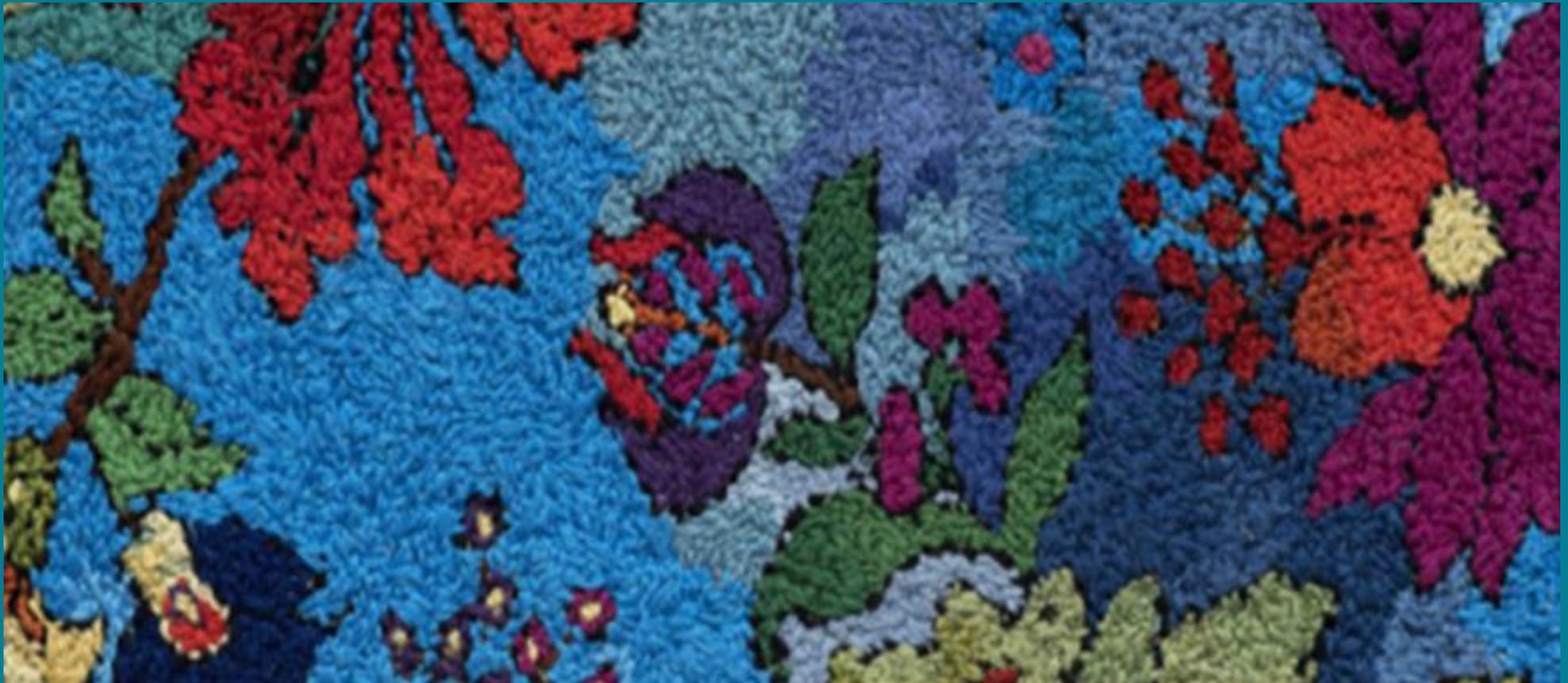




NATIONAL
CORE
INDICATORS™

2017 Staff Stability Survey Report: Oregon



NASDDDS

National Association of State Directors of Developmental Disabilities Services



Human Services
Research Institute

Introduction

Collecting Comprehensive Data on the DSP Workforce

Around the country, state developmental disability agencies focus on improving the quality and stability of the workforce of direct support professionals (DSPs) who assist adults with intellectual and developmental disabilities. These efforts come at a time of escalating demand for long-term services and supports in home and community-based settings. Importantly, states also seek to reduce the costs associated with staff turnover at provider agencies¹ and to reduce the impact of turnover on the quality of supports and outcomes for consumers^{2,3}.

Each year, National Core Indicators™ (NCI™)—a collaboration between the National Association of State Directors of Developmental Disabilities Services, the Human Services Research Institute, and participating states—works with member states to collect comprehensive data on the workforce providing direct supports to adults (age 18 and over) with intellectual and developmental disabilities. The goal is to help states benchmark their workforce data to those of other states so they can measure improvements made through policy or programmatic changes.

¹ U.S. Department of Health and Human Services (2006). The supply of direct support professionals serving individuals with intellectual disabilities and other developmental disabilities: Report to Congress. Retrieved from <http://aspe.hhs.gov/daltcp/reports/2006/DSPsupply.htm>

² Ibid.

This report presents the results for the 95 provider agencies in Oregon that completed the 2017 Staff Stability survey. This report includes data on private agencies only.

Oregon House Bill 2684 requires residential training facilities and residential training homes to submit annual staffing data to a nationally standardized reporting survey organization specified by the Department of Human Services. The NCI Staff Stability Survey meets the obligations of such organizations under sections 2 and 3 of the ORS 443.400 to 443.455.

Some residential training facility and residential training home providers included in this report also provide supports in in-home and non-residential settings. As a result, some data in this report demonstrate information on DSPs in in-home and non-residential settings. However, the DSP wage information in this report is specific to DSPs working in residential settings.

³ Larson, S.A., Hewitt, A. & Lakin, K.C. (2004). A multi-perspective analysis of effects on recruitment and retention challenges on outcomes for persons with intellectual and developmental disabilities and their families. *American Journal on Mental Retardation*.

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Results of the 2017 Survey

NCI works with member states to collect comprehensive data on the workforce of DSPs providing supports to adults (age 18 and over) with intellectual and developmental disabilities.

This report presents the results for the 95 residential provider agencies in Oregon that completed the 2017 survey.

The aggregate results for the agencies in this report are indicated by “Report Average.” The OR average (including other agencies not in this report) is indicated by “OR Average.”

Oregon House Bill 2684 requires residential training facilities and residential training homes to submit annual staffing data to a nationally standardized reporting survey organization specified by the Department of Human Services. The NCI Staff Stability Survey meets the obligations of such organizations under sections 2 and 3 of the ORS 443.400 to 443.455.

For the purposes of this survey, what is a DSP?

This survey asks about people employed as **Direct Support Professionals (DSPs)**. This includes all paid workers whose primary job responsibility is direct support.

More specifically, DSPs include

- All people whose primary job responsibility is to provide support, training, supervision, and personal assistance to adults with intellectual and developmental disabilities.
- All full-time and part-time DSPs.

- All paid staff members who spend at least 50% of their hours doing direct service tasks. These people may do some supervisory tasks, but their primary job responsibility is direct support work, and more than half of their working hours are spent providing direct support.

For example, the DSP workforce includes the following job titles and those in similar roles (*this list is NOT exhaustive*):

- Home Health Aides (HHAs)
- Homemakers
- Residential Support Workers (RSWs)
- Community Habilitation Specialists
- Personal Attendants/Personal Care Aides
- DSPs working at job, day programs or community support programs

The following types of workers are not considered DSPs and are not included in this report:

- Temporary workers
- Licensed health care staff (nurses, social workers, psychologists, etc.)
- Administrative staff, or full-time managers or directors, unless they spend 50% or more of their hours providing direct hands-on support and personal assistance or supervision to individuals with disabilities

Characteristics of Responding Agencies

Table 1. Does your agency ONLY support adults with intellectual/developmental disabilities?⁴

AGENCY	Does your agency ONLY support adults with intellectual/developmental disabilities (IDD)?	If “No,” can you isolate and report separately on the wage information, vacancy rates, benefits of DSPs who work exclusively with adults with IDD?
ADULT LEARNING SYSTEMS OF OREGON	Yes	
ALBERTINA KERR CENTERS	No	No
ALTERNATIVE SERVICES INC. OREGON	No	Yes
ALVORD TAYLOR	Yes	
ARCADIAN INCLUSION MANAGEMENT	Yes	
ARMSTRONG 24 HOUR CARE HOME, LLC	Yes	
AROUND THE CLOCK SUPPORT	Yes	
ASHLAND SUPPORTED HOUSING – ASH	Yes	
BARCH, INC.	Yes	
BENCO	Yes	
BETHESDA LUTHERAN COMMUNITIES	Yes	
BRIDGES ENTERPRISE, LLC	Yes	
BRIGHTSIDE LIVING, LLC	Yes	
CATHOLIC COMMUNITY SERVICES	No	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	Yes
CENTRAL OREGON COLLECTIVE	Yes	
CHAMBERLIN HOUSE	Yes	
CHOICES UNLIMITED, INC.	Yes	
COMMUNITY ACCESS SERVICES II, INC.	No	Yes
COMMUNITY LIFE LLC	Yes	
COMMUNITY SERVICES, INC.	Yes	
COMMUNITY SUPPORT SERVICES, INC.	Yes	
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	
CORNERSTONE VALLEY INC	No	Yes
CROSSROADS RESIDENTIAL HOME	Yes	
DAI S'LA	Yes	
DANVILLE SERVICES OF OREGON, LLC	No	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	
DUNGARVIN OREGON, LLC	No	Yes
EASTCO DIVERSIFIED SERVICES	Yes	
EDWARDS CENTER, INC.	Yes	

⁴ If an agency was able to report separately on the DSPs providing support to adults with IDD, they were instructed to report on that population for the remainder of the survey. If an agency was unable to report separately on the DSP workforce working with adults with IDD, they were asked to continue with the survey and report on all DSPs.

