicates via a variety of assistive technology and inventive alternative means. My brother’s daily activities may *appear* different than what is typically deemed meaningful, gainful, or productive; but he led a life filled with purpose, friendship, and full community inclusion in the Greater Cleveland area prior to the last 2-3 years. I am here today to present factual information supporting that an increase in wages for DSPs to an average of \$20/hr would drastically save tax payer dollars while simultaneously promoting the highest quality of life to allow all Ohioans to reach their God-given potentials.

Prior to the DSP crisis; my brother only required limited supports and interventions to maintain his status as a productive member of society; therefore fewer Medicaid dollars were spent on his needs. Unfortunately, the DSP shortage has terminated his life as he knew it; relegating him to home, isolating him from vocational activities, friends, and his community. The loss of his purpose in life coupled with significant communication difficulties led to severe depression and ultimately an **intensive level of skilled medical care** to facilitate his return to baseline as a cherished community member. My brother is an Ohio Medicaid recipient, meaning that his now intensive level of medical care directly impacts our fellow Ohioans and the use of our tax dollars. This was avoidable.

DSPs in Ohio earn abhorrently low wages; therefore rendering the retention of workforce, talent, and skill impossible. I understand the need to "do less with more" given the current economic climate. Yet, the table below demonstrates how "less" led to flagrant waste of dollars regarding the care of my adult brother.

Precisely **\$69,249 could have been saved**. \$6800 would have been required (at the proposed \$20/hr rate) to allow my brother to maintain his stats as a contributing community member. A direct result of DSP shortages forced my brother to only be able to receive intensive supports via an emergency congregate-living program. He unfortunately received indescribable treatment until we removed him after 36.6 days. My brother’s own words describing his experience at the emergency respite home are attached to this file. The table below outlines the **actual** funding for services that he required as a direct result of a lack of DSPs.

Comparison of same calendar duration of time	10/30/22-11/17/22	11/17/22-12/24/22	Total	Difference: \$69,249
(avoidable) <u>Medical Inpatient Stay + Emergency Respite Home</u> : 36.6 days (24/7 care)	*Inpatient Costs: \$51,944	**Emergency Respite Home: \$24,105	My brother’s <i>actual</i> total: \$76,049	
<u>DSP Supports</u> ; requiring M-F; excluding holidays, utilizing proposed rate \$20/hr	\$2,240	\$3,840	\$6,800	

*My Brother is still receiving ongoing weekly rehabilitating therapeutic services via Ohio Medicaid to rehabilitate him and reintegrate him into the community as a direct result of being removed from it secondary to loss of DSPs. He did not require these services prior to the DSP shortage.

Increasing wages to retain DSPs holds paramount both fiscal and ethical considerations; not only for adults with I/DD, but also for DSPs and the taxpayers.

My brother and I have never had the privilege of a “typical” brother-sister relationship; but this does not mean we are not close. The DSP crisis has resulted in the loss of us to have a meaningful family relationship; one that we have enjoyed since childhood. The sibling relationship is statistically most likely to be the longest relationship across the lifespan. **Please help save ours.**

With the deepest appreciation of your time,
 Lauren Hagenbuch

C. Hagenbuch; 4 years old
Verbally dictated and scribed by Lauren Hagenbuch
Senate Medicaid Committee
Interested Party Testimony, House Bill 33
5/4/2023

“Please make the world nice for Uncle Ryan. Uncle Ryan needs care and love and people who don’t steal his voice. Please make laws to help Uncle Ryan.”