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AGENCY	Does your agency ONLY support adults with intellectual/developmental disabilities (IDD)?	If "No," can you isolate and report separately on the wage information, vacancy rates, benefits of DSPs who work exclusively with adults with IDD?
ELYSIAN PURSUIT INCORPORATED	Yes	
GIFTED HANDS RESIDENTIAL SERVICE	Yes	
GRIFFITH 24 HR CARE, LLC	Yes	
HARMONY HOUSING, INC	Yes	
HAVEN CENTER LLC	Yes	
HENDRICKSON RESIDENTIAL, INC	Yes	
HOME LIFE, INC	Yes	
HORIZON PROJECT, INC	Yes	
HUMMINGBIRD CARE HOME, LLC	Yes	
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	
INDEPENDENT ENVIRONMENTS INC		
IS LIVING	No	Yes
JACOB'S LIGHTHOUSE, LLC	Yes	
LEMUEL, INC GROUP HOMES	Yes	
LIVING OPPORTUNITIES, INC	Yes	
MARIE MILLS CENTER, INC	Yes	
MENTOR OREGON	No	No
MV ADVANCEMENTS	Yes	
MY LIYU RESIDENTIAL SERVICES LLC	Yes	
NEW DAY ENTERPRISES	Yes	
NEW DAY NORTHWEST INC.	Yes	
NORTHWEST COMMUNITY ALLICANCE	Yes	
NURU'S ADULT FOSTER HOME	Yes	
NW MENTAL HEALTH MGMT SVCS	Yes	
OPPORTUNITY CONNECTIONS, INC	Yes	
OPPORTUNITY FOUNDATION CENTRAL OR	No	Yes
OREGON MENNONITE RES SVCS	Yes	
OREGON SUPPORTED LIVING PROGRAM	Yes	
OUT AND ABOUT RESPITE SERVICES	Yes	
PARTNERSHIPS IN COMMUNITY LIVING, INC	No	No
PATHWAY ENTERPRISES, INC	No	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes	
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	
PORTLAND METRO RESIDENTIAL SERVICES	Yes	
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	
RAIN KING PROPERTIES	Yes	
RAINBOW ADULT LIVING FACILITIES	Yes	
RENAISSANCE, INC	Yes	
RENEW CONSULTING INC	No	No
RESIDE RESIDENTIAL CARE	Yes	
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	

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AGENCY	Does your agency ONLY support adults with intellectual/developmental disabilities (IDD)?	If “No,” can you isolate and report separately on the wage information, vacancy rates, benefits of DSPs who work exclusively with adults with IDD?
RISE, INC	No	Yes
RIVERS & ROADS RESI & CONSLT, INC	Yes	
RIVERSIDE TRAINING CENTER, INC	Yes	
RON WILSON CENTER	Yes	
S.I.S.O.	Yes	
SAFECARE RESIDENTIAL SERVICES, INC	Yes	
SHANGRI-LA CORP	No	Yes
SOUTH COAST HORIZONS	Yes	
SOUTHERN OREGON ASPIRE	Yes	
STAR CORP GROUP HOME	Yes	
STAR OF HOPE ACTIVITY CENTER INC	Yes	
STEP FORWARD ACTIVITIES, INC	Yes	
STEPPING STONE 24 HOURS HOME INC	Yes	
STONEBROOKE RESIDENTIAL SERVICES	No	Yes
SUNNY MANOR, INC	Yes	
SUNNY OAKS, INC	Yes	
TANDEM NORTHWEST	Yes	
UMPQUA HOMES – HANDICAPPED	Yes	
UP & OUT, INC	Yes	
VALOR ASSOCIATES, LLC	Yes	
WALKER SUPPORT SERVICES, INC	Yes	
WESTSIDE COMMUNITY FOCUS	Yes	
WORK UNLIMITED, INC	No	Yes
REPORT AVERAGE⁵	80.9%	77.8%
OR AVERAGE	78.2%	69.8%

⁵ The aggregate results for the agencies in this report are indicated by “Report Average.” The OR average (including other agencies not in this report) is indicated by “OR Average.”

Table 2. Number of DSPs providing support for adults with IDD on agency payroll as of December 31, 2017 ⁶

AGENCY	Number of DSPs	AGENCY	Number of DSPs
ADULT LEARNING SYSTEMS OF OREGON	275	HAVEN CENTER LLC	52
ALBERTINA KERR CENTERS	791	HENDRICKSON RESIDENTIAL, INC	13
ALTERNATIVE SERVICES INC. OREGON	365	HOME LIFE, INC	90
ALVORD TAYLOR	216	HORIZON PROJECT, INC	200
ARCADIAN INCLUSION MANAGEMENT	18	HUMMINGBIRD CARE HOME, LLC	47
ARMSTRONG 24 HOUR CARE HOME, LLC	4	INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	24
AROUND THE CLOCK SUPPORT	67	INDEPENDENT ENVIRONMENTS INC	85
ASHLAND SUPPORTED HOUSING – ASH	26	IS LIVING	60
BARCH, INC.	24	JACOB'S LIGHTHOUSE, LLC	10
BENCO	94	LEMUEL, INC GROUP HOMES	26
BETHESDA LUTHERAN COMMUNITIES	220	LIVING OPPORTUNITIES, INC	85
BRIDGES ENTERPRISE, LLC	9	MARIE MILLS CENTER, INC	35
BRIGHTSIDE LIVING, LLC	13	MENTOR OREGON	378
CATHOLIC COMMUNITY SERVICES	135	MV ADVANCEMENTS	121
CENTER FOR CONTINUOUS IMPROVEMENT, INC	47	MY LIYU RESIDENTIAL SERVICES LLC	10
CENTRAL OREGON COLLECTIVE	68	NEW DAY ENTERPRISES	69
CHAMBERLIN HOUSE	56	NEW DAY NORTHWEST INC.	16
CHOICES UNLIMITED, INC.	15	NORTHWEST COMMUNITY ALLICANCE	121
COMMUNITY ACCESS SERVICES II, INC.	168	NURU'S ADULT FOSTER HOME	7
COMMUNITY LIFE LLC	4	NW MENTAL HEALTH MGMT SVCS	67
COMMUNITY SERVICES, INC.	199	OPPORTUNITY CONNECTIONS, INC	36
COMMUNITY SUPPORT SERVICES, INC.	46	OPPORTUNITY FOUNDATION CENTRAL OR	142
COOPER HOLLOW RESIDENTIAL SERVICES, INC	42	OREGON MENNONITE RES SVCS	119
CORNERSTONE VALLEY INC	50	OREGON SUPPORTED LIVING PROGRAM	165
CROSSROADS RESIDENTIAL HOME	8	OUT AND ABOUT RESPITE SERVICES	15
DAI S'LA	4	PARTNERSHIPS IN COMMUNITY LIVING, INC	545
DANVILLE SERVICES OF OREGON, LLC	91	PATHWAY ENTERPRISES, INC	58
DOUGLAS RESIDENT TRAINING FACILITIES	100	PERSONALIZED INDEPENDENCE, INC.	36
DUNGARVIN OREGON, LLC	259	PINNACLE DEVELOPMENTAL CARE, LLC	7
EASTCO DIVERSIFIED SERVICES	54	PORTLAND METRO RESIDENTIAL SERVICES	69
EDWARDS CENTER, INC.	166	PROF THERAPEUTIC COMMUNITY NETWORK	35
ELYSIAN PURSUIT INCORPORATED	54	RAIN KING PROPERTIES	5
GIFTED HANDS RESIDENTIAL SERVICE	14	RAINBOW ADULT LIVING FACILITIES	43
GRIFFITH 24 HR CARE, LLC	5	RENAISSANCE, INC	12
HARMONY HOUSING, INC	30	RENEW CONSULTING INC	280

⁶ Numbers do not include staff hired through a temporary personnel agency, contract or 1099 workers.

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AGENCY	Number of DSPs
RESIDE RESIDENTIAL CARE	29
REVA'S NEW BEGINNINGS CARE HOMES, INC.	8
RISE, INC	277
RIVERS & ROADS RESI & CONSLT, INC	7
RIVERSIDE TRAINING CENTER, INC	55
RON WILSON CENTER	125
S.I.S.O.	49
SAFECARE RESIDENTIAL SERVICES, INC	15
SHANGRI-LA CORP	260
SOUTH COAST HORIZONS	47
SOUTHERN OREGON ASPIRE	115
STAR CORP GROUP HOME	8
STAR OF HOPE ACTIVITY CENTER INC	141
STEP FORWARD ACTIVITIES, INC	62
STEPPING STONE 24 HOURS HOME INC	8
STONEBROOKE RESIDENTIAL SERVICES	18
SUNNY MANOR, INC	5
SUNNY OAKS, INC	85
TANDEM NORTHWEST	92
UMPQUA HOMES – HANDICAPPED	157
UP & OUT, INC	62
VALOR ASSOCIATES, LLC	12
WALKER SUPPORT SERVICES, INC	38
WESTSIDE COMMUNITY FOCUS	47
WORK UNLIMITED, INC	128

Report Average: 91.3
OR Average: 52.8

Types of Supports Provided

Providers were asked to indicate the types of support they provide among three distinct service types: residential, in-home, and non-residential.

- **Residential supports**—supports provided to a person who is living outside of the family home. This can include 24-hour supports such as a group home or ICF/ID. It can also include people living in supported housing or supported living receiving fewer than 24 hours of support (if the provider agency owns the residential setting or operates the lease).
- **In-home supports**—supports provided to a person in their home (only if their home is not owned or leased by the provider agency).
- **Non-residential supports**—such as day supports, community support programs, community-based employment supports, facility-based employment supports, out-of-home habilitation.

Some residential training facility and residential training home providers included in this report also provide supports in in-home and non-residential settings. As a result, some data in this report demonstrate information on DSPs in in-home and non-residential settings. However, the DSP wage information in this report is specific to DSPs working in residential settings.

Table 3. Service types provided, number range of adults with IDD served—residential, in-home, and/or non-residential

AGENCY	Agency provides residential supports	Number receiving residential supports
ADULT LEARNING SYSTEMS OF OREGON	Yes	51-99
ALBERTINA KERR CENTERS	Yes	100+
ALTERNATIVE SERVICES INC. OREGON	Yes	100+
ALVORD TAYLOR	Yes	51-99
ARCADIAN INCLUSION MANAGEMENT	Yes	1-10
ARMSTRONG 24 HOUR CARE HOME, LLC	Yes	1-10
AROUND THE CLOCK SUPPORT	Yes	11-20
ASHLAND SUPPORTED HOUSING - ASH	Yes	11-20
BARCH, INC.	Yes	11-20
BENCO	Yes	21-50
BETHESDA LUTHERAN COMMUNITIES	Yes	100+
BRIDGES ENTERPRISE, LLC	Yes	1-10
BRIGHTSIDE LIVING, LLC	Yes	1-10
CATHOLIC COMMUNITY SERVICES	Yes	51-99
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	11-20
CENTRAL OREGON COLLECTIVE	Yes	21-50
CHAMBERLIN HOUSE	Yes	21-50
CHOICES UNLIMITED, INC.	Yes	1-10
COMMUNITY ACCESS SERVICES II, INC.	Yes	51-99
COMMUNITY LIFE LLC	Yes	1-10
COMMUNITY SERVICES, INC.	Yes	100+
COMMUNITY SUPPORT SERVICES, INC.	Yes	21-50
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	11-20
CORNERSTONE VALLEY INC	Yes	1-10
CROSSROADS RESIDENTIAL HOME	Yes	1-10
DAI S'LA	Yes	1-10
DANVILLE SERVICES OF OREGON, LLC	Yes	21-50
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	21-50
DUNGARVIN OREGON, LLC	Yes	51-99
EASTCO DIVERSIFIED SERVICES	Yes	21-50
EDWARDS CENTER, INC.	Yes	100+
ELYSIAN PURSUIT INCORPORATED	Yes	1-10
GIFTED HANDS RESIDENTIAL SERVICE	Yes	1-10
GRIFFITH 24 HR CARE, LLC	Yes	1-10
HARMONY HOUSING, INC	Yes	1-10
HAVEN CENTER LLC	Yes	21-50
HENDRICKSON RESIDENTIAL, INC	Yes	11-20

AGENCY	Agency provides residential supports	Number receiving residential supports
HOME LIFE, INC	Yes	21-50
HORIZON PROJECT, INC	Yes	51-99
HUMMINGBIRD CARE HOME, LLC	Yes	11-20
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	1-10
INDEPENDENT ENVIRONMENTS INC	Yes	21-50
IS LIVING	Yes	21-50
JACOB'S LIGHTHOUSE, LLC	Yes	1-10
LEMUEL, INC GROUP HOMES	Yes	11-20
LIVING OPPORTUNITIES, INC	Yes	11-20
MARIE MILLS CENTER, INC	Yes	21-50
MENTOR OREGON	Yes	51-99
MV ADVANCEMENTS	Yes	21-50
MY LIYU RESIDENTIAL SERVICES LLC	Yes	1-10
NEW DAY ENTERPRISES	Yes	21-50
NEW DAY NORTHWEST INC.	Yes	1-10
NORTHWEST COMMUNITY ALLICANCE	Yes	51-99
NURU'S ADULT FOSTER HOME	Yes	1-10
NW MENTAL HEALTH MGMT SVCS	Yes	21-50
OPPORTUNITY CONNECTIONS, INC	Yes	11-20
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	21-50
OREGON MENNONITE RES SVCS	Yes	51-99
OREGON SUPPORTED LIVING PROGRAM	Yes	21-50
OUT AND ABOUT RESPITE SERVICES	Yes	1-10
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	100+
PATHWAY ENTERPRISES, INC	Yes	21-50
PERSONALIZED INDEPENDENCE, INC.	Yes	1-10
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	1-10
PORTLAND METRO RESIDENTIAL SERVICES	Yes	51-99
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	1-10
RAIN KING PROPERTIES	Yes	1-10
RAINBOW ADULT LIVING FACILITIES	Yes	21-50
RENAISSANCE, INC	Yes	1-10
RENEW CONSULTING INC	Yes	21-50
RESIDE RESIDENTIAL CARE	Yes	11-20
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	1-10
RISE, INC	Yes	51-99
RIVERS & ROADS RESI & CONSLT, INC	Yes	1-10
RIVERSIDE TRAINING CENTER, INC	Yes	21-50
RON WILSON CENTER	Yes	51-99
S.I.S.O.	Yes	11-20

AGENCY	Agency provides residential supports	Number receiving residential supports
SAFECARE RESIDENTIAL SERVICES, INC	Yes	1-10
SHANGRI-LA CORP	Yes	100+
SOUTH COAST HORIZONS	Yes	21-50
SOUTHERN OREGON ASPIRE	Yes	100+
STAR CORP GROUP HOME	Yes	1-10
STAR OF HOPE ACTIVITY CENTER INC	Yes	21-50
STEP FORWARD ACTIVITIES, INC	Yes	21-50
STEPPING STONE 24 HOURS HOME INC	Yes	1-10
STONEBROOKE RESIDENTIAL SERVICES	Yes	1-10
SUNNY MANOR, INC	Yes	11-20
SUNNY OAKS, INC ⁷		
TANDEM NORTHWEST	Yes	21-50
UMPQUA HOMES - HANDICAPPED	Yes	51-99
UP & OUT, INC	Yes	21-50
VALOR ASSOCIATES, LLC	Yes	1-10
WALKER SUPPORT SERVICES, INC	Yes	11-20
WESTSIDE COMMUNITY FOCUS	Yes	11-20
WORK UNLIMITED, INC	Yes	21-50
	REPORT AVERAGE	98.9%
		1-10 = 33.0%
		11-20 = 16.0%
		21-50 = 28.7%
		51-99 = 13.8%
		100+ = 8.5%
	OR AVERAGE	53.8%
		1-10 = 37.7%
		11-20 = 16.0%
		21-50 = 25.5%
		51-99 = 13.2%
		100+ = 7.5%

⁷ ODDS has confirmed that this agency was a licensed residential provider during 2017

Turnover Rate

The turnover rate in this report is a point-in-time rate. The denominator (total number of employed DSPs at each agency) is taken from a specific point in time: December 31, 2017.

Some agencies reported turnover rates exceeding 100%. This means that the number of DSPs that separated from the agency payroll in 2017 was greater than the number of DSPs employed as of Dec. 31, 2017. This may be a result of downsizing or agency restructuring.

Table 4. Turnover of DSPs providing support for adults with IDD

AGENCY	Number on payroll as of 12/31/2017	Number who left agency between 1/1/2017 and 12/31/2017	Turnover rate
ADULT LEARNING SYSTEMS OF OREGON	275		
ALBERTINA KERR CENTERS	791	470	59%
ALTERNATIVE SERVICES INC. OREGON	365	259	71%
ALVORD TAYLOR	216	35	16%
ARCADIAN INCLUSION MANAGEMENT	18		
ARMSTRONG 24 HOUR CARE HOME, LLC	4	5	125%
AROUND THE CLOCK SUPPORT	67	16	24%
ASHLAND SUPPORTED HOUSING - ASH	26	14	54%
BARCH, INC.	24	11	46%
BENCO	94	37	39%
BETHESDA LUTHERAN COMMUNITIES	220	115	52%
BRIDGES ENTERPRISE, LLC	9	2	22%
BRIGHTSIDE LIVING, LLC	13	5	38%
CATHOLIC COMMUNITY SERVICES	135	66	49%
CENTER FOR CONTINUOUS IMPROVEMENT, INC	47	48	102%
CENTRAL OREGON COLLECTIVE	68	70	103%
CHAMBERLIN HOUSE	56	36	64%
CHOICES UNLIMITED, INC.	15	7	47%
COMMUNITY ACCESS SERVICES II, INC.	168	87	52%
COMMUNITY LIFE LLC	4	3	75%
COMMUNITY SERVICES, INC.	199	136	68%
COMMUNITY SUPPORT SERVICES, INC.	46	22	48%
COOPER HOLLOW RESIDENTIAL SERVICES, INC	42	63	150%
CORNERSTONE VALLEY INC	50	35	70%
CROSSROADS RESIDENTIAL HOME	8	3	38%
DAI S'LA	4	0	0%
DANVILLE SERVICES OF OREGON, LLC	91	25	27%
DOUGLAS RESIDENT TRAINING FACILITIES	100	25	25%
DUNGARVIN OREGON, LLC	259	306	118%
EASTCO DIVERSIFIED SERVICES	54	20	37%
EDWARDS CENTER, INC.	166	92	55%
ELYSIAN PURSUIT INCORPORATED	54	11	20%
GIFTED HANDS RESIDENTIAL SERVICE	14	5	36%
GRIFFITH 24 HR CARE, LLC	5	3	60%
HARMONY HOUSING, INC	30	37	123%
HAVEN CENTER LLC	52	1	2%
HENDRICKSON RESIDENTIAL, INC	13	2	15%
HOME LIFE, INC	90	66	73%
HORIZON PROJECT, INC	200	100	50%