Sunday, December 18th, 2022

PAG +1 new

PAG +6 eat

PAG +1 open

PAG +1 new 1

PAG +2 shirt

PAG +7 hang out

PAG +3 go

PAG +3 all done 2

PAG +1 want

DEL +1 DISPLAY

PAG +1 play

PAG +1 water activities

DEL +2 DISPLAY

PAG +16 CHAT

PAG +1 I feel nervous

PAG +16 relax

PAG +2 something is different but I am safe and okay

PAG +14 relax 3

PAG +2 I need space

PAG +0 yes

PAG +3 I

PAG +14 am

DEL +31 WORD

DEL +0 WORD

DEL +0 WORD

DEL +3 WORD

DEL +0 WORD

DEL +1 DISPLAY

PAG +10 happy

PAG +5 I

PAG +1 am

PAG +3 happy

PAG +15 to

DEL +0 WORD

PAG +0 too

PAG +5 I

PAG +1 love 4

PAG +1 you

PAG +14 CHAT

PAG +8 I feel nervous

PAG +3 relax

PAG +2 I want to be in my room

PAG +2 relax

PAG +6 I want to be in my room

PAG +6 go

PAG +2 all done 5

PAG +8 on

PAG +30 all done

PAG +7 go

PAG +0 all done

PAG +0 all done

Background

- This information is logged directly from the communication device that Ryan uses as his “voice” as he is nonverbal.
- Ryan had to be placed in an emergency respite home that is owned by Cuyahoga County Board of Developmental Disabilities (Cuyahoga DD); this is directly because there were not any DSP staff to help him stay in his own home.
- Cuyahoga DD owned Respite Home Staff removed his communication device from him many times.
- On my 12/18/22 visit I had to retrieve his communication device and give it to him.
- All of these statements are what Ryan communicated to me when I visited him in the home, and gave him back his communication device.
- **Communication is a human right. It is indefensible to remove someone’s ability to talk.**
- This document highlights just a few items to explain in detail what Ryan had to say about his lack of ability to be in his own home, his own community, and with his own friends.

1	Ryan was requesting new clothing. All of his clothing was taken from him. His closet was empty as was his chest of drawers. The Cuyahoga DD Respite home never found his clothing. I have no idea how long he was without clean clothing. The conditions were deplorable.
2	Ryan was saying “go” and “all done” and gesturing while using body proximity to indicate he wanted to leave and come home with me.
3 5	Ryan continued to express his stress and anxiety and requesting to leave the respite home, requesting to go to his home, and requesting to be all done with the respite home.
4	Expressing affection for me (family).

MONTHLY DATA SHEET - USE ONE FOR EACH SHIFT AS APPLICABLE

Name: Ryan Breyer

Month/Year: December / 2022

Enter appropriate counts for each category/entry below; time and duration are recorded on back of form; TOTALS FOR MONTH IN LAST COLUMN

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	TOT	
Targeted Safety Threats to Decrease	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Early Indicators of Distress (1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Escalating Distress / Low Intensity (2)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Increased Physicality (2.5)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
High Intensity SIB (3)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Physical Aggression	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Helmet / Mitts applied by himself (duration on page 2)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Reactive RM (see reverse)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Initials																																	

STAFF SIGNATURE

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DATA SHEETS ARE TO BE SUBMITTED TO CCRDD EACH MONTH, NO LATER THAN THE 10th DAY. PLEASE SEND TO behaviordata@cuyahogabdd.org

This log for services appears blatantly falsified. Multiple pieces of evidence substantiating the alleged falsification of this document are available upon request to L. Hagenbuch; Hagenbuch.LE@gmail.com

This documentation appears to have been filled out all on the same day, as the writing appears the same, and days were documented even after Ryan was removed. It is likely the same individual filled out the entire log at the same single time; otherwise unlikely that the individual would have sought out a log for a client who was not there at that time.

Therapeutic Program Worker - Up to \$1000 Bonus...

D

Developmental Disabilities - Warrensville Developmental Center
Highland Hills, OH

Apply on Jora

State run facilities have starting pay \$20/hr with benefits.