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AGENCY	Number on payroll as of 12/31/2017	Number who left agency between 1/1/2017 and 12/31/2017	Turnover rate
HUMMINGBIRD CARE HOME, LLC	47	49	104%
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	24	18	75%
INDEPENDENT ENVIRONMENTS INC	85	45	53%
IS LIVING	60	22	37%
JACOB'S LIGHTHOUSE, LLC	10	7	70%
LEMUEL, INC GROUP HOMES	26	9	35%
LIVING OPPORTUNITIES, INC	85	57	67%
MARIE MILLS CENTER, INC	35	7	20%
MENTOR OREGON	378	231	61%
MV ADVANCEMENTS	121	66	55%
MY LIYU RESIDENTIAL SERVICES LLC	10	3	30%
NEW DAY ENTERPRISES	69	48	70%
NEW DAY NORTHWEST INC.	16	8	50%
NORTHWEST COMMUNITY ALLICANCE	121	58	48%
NURU'S ADULT FOSTER HOME	7		
NW MENTAL HEALTH MGMT SVCS	67	50	75%
OPPORTUNITY CONNECTIONS, INC	36	25	69%
OPPORTUNITY FOUNDATION CENTRAL OR	142	83	58%
OREGON MENNONITE RES SVCS	119	78	66%
OREGON SUPPORTED LIVING PROGRAM	165	71	43%
OUT AND ABOUT RESPITE SERVICES	15	4	27%
PARTNERSHIPS IN COMMUNITY LIVING, INC	545	296	54%
PATHWAY ENTERPRISES, INC	58	29	50%
PERSONALIZED INDEPENDENCE, INC.	36	31	86%
PINNACLE DEVELOPMENTAL CARE, LLC	7	4	57%
PORTLAND METRO RESIDENTIAL SERVICES	69	29	42%
PROF THERAPEUTIC COMMUNITY NETWORK	35	8	23%
RAIN KING PROPERTIES	5	2	40%
RAINBOW ADULT LIVING FACILITIES	43	32	74%
RENAISSANCE, INC	12	2	17%
RENEW CONSULTING INC	280	221	79%
RESIDE RESIDENTIAL CARE	29	33	114%
REVA'S NEW BEGINNINGS CARE HOMES, INC.	8	0	0%
RISE, INC	277	333	120%
RIVERS & ROADS RESI & CONSLT, INC	7	5	71%
RIVERSIDE TRAINING CENTER, INC	55	37	67%
RON WILSON CENTER	125	74	59%
S.I.S.O.	49	51	104%
SAFECARE RESIDENTIAL SERVICES, INC	15	21	140%
SHANGRI-LA CORP	260	129	50%
SOUTH COAST HORIZONS	47	10	21%
SOUTHERN OREGON ASPIRE	115	55	48%

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AGENCY	Number on payroll as of 12/31/2017	Number who left agency between 1/1/2017 and 12/31/2017	Turnover rate
STAR CORP GROUP HOME	8	2	25%
STAR OF HOPE ACTIVITY CENTER INC	141	65	46%
STEP FORWARD ACTIVITIES, INC	62	34	55%
STEPPING STONE 24 HOURS HOME INC	8	0	0%
STONEBROOKE RESIDENTIAL SERVICES	18	13	72%
SUNNY MANOR, INC	5	3	60%
SUNNY OAKS, INC	85	47	55%
TANDEM NORTHWEST	92	47	51%
UMPQUA HOMES - HANDICAPPED	157	109	69%
UP & OUT, INC	62	31	50%
VALOR ASSOCIATES, LLC	12	4	33%
WALKER SUPPORT SERVICES, INC	38	30	79%
WESTSIDE COMMUNITY FOCUS	47	13	28%
WORK UNLIMITED, INC	128	104	81%
REPORT AVERAGE	91.3	55.2	57.0%
OR AVERAGE	52.8	30.5	47.4%

Tenure (Length of Employment) of DSPs

To calculate tenure rate, the number of DSPs employed in each agency for less than 6 months is divided by the total number of DSPs employed as of Dec 31, 2017. This created an agency-wide percentage of DSPs employed less than 6 months.

The same was done for DSPs employed between 6-12 months and those employed for 12+ months.

Table 5. Tenure Among DSPs Employed as of Dec. 31, 2017

Based on DSPs providing support for adults with IDD and on payroll as of Dec. 31, 2017

AGENCY	Number of DSPs	% employed for less than 6 months	% employed for 6-12 months	% employed 12+ months
ADULT LEARNING SYSTEMS OF OREGON	275			
ALBERTINA KERR CENTERS	791	46%	11%	43%
ALTERNATIVE SERVICES INC. OREGON	365	28%	31%	41%
ALVORD TAYLOR	216	4%	3%	93%
ARCADIAN INCLUSION MANAGEMENT	18			
ARMSTRONG 24 HOUR CARE HOME, LLC	4	50%	50%	0%
AROUND THE CLOCK SUPPORT	67	57%	31%	12%
ASHLAND SUPPORTED HOUSING - ASH	26	27%	15%	58%
BARCH, INC.	24	13%	8%	79%
BENCO	94	18%	10%	72%
BETHESDA LUTHERAN COMMUNITIES	220	1%	15%	84%
BRIDGES ENTERPRISE, LLC	9	0%	0%	100%
BRIGHTSIDE LIVING, LLC	13	31%	23%	46%
CATHOLIC COMMUNITY SERVICES	135	29%	10%	61%
CENTER FOR CONTINUOUS IMPROVEMENT, INC	47	30%	9%	62%
CENTRAL OREGON COLLECTIVE	68	63%	18%	19%
CHAMBERLIN HOUSE	56	27%	11%	63%
CHOICES UNLIMITED, INC.	15	13%	13%	73%
COMMUNITY ACCESS SERVICES II, INC.	168	22%	8%	70%
COMMUNITY LIFE LLC	4	50%	25%	25%
COMMUNITY SERVICES, INC.	199	14%	10%	76%
COMMUNITY SUPPORT SERVICES, INC.	46	11%	4%	85%
COOPER HOLLOW RESIDENTIAL SERVICES, INC	42	29%	21%	50%
CORNERSTONE VALLEY INC	50	12%	48%	40%
CROSSROADS RESIDENTIAL HOME	8	0%	75%	25%
DAI S'LA	4	25%	75%	0%
DANVILLE SERVICES OF OREGON, LLC	91	10%	21%	69%
DOUGLAS RESIDENT TRAINING FACILITIES	100	10%	30%	60%
DUNGARVIN OREGON, LLC	259	55%	11%	34%
EASTCO DIVERSIFIED SERVICES	54	9%	6%	85%
EDWARDS CENTER, INC.	166	11%	8%	81%
ELYSIAN PURSUIT INCORPORATED	54	52%	17%	31%

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AGENCY	Number of DSPs	% employed for less than 6 months	% employed for 6-12 months	% employed 12+ months
GIFTED HANDS RESIDENTIAL SERVICE	14	100%	0%	0%
GRIFFITH 24 HR CARE, LLC	5	40%	60%	0%
HARMONY HOUSING, INC	30	13%	7%	80%
HAVEN CENTER LLC	52	0%	8%	92%
HENDRICKSON RESIDENTIAL, INC	13	31%	0%	69%
HOME LIFE, INC	90	23%	9%	68%
HORIZON PROJECT, INC	200	25%	50%	25%
HUMMINGBIRD CARE HOME, LLC	47	32%	47%	21%
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	24	8%	75%	17%
INDEPENDENT ENVIRONMENTS INC	85	22%	31%	47%
IS LIVING	60	20%	12%	68%
JACOB'S LIGHTHOUSE, LLC	10	30%	50%	20%
LEMUEL, INC GROUP HOMES	26	15%	15%	69%
LIVING OPPORTUNITIES, INC	85	28%	12%	60%
MARIE MILLS CENTER, INC	35	14%	31%	54%
MENTOR OREGON	378	6%	12%	82%
MV ADVANCEMENTS	121	16%	10%	74%
MY LIYU RESIDENTIAL SERVICES LLC	10	0%	80%	20%
NEW DAY ENTERPRISES	69	14%	12%	74%
NEW DAY NORTHWEST INC.	16	25%	13%	63%
NORTHWEST COMMUNITY ALLICANCE	121	21%	6%	74%
NURU'S ADULT FOSTER HOME	7			
NW MENTAL HEALTH MGMT SVCS	67	21%	16%	63%
OPPORTUNITY CONNECTIONS, INC	36	25%	6%	69%
OPPORTUNITY FOUNDATION CENTRAL OR	142	22%	10%	68%
OREGON MENNONITE RES SVCS	119	21%	18%	61%
OREGON SUPPORTED LIVING PROGRAM	165	18%	8%	74%
OUT AND ABOUT RESPITE SERVICES	15	13%	20%	67%
PARTNERSHIPS IN COMMUNITY LIVING, INC	545	25%	11%	64%
PATHWAY ENTERPRISES, INC	58	14%	14%	72%
PERSONALIZED INDEPENDENCE, INC.	36	22%	42%	36%
PINNACLE DEVELOPMENTAL CARE, LLC	7	14%	29%	57%
PORTLAND METRO RESIDENTIAL SERVICES	69	17%	9%	74%
PROF THERAPEUTIC COMMUNITY NETWORK	35	17%	11%	71%
RAIN KING PROPERTIES	5	20%	20%	60%
RAINBOW ADULT LIVING FACILITIES	43	14%	14%	72%

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AGENCY	Number of DSPs	% employed for less than 6 months	% employed for 6-12 months	% employed 12+ months
RENAISSANCE, INC	12	17%	8%	75%
RENEW CONSULTING INC	280	28%	27%	45%
RESIDE RESIDENTIAL CARE	29	41%	14%	45%
REVA'S NEW BEGINNINGS CARE HOMES, INC.	8	38%	13%	50%
RISE, INC	277	34%	21%	45%
RIVERS & ROADS RESI & CONSLT, INC	7	0%	57%	43%
RIVERSIDE TRAINING CENTER, INC	55	29%	11%	60%
RON WILSON CENTER	125	28%	6%	66%
S.I.S.O.	49	37%	22%	41%
SAFECARE RESIDENTIAL SERVICES, INC	15	40%	33%	27%
SHANGRI-LA CORP	260	22%	10%	68%
SOUTH COAST HORIZONS	47	6%	9%	85%
SOUTHERN OREGON ASPIRE	115	14%	11%	75%
STAR CORP GROUP HOME	8	13%	25%	63%
STAR OF HOPE ACTIVITY CENTER INC	141	55%	18%	28%
STEP FORWARD ACTIVITIES, INC	62	19%	10%	71%
STEPPING STONE 24 HOURS HOME INC	8	13%	63%	25%
STONEBROOKE RESIDENTIAL SERVICES	18	0%	22%	78%
SUNNY MANOR, INC	5	0%	0%	100%
SUNNY OAKS, INC	85	20%	16%	64%
TANDEM NORTHWEST	92	10%	11%	79%
UMPQUA HOMES - HANDICAPPED	157	15%	70%	15%
UP & OUT, INC	62			
VALOR ASSOCIATES, LLC	12	25%	17%	58%
WALKER SUPPORT SERVICES, INC	38	66%	26%	8%
WESTSIDE COMMUNITY FOCUS	47	15%	4%	81%
WORK UNLIMITED, INC	128	25%	12%	63%
REPORT AVERAGE	91.3	23.1%	21.1%	55.8%
OR AVERAGE	52.8	22.8%	19.8%	57.4%

Table 6. Tenure Among Separated DSP Employees (Left Between Jan. 1, 2017 and Dec. 31, 2017)

Based on DSPs providing support for adults with IDD

AGENCY	Number of DSPs who left in 2017	% that had been at the agency less than 6 months	% that had been at the agency 6-12 months	% that had been at the agency 12+ months
ADULT LEARNING SYSTEMS OF OREGON				
ALBERTINA KERR CENTERS	470	63%	9%	28%
ALTERNATIVE SERVICES INC. OREGON	259	51%	19%	31%
ALVORD TAYLOR	35	23%	20%	57%
ARCADIAN INCLUSION MANAGEMENT				
ARMSTRONG 24 HOUR CARE HOME, LLC	5	80%	20%	0%
AROUND THE CLOCK SUPPORT	16	31%	50%	19%
ASHLAND SUPPORTED HOUSING - ASH	14	36%	21%	43%
BARCH, INC.	11	36%	18%	45%
BENCO	37	30%	30%	41%
BETHESDA LUTHERAN COMMUNITIES	115	42%	8%	50%
BRIDGES ENTERPRISE, LLC	2	50%	0%	50%
BRIGHTSIDE LIVING, LLC	5	80%	20%	0%
CATHOLIC COMMUNITY SERVICES	66	23%	18%	59%
CENTER FOR CONTINUOUS IMPROVEMENT, INC	48	44%	17%	40%
CENTRAL OREGON COLLECTIVE	70	47%	26%	27%
CHAMBERLIN HOUSE	36	56%	14%	31%
CHOICES UNLIMITED, INC.	7			
COMMUNITY ACCESS SERVICES II, INC.	87	26%	11%	62%
COMMUNITY LIFE LLC	3	33%	33%	33%
COMMUNITY SERVICES, INC.	136	38%	20%	42%
COMMUNITY SUPPORT SERVICES, INC.	22	95%	0%	5%
COOPER HOLLOW RESIDENTIAL SERVICES, INC	63	71%	17%	11%
CORNERSTONE VALLEY INC	35	63%	26%	11%
CROSSROADS RESIDENTIAL HOME	3	67%	33%	0%
DAI S'LA	0	0%	0%	0%
DANVILLE SERVICES OF OREGON, LLC	25	48%	12%	40%
DOUGLAS RESIDENT TRAINING FACILITIES	25	60%	20%	20%
DUNGARVIN OREGON, LLC	306	53%	24%	24%
EASTCO DIVERSIFIED SERVICES	20	45%	10%	45%
EDWARDS CENTER, INC.	92	26%	25%	49%
ELYSIAN PURSUIT INCORPORATED	11			
GIFTED HANDS RESIDENTIAL SERVICE	5	100%	0%	0%
GRIFFITH 24 HR CARE, LLC	3	33%	67%	0%
HARMONY HOUSING, INC	37	49%	16%	35%
HAVEN CENTER LLC	1	100%	0%	0%

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AGENCY	Number of DSPs who left in 2017	% that had been at the agency less than 6 months	% that had been at the agency 6-12 months	% that had been at the agency 12+ months
HENDRICKSON RESIDENTIAL, INC	2	0%	0%	100%
HOME LIFE, INC	66	26%	18%	56%
HORIZON PROJECT, INC	100	38%	51%	11%
HUMMINGBIRD CARE HOME, LLC	49	76%	24%	0%
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	18	0%	100%	0%
INDEPENDENT ENVIRONMENTS INC	45	29%	24%	47%
IS LIVING	22	18%	45%	36%
JACOB'S LIGHTHOUSE, LLC	7	0%	71%	29%
LEMUEL, INC GROUP HOMES	9	22%	11%	67%
LIVING OPPORTUNITIES, INC	57	23%	63%	14%
MARIE MILLS CENTER, INC	7	43%	14%	43%
MENTOR OREGON	231	36%	25%	39%
MV ADVANCEMENTS	66	30%	23%	47%
MY LIYU RESIDENTIAL SERVICES LLC	3	100%	0%	0%
NEW DAY ENTERPRISES	48	31%	17%	52%
NEW DAY NORTHWEST INC.	8	50%	25%	25%
NORTHWEST COMMUNITY ALLICANCE	58	24%	26%	50%
NURU'S ADULT FOSTER HOME				
NW MENTAL HEALTH MGMT SVCS	50	28%	10%	62%
OPPORTUNITY CONNECTIONS, INC	25	44%	12%	44%
OPPORTUNITY FOUNDATION CENTRAL OR	83	39%	18%	43%
OREGON MENNONITE RES SVCS	78	46%	18%	36%
OREGON SUPPORTED LIVING PROGRAM	71	28%	25%	46%
OUT AND ABOUT RESPITE SERVICES	4	0%	100%	0%
PARTNERSHIPS IN COMMUNITY LIVING, INC	296	14%	23%	63%
PATHWAY ENTERPRISES, INC	29	38%	14%	48%
PERSONALIZED INDEPENDENCE, INC.	31	42%	35%	23%
PINNACLE DEVELOPMENTAL CARE, LLC	4	100%	0%	0%
PORTLAND METRO RESIDENTIAL SERVICES	29	38%	10%	52%
PROF THERAPEUTIC COMMUNITY NETWORK	8	25%	25%	50%
RAIN KING PROPERTIES	2	0%	50%	50%
RAINBOW ADULT LIVING FACILITIES	32	47%	13%	41%
RENAISSANCE, INC	2	0%	0%	100%
RENEW CONSULTING INC	221	48%	25%	27%
RESIDE RESIDENTIAL CARE	33	58%	27%	15%
REVA'S NEW BEGINNINGS CARE HOMES, INC.	0	0%	0%	0%
RISE, INC	333	62%	19%	20%
RIVERS & ROADS RESI & CONSLT, INC	5	100%	0%	0%
RIVERSIDE TRAINING CENTER, INC	37	54%	11%	35%
RON WILSON CENTER	74	39%	18%	43%
S.I.S.O.	51	67%	8%	25%
SAFECARE RESIDENTIAL SERVICES, INC	21	86%	10%	5%

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AGENCY	Number of DSPs who left in 2017	% that had been at the agency less than 6 months	% that had been at the agency 6-12 months	% that had been at the agency 12+ months
SHANGRI-LA CORP	129	30%	12%	58%
SOUTH COAST HORIZONS	10	20%	0%	80%
SOUTHERN OREGON ASPIRE	55	18%	16%	65%
STAR CORP GROUP HOME	2	50%	0%	50%
STAR OF HOPE ACTIVITY CENTER INC	65	37%	29%	34%
STEP FORWARD ACTIVITIES, INC	34	53%	9%	38%
STEPPING STONE 24 HOURS HOME INC	0	0%	0%	0%
STONEBROOKE RESIDENTIAL SERVICES	13	69%	15%	15%
SUNNY MANOR, INC	3	33%	33%	33%
SUNNY OAKS, INC	47	53%	17%	30%
TANDEM NORTHWEST	47	19%	32%	49%
UMPQUA HOMES - HANDICAPPED	109	59%	38%	4%
UP & OUT, INC	31	42%	0%	58%
VALOR ASSOCIATES, LLC	4	75%	25%	0%
WALKER SUPPORT SERVICES, INC	30	100%	0%	0%
WESTSIDE COMMUNITY FOCUS	13	31%	0%	69%
WORK UNLIMITED, INC	104	44%	21%	35%
REPORT AVERAGE	55.2	43.1%	20.7%	32.9%
OR AVERAGE	30.5	35.8%	20.0%	28.6%

Table 7. Reasons for Separations

Based on DSPs providing support for adults with IDD and who left the agency between Jan. 1, 2017 and Dec. 31, 2017