Private agencies do not - see below

🕒 19 days ago 📁 Full-time 🛡️ Health insurance 📅 Paid time off

Job highlights

Identified by Google from the original job post

Qualifications

- High school diploma or equivalent
- Valid driver's license with less than 6 points
- No experience required
- Knowledge of J.C.A.H. (Joint Council for Accreditation of Hospitals) standards for resident care of ICF/IID (Intermediate Care Facility for Individuals with Intellectual Disabilities) standards for resident care and Resident Review and Licensing Regulations*
- Skill in operation of motor vehicle; direct care procedures (e.g., taking of vital signs, rendering of tub baths, appropriate lifting, and positions procedures, first aid)
- Ability to deal with problems involving several variables within familiar context; maintain records; cooperate with co-workers; develop good rapport with residents and/or patients; demonstrate physical strength to lift 50-100lbs; read short sentences with concrete vocabulary
- May be exposed to unpredictable resident behavior, must be able to bend, stoop, stand, lift, and run

- The final candidate selected for the position will be required to submit to urinalysis prior to the appointment to test for illegal drug use

Responsibilities

- Assists with eating, bathing, toileting, personal hygiene, oral hygiene, dressing, grooming, communication, money management, etiquette, and social skills
- Implements active treatment activities such as gym, pavilion, activity room and pool
- Assists with planning and shopping activities (e.g., shopping, vocational skills, hair appointments)
- Complete various daily, monthly documentation
- Including documentation any unusual incidents or reporting any reaction to medication
- Perform light housekeeping duties in the living areas
- Assists with redirecting unsafe actions to bring about positive outcomes

Benefits

- Job Description - Therapeutic Program Worker - Up to \$1000 Bonus Available!
 - Compensation: \$20.00/hr; increases to \$20.31/hr after 4 months
 - Starting Hourly Pay: \$20 per hour
 - 1st Raise in 4 Months (increase to \$18.38 per hour)
 - \$500 bonus after 120 days
 - \$500 bonus after one year
 - Multiple pay increases over your first 3.5 years of service, with an end salary of \$20.92 per hour (\$43,513 per year) for first shift employees
 - This does not even include overtime opportunities or shift differential pay!
 - Shift differential pay for 2nd & 3rd shift (additional \$0.60 per hour)
 - Potential for up to \$2000 in referral bonuses
 - Tuition Reimbursement
 - Medical Coverage Available the 1st of the Month Following Start Date
- Free Dental & Vision After 1 Year

- Generous Benefits Package Including Vacation, Sick, Holiday, and Personal Leave

Job description

Job Description - Therapeutic Program Worker - Up to \$1000 Bonus Available! (FT/PT) (230003Q3)

: United States of America-OHIO-Cuyahoga County

:

Warrensville Developmental Cen

4325 Green Road

Highland Hills 44128

: Developmental Disabilities - Warrensville Developmental Center

Classified Indicator: Classified

Bargaining Unit / Exempt: Bargaining Unit

Compensation: \$20.00/hr; increases to \$20.31/hr after 4 months

: May 16, 2023, 3:59:00 AM

: Developmental Disabilities

Agency Contact Name: Erica Darthard

Agency Contact Information: erica.darthard@dodd.ohio.gov

Join Our Team!

Accepting applications for Therapeutic Program Worker

Starting Hourly Pay: \$20 per hour

- 1st Raise in 4 Months (increase to \$18.38 per hour)
- \$500 bonus after 120 days

- \$500 bonus after one year
- Multiple pay increases over your first 3.5 years of service, with an end salary of \$20.92 per hour (\$43,513 per year) for first shift employees. This does not even include overtime opportunities or shift differential pay!
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Who Are We?

The Department of Developmental Disabilities (DODD) is a trauma informed care agency focused on implementing our core values and providing support to people with developmental disabilities. We oversee a statewide system of supportive services that focus on ensuring the health and safety, supporting access to community participation, and increasing opportunities for meaningful employment. To learn more about DODD click .