AGENCY	Number of DSPs who left in 2017	% voluntarily left position or quit	% terminated	% don't know whether terminated or quit
ADULT LEARNING SYSTEMS OF OREGON				
ALBERTINA KERR CENTERS	470			100%
ALTERNATIVE SERVICES INC. OREGON	259	70%	30%	
ALVORD TAYLOR	35	51%	40%	9%
ARCADIAN INCLUSION MANAGEMENT				
ARMSTRONG 24 HOUR CARE HOME, LLC	5	40%	60%	
AROUND THE CLOCK SUPPORT	16			100%
ASHLAND SUPPORTED HOUSING - ASH	14	100%		
BARCH, INC.	11	91%	9%	
BENCO	37	76%	24%	
BETHESDA LUTHERAN COMMUNITIES	115	74%	26%	
BRIDGES ENTERPRISE, LLC	2	100%		
BRIGHTSIDE LIVING, LLC	5	80%	20%	
CATHOLIC COMMUNITY SERVICES	66	64%	36%	
CENTER FOR CONTINUOUS IMPROVEMENT, INC	48	54%	46%	
CENTRAL OREGON COLLECTIVE	70	54%	46%	
CHAMBERLIN HOUSE	36	72%	28%	
CHOICES UNLIMITED, INC.	7	86%	14%	
COMMUNITY ACCESS SERVICES II, INC.	87	83%	17%	
COMMUNITY LIFE LLC	3	100%		
COMMUNITY SERVICES, INC.	136	56%	30%	14%
COMMUNITY SUPPORT SERVICES, INC.	22	91%	9%	
COOPER HOLLOW RESIDENTIAL SERVICES, INC	63	70%	30%	
CORNERSTONE VALLEY INC	35	94%	6%	
CROSSROADS RESIDENTIAL HOME	3	33%	67%	
DAI S'LA	0			
DANVILLE SERVICES OF OREGON, LLC	25	88%	8%	4%
DOUGLAS RESIDENT TRAINING FACILITIES	25	40%	8%	52%
DUNGARVIN OREGON, LLC	306	65%	30%	5%
EASTCO DIVERSIFIED SERVICES	20	65%	35%	
EDWARDS CENTER, INC.	92	88%	12%	
ELYSIAN PURSUIT INCORPORATED	11			
GIFTED HANDS RESIDENTIAL SERVICE	5	80%	20%	
GRIFFITH 24 HR CARE, LLC	3	33%	67%	
HARMONY HOUSING, INC	37	22%	78%	
HAVEN CENTER LLC	1		100%	

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AGENCY	Number of DSPs who left in 2017	% voluntarily left position or quit	% terminated	% don't know whether terminated or quit
HENDRICKSON RESIDENTIAL, INC	2	100%		
HOME LIFE, INC	66	83%	17%	
HORIZON PROJECT, INC	100			100%
HUMMINGBIRD CARE HOME, LLC	49	20%	80%	
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	18	94%	6%	
INDEPENDENT ENVIRONMENTS INC	45	71%	29%	
IS LIVING	22	91%	9%	
JACOB'S LIGHTHOUSE, LLC	7	100%		
LEMUEL, INC GROUP HOMES	9	100%		
LIVING OPPORTUNITIES, INC	57	72%	28%	
MARIE MILLS CENTER, INC	7	100%		
MENTOR OREGON	231	87%	13%	
MV ADVANCEMENTS	66	73%	26%	2%
MY LIYU RESIDENTIAL SERVICES LLC	3	100%		
NEW DAY ENTERPRISES	48	94%	6%	
NEW DAY NORTHWEST INC.	8	100%		
NORTHWEST COMMUNITY ALLICANCE	58	88%	12%	
NURU'S ADULT FOSTER HOME				
NW MENTAL HEALTH MGMT SVCS	50	56%	44%	
OPPORTUNITY CONNECTIONS, INC	25	72%	28%	
OPPORTUNITY FOUNDATION CENTRAL OR	83	46%	14%	40%
OREGON MENNONITE RES SVCS	78	71%	29%	
OREGON SUPPORTED LIVING PROGRAM	71	56%	44%	
OUT AND ABOUT RESPITE SERVICES	4	75%	25%	
PARTNERSHIPS IN COMMUNITY LIVING, INC	296	85%	15%	
PATHWAY ENTERPRISES, INC	29	45%	55%	
PERSONALIZED INDEPENDENCE, INC.	31	87%	13%	
PINNACLE DEVELOPMENTAL CARE, LLC	4	75%	25%	
PORTLAND METRO RESIDENTIAL SERVICES	29	66%	34%	
PROF THERAPEUTIC COMMUNITY NETWORK	8	88%	13%	
RAIN KING PROPERTIES	2	100%		
RAINBOW ADULT LIVING FACILITIES	32	88%	13%	
RENAISSANCE, INC	2	100%		
RENEW CONSULTING INC	221	89%	11%	
RESIDE RESIDENTIAL CARE	33	88%	12%	
REVA'S NEW BEGINNINGS CARE HOMES, INC.	0			
RISE, INC	333	86%	14%	
RIVERS & ROADS RESI & CONSLT, INC	5	60%	40%	
RIVERSIDE TRAINING CENTER, INC	37	70%	30%	
RON WILSON CENTER	74	80%	20%	
S.I.S.O.	51	96%	4%	
SAFECARE RESIDENTIAL SERVICES, INC	21	43%	48%	10%

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AGENCY	Number of DSPs who left in 2017	% voluntarily left position or quit	% terminated	% don't know whether terminated or quit
SHANGRI-LA CORP	129	63%	35%	2%
SOUTH COAST HORIZONS	10	80%	20%	
SOUTHERN OREGON ASPIRE	55	24%	76%	
STAR CORP GROUP HOME	2	50%	50%	
STAR OF HOPE ACTIVITY CENTER INC	65	80%	20%	
STEP FORWARD ACTIVITIES, INC	34	74%	26%	
STEPPING STONE 24 HOURS HOME INC	0			
STONEBROOKE RESIDENTIAL SERVICES	13	77%	23%	
SUNNY MANOR, INC	3	100%		
SUNNY OAKS, INC	47	81%	19%	
TANDEM NORTHWEST	47	60%	40%	
UMPQUA HOMES - HANDICAPPED	109	58%	42%	
UP & OUT, INC	31	71%	29%	
VALOR ASSOCIATES, LLC	4	50%	50%	
WALKER SUPPORT SERVICES, INC	30	100%		
WESTSIDE COMMUNITY FOCUS	13	62%	38%	
WORK UNLIMITED, INC	104	83%	17%	
REPORT AVERAGE	55.2	74.1%	28.2%	12.8%
OR AVERAGE	30.5	74.0%	23.0%	3.0%

Vacancy Rates

Table 8. Full-Time DSP and Part-Time DSP Vacancy Rates (as of Dec. 31, 2017)⁸

AGENCY	Vacancy Rate: Full-Time DSPs	Vacancy Rate: Part-Time DSPs
ADULT LEARNING SYSTEMS OF OREGON		
ALBERTINA KERR CENTERS		
ALTERNATIVE SERVICES INC. OREGON	26%	0%
ALVORD TAYLOR	10%	9%
ARCADIAN INCLUSION MANAGEMENT		
ARMSTRONG 24 HOUR CARE HOME, LLC	0%	0%
AROUND THE CLOCK SUPPORT		
ASHLAND SUPPORTED HOUSING - ASH	0%	0%
BARCH, INC.	0%	0%
BENCO	4%	29%
BETHESDA LUTHERAN COMMUNITIES	21%	46%
BRIDGES ENTERPRISE, LLC	0%	0%
BRIGHTSIDE LIVING, LLC	0%	25%
CATHOLIC COMMUNITY SERVICES	17%	42%
CENTER FOR CONTINUOUS IMPROVEMENT, INC	20%	0%
CENTRAL OREGON COLLECTIVE	0%	0%
CHAMBERLIN HOUSE	5%	0%
CHOICES UNLIMITED, INC.	8%	0%
COMMUNITY ACCESS SERVICES II, INC.	13%	27%
COMMUNITY LIFE LLC	25%	0%
COMMUNITY SERVICES, INC.	15%	27%
COMMUNITY SUPPORT SERVICES, INC.	21%	0%
COOPER HOLLOW RESIDENTIAL SERVICES, INC		
CORNERSTONE VALLEY INC		
CROSSROADS RESIDENTIAL HOME		
DAI S'LA	0%	0%
DANVILLE SERVICES OF OREGON, LLC	12%	0%
DOUGLAS RESIDENT TRAINING FACILITIES	0%	12%
DUNGARVIN OREGON, LLC	8%	49%
EASTCO DIVERSIFIED SERVICES	17%	18%
EDWARDS CENTER, INC.	3%	0%
ELYSIAN PURSUIT INCORPORATED		
GIFTED HANDS RESIDENTIAL SERVICE	15%	25%

⁸ This is a point-in-time vacancy rate, not cumulative or an average across the year. Vacancy rates are calculated as follows: Vacant full-time or part-time positions divided by total number of full time or part-time direct support positions as of Dec. 31, 2017.

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AGENCY	Vacancy Rate: Full-Time DSPs	Vacancy Rate: Part-Time DSPs
GRIFFITH 24 HR CARE, LLC		
HARMONY HOUSING, INC		
HAVEN CENTER LLC	6%	0%
HENDRICKSON RESIDENTIAL, INC		
HOME LIFE, INC	4%	10%
HORIZON PROJECT, INC		
HUMMINGBIRD CARE HOME, LLC	6%	7%
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	20%	17%
INDEPENDENT ENVIRONMENTS INC	11%	25%
IS LIVING	12%	0%
JACOB'S LIGHTHOUSE, LLC	0%	0%
LEMUEL, INC GROUP HOMES	0%	0%
LIVING OPPORTUNITIES, INC	4%	12%
MARIE MILLS CENTER, INC	6%	0%
MENTOR OREGON	2%	1%
MV ADVANCEMENTS	4%	38%
MY LIYU RESIDENTIAL SERVICES LLC	23%	100%
NEW DAY ENTERPRISES	7%	
NEW DAY NORTHWEST INC.	53%	0%
NORTHWEST COMMUNITY ALLICANCE	16%	13%
NURU'S ADULT FOSTER HOME		
NW MENTAL HEALTH MGMT SVCS	21%	0%
OPPORTUNITY CONNECTIONS, INC	14%	0%
OPPORTUNITY FOUNDATION CENTRAL OR	12%	0%
OREGON MENNONITE RES SVCS	8%	20%
OREGON SUPPORTED LIVING PROGRAM	12%	5%
OUT AND ABOUT RESPITE SERVICES	0%	0%
PARTNERSHIPS IN COMMUNITY LIVING, INC	13%	21%
PATHWAY ENTERPRISES, INC	7%	0%
PERSONALIZED INDEPENDENCE, INC.	8%	7%
PINNACLE DEVELOPMENTAL CARE, LLC	0%	0%
PORTLAND METRO RESIDENTIAL SERVICES	21%	0%
PROF THERAPEUTIC COMMUNITY NETWORK	11%	23%
RAIN KING PROPERTIES		
RAINBOW ADULT LIVING FACILITIES	27%	0%
RENAISSANCE, INC		
RENEW CONSULTING INC	13%	0%
RESIDE RESIDENTIAL CARE		
REVA'S NEW BEGINNINGS CARE HOMES, INC.	0%	0%
RISE, INC	19%	10%
RIVERS & ROADS RESI & CONSLT, INC	0%	40%
RIVERSIDE TRAINING CENTER, INC	10%	0%
RON WILSON CENTER	18%	0%