DODD Core Values:

To help Ohioans with developmental disabilities, DODD has embodied the following core values that focus on the experience of our customers, the people we serve, and their families:

- Kindness & Empathy – All interactions are based on genuine care and concern for all involved. We listen to those we serve, our partners, and each other.
- Collaboration – We engage with each other and our partners with openness and trust.
- Transparency – We are accessible and visible in our business practices.
- Quality Innovation – The services we deliver are value-added and promote excellence.
- Inclusiveness – Cultivate an environment that embraces diversity and ideas at every level of interaction. Our systems and processes are designed to ensure that every person is treated equally, and every voice is heard fairly.
- Accountability – We conduct ourselves professionally and will manage taxpayer dollars responsibly.

What does a Therapeutic Program Worker do?

A Therapeutic Program Worker (TPW) is a direct care worker that helps residents with daily living skills and assists them with becoming more independent, to achieve their goals. Support given to the individual will vary based on each person's needs and capabilities.

Key TPW Tasks:

- Assists with eating, bathing, toileting, personal hygiene, oral hygiene, dressing, grooming, communication, money management, etiquette, and social skills
- Implements active treatment activities such as gym, pavilion, activity room and pool
- Assists with planning and shopping activities (e.g., shopping, vocational skills, hair appointments)
- Complete various daily, monthly documentation
- Including documentation any unusual incidents or reporting any reaction to medication
- Perform light housekeeping duties in the living areas
- Assists with redirecting unsafe actions to bring about positive outcomes
- High school diploma or equivalent
- Valid driver's license with less than 6 points
- No experience required

Knowledge of J.C.A.H. (Joint Council for Accreditation of Hospitals) standards for resident care of ICF/IID (Intermediate Care Facility for Individuals with Intellectual Disabilities) standards for resident care and Resident Review and Licensing Regulations*. Skill in operation of motor vehicle; direct care procedures (e.g., taking of vital signs, rendering of tub baths, appropriate lifting, and positions procedures, first aid). Ability to deal with problems involving several variables within familiar context; maintain records; cooperate with co-workers; develop good rapport with residents and/or patients; demonstrate physical strength to lift 50-100lbs; read short sentences with concrete vocabulary.

(*) Developed after employment.

• ** Currently, 1st, 2nd, and 3rd Shift Positions are Available ***

Unusual Working Conditions:

May be exposed to unpredictable resident behavior, must be able to bend, stoop, stand, lift, and run. Developmental centers operate 24/7, year-round.

Join Our Team, Apply Today!

Follow us on Facebook, Twitter, LinkedIn & YouTube @DODDOhio

The State of Ohio is an Equal Employment Opportunity Employer and prohibits discrimination and harassment of applicants or employees as defined in applicable federal law, state law, and any effective executive order.

Ohio is a Disability Inclusion State and strives to be a Model Employer of Individuals with disabilities. The State of Ohio is committed to providing access and inclusion and reasonable

accommodation in its services, activities, programs and employment opportunities in accordance with the Americans with Disabilities Act (ADA) and other applicable laws. To request a reasonable accommodation, contact the hiring manager or coordinator Tamara Hairston at 614-466-



Apply on Jora

Background Check Information

Background Check Information:

The final candidate selected for the position will be required to undergo a criminal background check. Criminal convictions do not necessarily preclude an applicant from consideration for a position. An individual assessment of an applicant's prior criminal convictions will be made before excluding an applicant from consideration.

The final candidate selected for the position will be required to submit to urinalysis prior to the appointment to test for illegal drug use. An applicant with a positive test result will not be offered employment.

The final candidate selected for the position will be required to provide proof of Covid-19 vaccination in accordance with Centers for Medicare and Medicaid Services Final Interim Rule 2021-23831, 42 CFR 483.430(f) and State of Ohio Administrative Policy



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Developmental Disabilities - Warrensville Developmental Center



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Direct Support Professional Residential



Tahgis Imports Incorporated
Cleveland, OH

Apply directly on ZipRecru...

State ran facilities starting pay \$20/hr and benefits.

Here is a private DSP agency w/ starting pay \$13-14/hr and no benefits.

\$ 13–14 an hour Part-time No degree mentioned

Job highlights

Identified by Google from the original job post

Qualifications

- Skills and Abilities: Maturity and ability to maintain professional appearance and work professionally with a variety of personalities and situations at all times
- Must have ability to communicate well in English both verbally and in writing
- Possess basic mathematical skills in order to assist residents with medications, shopping, cooking, and managing money
- Must pass BC1/FBI criminal background check
- HOWEVER, certifications must be earned within regulatory time frames and can be provided
- Required to obtain and maintain annually CPR/First Aid certification and successfully complete a minimum of 20 hours of continuing education annually

Responsibilities

- 2nd (3pm-11pm) and 3rd shift (11pm-7am)

- Provide direct care, supervision, and supports to the individual in accordance with their Individual Supports Plan (ISP), IPP, program design, and trainings using a person-centered approach
- Assist with assessment, behavioral intervention, and planning for individual
- Understand and carry out the individual's IBSP and ISP goals, plans, and methods for reaching those goals
- Assist with physician ordered care including medications, special diets, and other physical needs
- Work with other staff, consultants, regional center representatives, and others to provide all necessary services to the individual

Benefits

- RATE OF PAY: Direct Support Professional 13.00-14.00:
- Mileage reimbursement at \$0.25 per mile
- Company Description 90 Day Sign On Bonus Competitive Industry Rates

Job description

Employment Type

Part-Time

Job Description

Direct Support Professionals

RATE OF PAY: Direct Support Professional 13.00-14.00: . Mileage reimbursement at \$0.25 per mile.

Thursday - Sunday

2nd (3pm 11pm) and 3rd shift (11pm-7am)

ESSENTIAL FUNCTIONS

- Provide direct care, supervision, and supports to the individual in accordance with their Individual Supports Plan (ISP), IPP, program design, and trainings using a person-centered approach.

- Assist with assessment, behavioral intervention, and planning for individual.
- Understand and carry out the individual's IBSP and ISP goals, plans, and methods for reaching those goals.
- Assist with physician ordered care including medications, special diets, and other physical needs.
- Work with other staff, consultants, regional center representatives, and others to provide all necessary services to the individual.

REQUIREMENTS

Education: High School Graduate or Certificate of High School Equivalency (GED) is preferred.

Skills and Abilities: Maturity and ability to maintain professional appearance and work professionally with a variety of personalities and situations at all times. Must have ability to communicate well in English both verbally and in writing. Possess basic mathematical skills in order to assist residents with medications, shopping, cooking, and managing money.

Other Requirements:

- Must pass BC1/FBI criminal background check.
- 8 Hour Provider Training, Medication Administration certification preferred upon hire, but not required. HOWEVER, certifications must be earned within regulatory time frames and can be provided.
- Required to obtain and maintain annually CPR/First Aid certification and successfully complete a



Apply directly on ZipRecru...

job type: full time

All Positions Available.

Company Description 90 Day Sign On Bonus Competitive Industry Rates

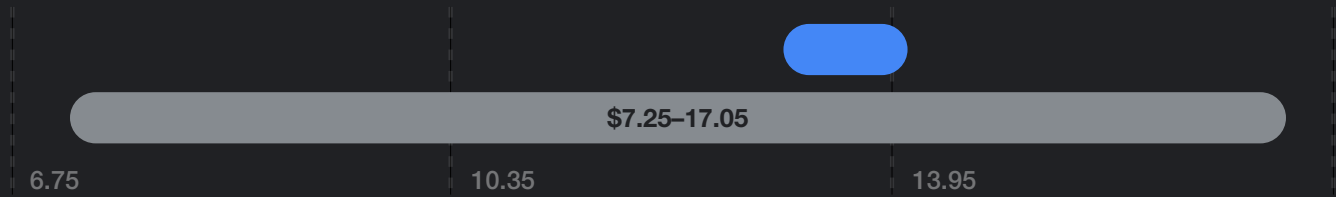


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Hourly Pay comparison



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