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AGENCY	Vacancy Rate: Full-Time DSPs	Vacancy Rate: Part-Time DSPs
S.I.S.O.	5%	0%
SAFECARE RESIDENTIAL SERVICES, INC		
SHANGRI-LA CORP	4%	14%
SOUTH COAST HORIZONS	6%	0%
SOUTHERN OREGON ASPIRE	13%	36%
STAR CORP GROUP HOME	0%	0%
STAR OF HOPE ACTIVITY CENTER INC		
STEP FORWARD ACTIVITIES, INC	2%	0%
STEPPING STONE 24 HOURS HOME INC		
STONEBROOKE RESIDENTIAL SERVICES	10%	0%
SUNNY MANOR, INC	29%	0%
SUNNY OAKS, INC	6%	0%
TANDEM NORTHWEST	10%	33%
UMPQUA HOMES - HANDICAPPED	2%	2%
UP & OUT, INC	19%	35%
VALOR ASSOCIATES, LLC	27%	0%
WALKER SUPPORT SERVICES, INC	17%	100%
WESTSIDE COMMUNITY FOCUS	0%	0%
WORK UNLIMITED, INC	8%	29%
	REPORT AVERAGE	10.3%
	OR AVERAGE	9.6%
		12.1%
		9.2%

Hourly Wages

This wage table demonstrates the **average starting wage** (avg. hourly wage paid to new DSPs) and the **average wage** (avg. hourly wage paid to all DSPs regardless of how long they've been working).

Table 9. Hourly Wages

AGENCY	Average starting hourly wage: residential services	Average hourly wage: residential services
ADULT LEARNING SYSTEMS OF OREGON	12.00	12.77
ALBERTINA KERR CENTERS	11.28	12.56
ALTERNATIVE SERVICES INC. OREGON	13.14	13.67
ALVORD TAYLOR	11.00	13.31
ARCADIAN INCLUSION MANAGEMENT		
ARMSTRONG 24 HOUR CARE HOME, LLC	11.00	12.50
AROUND THE CLOCK SUPPORT	10.00	10.50
ASHLAND SUPPORTED HOUSING - ASH	12.50	13.59
BARCH, INC.	10.25	15.50
BENCO	11.47	14.71
BETHESDA LUTHERAN COMMUNITIES	11.91	13.21
BRIDGES ENTERPRISE, LLC	13.50	18.42
BRIGHTSIDE LIVING, LLC	11.00	11.40
CATHOLIC COMMUNITY SERVICES	11.73	12.36
CENTER FOR CONTINUOUS IMPROVEMENT, INC	11.35	12.43
CENTRAL OREGON COLLECTIVE	12.00	14.58
CHAMBERLIN HOUSE	11.62	12.48
CHOICES UNLIMITED, INC.	13.50	15.00
COMMUNITY ACCESS SERVICES II, INC.	12.08	12.98
COMMUNITY LIFE LLC	11.50	12.00
COMMUNITY SERVICES, INC.	12.00	13.20
COMMUNITY SUPPORT SERVICES, INC.	11.80	12.47
COOPER HOLLOW RESIDENTIAL SERVICES, INC	11.75	12.40
CORNERSTONE VALLEY INC	11.25	12.00
CROSSROADS RESIDENTIAL HOME	12.00	12.00
DAI S'LA	12.00	12.00
DANVILLE SERVICES OF OREGON, LLC	11.25	13.69
DOUGLAS RESIDENT TRAINING FACILITIES	11.50	13.36
DUNGARVIN OREGON, LLC	12.01	12.01
EASTCO DIVERSIFIED SERVICES	12.00	13.07
EDWARDS CENTER, INC.	12.40	19.13

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AGENCY	Average starting hourly wage: residential services	Average hourly wage: residential services
ELYSIAN PURSUIT INCORPORATED	12.00	13.00
GIFTED HANDS RESIDENTIAL SERVICE	14.00	15.00
GRIFFITH 24 HR CARE, LLC	11.00	11.75
HARMONY HOUSING, INC	11.00	11.96
HAVEN CENTER LLC	12.00	11.50
HENDRICKSON RESIDENTIAL, INC	12.00	14.00
HOME LIFE, INC	11.21	12.33
HORIZON PROJECT, INC	11.30	11.75
HUMMINGBIRD CARE HOME, LLC	11.50	12.50
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	11.00	11.00
INDEPENDENT ENVIRONMENTS INC	12.12	12.37
IS LIVING	11.55	12.70
JACOB'S LIGHTHOUSE, LLC	11.00	17.00
LEMUEL, INC GROUP HOMES	10.25	12.65
LIVING OPPORTUNITIES, INC	10.75	11.00
MARIE MILLS CENTER, INC	11.67	12.22
MENTOR OREGON	11.41	11.49
MV ADVANCEMENTS	12.00	13.14
MY LIYU RESIDENTIAL SERVICES LLC	13.00	17.00
NEW DAY ENTERPRISES	10.97	11.32
NEW DAY NORTHWEST INC.	10.87	12.22
NORTHWEST COMMUNITY ALLICANCE	11.72	11.86
NURU'S ADULT FOSTER HOME	12.00	12.00
NW MENTAL HEALTH MGMT SVCS	10.90	11.34
OPPORTUNITY CONNECTIONS, INC	11.61	12.08
OPPORTUNITY FOUNDATION CENTRAL OR	11.00	11.87
OREGON MENNONITE RES SVCS	12.35	12.93
OREGON SUPPORTED LIVING PROGRAM	11.39	12.58
OUT AND ABOUT RESPITE SERVICES	11.00	12.95
PARTNERSHIPS IN COMMUNITY LIVING, INC	10.25	12.64
PATHWAY ENTERPRISES, INC	13.68	14.72
PERSONALIZED INDEPENDENCE, INC.	11.10	12.00
PINNACLE DEVELOPMENTAL CARE, LLC	12.66	13.16
PORTLAND METRO RESIDENTIAL SERVICES	11.50	13.34
PROF THERAPEUTIC COMMUNITY NETWORK	12.00	15.34
RAIN KING PROPERTIES	10.25	13.65
RAINBOW ADULT LIVING FACILITIES	14.25	16.07
RENAISSANCE, INC	11.50	13.50
RENEW CONSULTING INC	12.00	12.43
RESIDE RESIDENTIAL CARE	11.25	11.75

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AGENCY	Average starting hourly wage: residential services	Average hourly wage: residential services
REVA'S NEW BEGINNINGS CARE HOMES, INC.	11.50	12.00
RISE, INC	12.15	12.36
RIVERS & ROADS RESI & CONSLT, INC	11.00	11.00
RIVERSIDE TRAINING CENTER, INC	11.25	12.90
RON WILSON CENTER	11.50	12.68
S.I.S.O.	11.25	12.74
SAFECARE RESIDENTIAL SERVICES, INC	10.75	11.88
SHANGRI-LA CORP	12.00	13.26
SOUTH COAST HORIZONS	11.00	12.50
SOUTHERN OREGON ASPIRE	10.15	11.55
STAR CORP GROUP HOME	12.00	13.05
STAR OF HOPE ACTIVITY CENTER INC	10.50	11.48
STEP FORWARD ACTIVITIES, INC	11.55	12.87
STEPPING STONE 24 HOURS HOME INC	13.00	12.00
STONEBROOKE RESIDENTIAL SERVICES	11.50	15.00
SUNNY MANOR, INC	10.25	11.81
SUNNY OAKS, INC	12.00	12.85
TANDEM NORTHWEST	11.43	11.43
UMPQUA HOMES - HANDICAPPED	10.15	11.13
UP & OUT, INC	13.00	15.01
VALOR ASSOCIATES, LLC	11.75	12.07
WALKER SUPPORT SERVICES, INC	11.00	13.00
WESTSIDE COMMUNITY FOCUS	11.84	13.32
WORK UNLIMITED, INC	10.63	11.68
REPORT AVERAGE	11.61	12.90
OR AVERAGE:	11.78	13.10

Table 10. Agencies that gave bonuses to DSPs working with adults with IDD between Jan. 1, 2017 and Dec. 31, 2017⁹

AGENCY	Gave bonuses	AGENCY	Gave bonuses
ADULT LEARNING SYSTEMS OF OREGON	Yes	HOME LIFE, INC	Yes
ALBERTINA KERR CENTERS	No	HORIZON PROJECT, INC	No
ALTERNATIVE SERVICES INC. OREGON	Yes	HUMMINGBIRD CARE HOME, LLC	Yes
ALVORD TAYLOR	Yes	INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes
ARCADIAN INCLUSION MANAGEMENT		INDEPENDENT ENVIRONMENTS INC	Yes
ARMSTRONG 24 HOUR CARE HOME, LLC	Yes	IS LIVING	Yes
AROUND THE CLOCK SUPPORT	No	JACOB'S LIGHTHOUSE, LLC	Yes
ASHLAND SUPPORTED HOUSING - ASH	Yes	LEMUEL, INC GROUP HOMES	Yes
BARCH, INC.	Yes	LIVING OPPORTUNITIES, INC	No
BENCO	No	MARIE MILLS CENTER, INC	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes	MENTOR OREGON	No
BRIDGES ENTERPRISE, LLC	Yes	MV ADVANCEMENTS	No
BRIGHTSIDE LIVING, LLC	Yes	MY LIYU RESIDENTIAL SERVICES LLC	Yes
CATHOLIC COMMUNITY SERVICES	No	NEW DAY ENTERPRISES	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	NEW DAY NORTHWEST INC.	No
CENTRAL OREGON COLLECTIVE	Yes	NORTHWEST COMMUNITY ALLICANCE	No
CHAMBERLIN HOUSE	No	NURU'S ADULT FOSTER HOME	No
CHOICES UNLIMITED, INC.	Yes	NW MENTAL HEALTH MGMT SVCS	Yes
COMMUNITY ACCESS SERVICES II, INC.	No	OPPORTUNITY CONNECTIONS, INC	No
COMMUNITY LIFE LLC	Yes	OPPORTUNITY FOUNDATION CENTRAL OR	Yes
COMMUNITY SERVICES, INC.	Yes	OREGON MENNONITE RES SVCS	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes	OREGON SUPPORTED LIVING PROGRAM	Yes
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	OUT AND ABOUT RESPITE SERVICES	Yes
CORNERSTONE VALLEY INC	Yes	PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes
CROSSROADS RESIDENTIAL HOME	No	PATHWAY ENTERPRISES, INC	Yes
DAI S'LA	No	PERSONALIZED INDEPENDENCE, INC.	Yes
DANVILLE SERVICES OF OREGON, LLC	No	PINNACLE DEVELOPMENTAL CARE, LLC	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	PORTLAND METRO RESIDENTIAL SERVICES	Yes
DUNGARVIN OREGON, LLC	No	PROF THERAPEUTIC COMMUNITY NETWORK	No
EASTCO DIVERSIFIED SERVICES	Yes	RAIN KING PROPERTIES	No
EDWARDS CENTER, INC.	No	RAINBOW ADULT LIVING FACILITIES	Yes
ELYSIAN PURSUIT INCORPORATED	Yes	RENAISSANCE, INC	Yes
GIFTED HANDS RESIDENTIAL SERVICE	Yes	RENEW CONSULTING INC	Yes
GRIFFITH 24 HR CARE, LLC	No	RESIDE RESIDENTIAL CARE	No
HARMONY HOUSING, INC	No	REVA'S NEW BEGINNINGS CARE HOMES, INC.	No
HAVEN CENTER LLC	Yes	RISE, INC	Yes
HENDRICKSON RESIDENTIAL, INC	Yes	RIVERS & ROADS RESI & CONSLT, INC	No

⁹ A bonus is wage compensation supplemental to salary or wages. Bonuses are typically given at intervals less frequent than payroll.

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AGENCY	Gave bonuses	AGENCY	Gave bonuses
RIVERSIDE TRAINING CENTER, INC	Yes	SUNNY MANOR, INC	Yes
RON WILSON CENTER	Yes	SUNNY OAKS, INC	Yes
S.I.S.O.	No	TANDEM NORTHWEST	Yes
SAFECARE RESIDENTIAL SERVICES, INC	Yes	UMPQUA HOMES - HANDICAPPED	No
SHANGRI-LA CORP	No	UP & OUT, INC	Yes
SOUTH COAST HORIZONS	No	VALOR ASSOCIATES, LLC	Yes
SOUTHERN OREGON ASPIRE	No	WALKER SUPPORT SERVICES, INC	Yes
STAR CORP GROUP HOME	Yes	WESTSIDE COMMUNITY FOCUS	Yes
STAR OF HOPE ACTIVITY CENTER INC	No	WORK UNLIMITED, INC	Yes
STEP FORWARD ACTIVITIES, INC	No		
STEPPING STONE 24 HOURS HOME INC	No		
STONEBROOKE RESIDENTIAL SERVICES	Yes		
		REPORT AVERAGE	61.7% Yes
		OR AVERAGE	49.2% Yes

Table 11. Percentage of total hours paid to DSPs working with adults with IDD that were regular hours and overtime hours in the month of October 2017 ¹⁰

AGENCY	Regular Hours	Overtime Hours	AGENCY	Regular Hours	Overtime Hours
ADULT LEARNING SYSTEMS OF OREGON	93%	7%	HAVEN CENTER LLC	100%	0%
ALBERTINA KERR CENTERS			HENDRICKSON RESIDENTIAL, INC	93%	7%
ALTERNATIVE SERVICES INC. OREGON	90%	10%	HOME LIFE, INC	97%	3%
ALVORD TAYLOR			HORIZON PROJECT, INC	90%	10%
ARCADIAN INCLUSION MANAGEMENT			HUMMINGBIRD CARE HOME, LLC	95%	5%
ARMSTRONG 24 HOUR CARE HOME, LLC	85%	15%	INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	96%	4%
AROUND THE CLOCK SUPPORT	73%	27%	INDEPENDENT ENVIRONMENTS INC	90%	10%
ASHLAND SUPPORTED HOUSING - ASH	100%	0%	IS LIVING	92%	8%
BARCH, INC.	99%	1%	JACOB'S LIGHTHOUSE, LLC	99%	1%
BENCO			LEMUEL, INC GROUP HOMES	100%	0%
BETHESDA LUTHERAN COMMUNITIES	88%	12%	LIVING OPPORTUNITIES, INC		
BRIDGES ENTERPRISE, LLC	100%	0%	MARIE MILLS CENTER, INC	96%	4%
BRIGHTSIDE LIVING, LLC	96%	4%	MENTOR OREGON	92%	8%
CATHOLIC COMMUNITY SERVICES	87%	13%	MV ADVANCEMENTS		
CENTER FOR CONTINUOUS IMPROVEMENT, INC	78%	22%	MY LIYU RESIDENTIAL SERVICES LLC	89%	11%
CENTRAL OREGON COLLECTIVE	84%	16%	NEW DAY ENTERPRISES	99%	1%
CHAMBERLIN HOUSE	95%	5%	NEW DAY NORTHWEST INC.	66%	34%
CHOICES UNLIMITED, INC.	96%	4%	NORTHWEST COMMUNITY ALLICANCE	90%	10%
COMMUNITY ACCESS SERVICES II, INC.	91%	9%	NURU'S ADULT FOSTER HOME	81%	19%
COMMUNITY LIFE LLC	100%	0%	NW MENTAL HEALTH MGMT SVCS		
COMMUNITY SERVICES, INC.	93%	7%	OPPORTUNITY CONNECTIONS, INC	91%	9%
COMMUNITY SUPPORT SERVICES, INC.	92%	8%	OPPORTUNITY FOUNDATION CENTRAL OR	95%	5%
COOPER HOLLOW RESIDENTIAL SERVICES, INC	96%	4%	OREGON MENNONITE RES SVCS	99%	1%
CORNERSTONE VALLEY INC	98%	2%	OREGON SUPPORTED LIVING PROGRAM	95%	5%
CROSSROADS RESIDENTIAL HOME	98%	2%	OUT AND ABOUT RESPITE SERVICES	97%	3%
DAI S'LA	97%	3%	PARTNERSHIPS IN COMMUNITY LIVING, INC	92%	8%
DANVILLE SERVICES OF OREGON, LLC			PATHWAY ENTERPRISES, INC	92%	8%
DOUGLAS RESIDENT TRAINING FACILITIES			PERSONALIZED INDEPENDENCE, INC.	97%	3%
DUNGARVIN OREGON, LLC	87%	13%	PINNACLE DEVELOPMENTAL CARE, LLC	97%	3%
EASTCO DIVERSIFIED SERVICES	85%	15%	PORTLAND METRO RESIDENTIAL SERVICES		
EDWARDS CENTER, INC.	95%	5%	PROF THERAPEUTIC COMMUNITY NETWORK	99%	1%
ELYSIAN PURSUIT INCORPORATED	97%	3%	RAIN KING PROPERTIES	99%	1%
GIFTED HANDS RESIDENTIAL SERVICE	99%	1%	RAINBOW ADULT LIVING FACILITIES	97%	3%
GRIFFITH 24 HR CARE, LLC	100%	0%	RENAISSANCE, INC	88%	12%
HARMONY HOUSING, INC	97%	3%	RENEW CONSULTING INC	89%	11%

¹⁰ Only reported for those cases for which regular and overtime hours were reported. If there were no overtime hours, agencies were instructed to enter "0".

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AGENCY	Regular Hours	Overtime Hours
RESIDE RESIDENTIAL CARE	95%	5%
REVA'S NEW BEGINNINGS CARE HOMES, INC.	100%	0%
RISE, INC	99%	1%
RIVERS & ROADS RESI & CONSLT, INC	100%	0%
RIVERSIDE TRAINING CENTER, INC	94%	6%
RON WILSON CENTER	97%	3%
S.I.S.O.	92%	8%
SAFECARE RESIDENTIAL SERVICES, INC	98%	2%
SHANGRI-LA CORP	94%	6%
SOUTH COAST HORIZONS	97%	3%
SOUTHERN OREGON ASPIRE	91%	9%
STAR CORP GROUP HOME	98%	2%
STAR OF HOPE ACTIVITY CENTER INC	100%	0%
STEP FORWARD ACTIVITIES, INC	99%	1%
STEPPING STONE 24 HOURS HOME INC	98%	2%
STONEBROOKE RESIDENTIAL SERVICES	97%	3%
SUNNY MANOR, INC	99%	1%
SUNNY OAKS, INC	93%	7%
TANDEM NORTHWEST		
UMPQUA HOMES - HANDICAPPED	96%	4%
UP & OUT, INC	97%	3%
VALOR ASSOCIATES, LLC		
WALKER SUPPORT SERVICES, INC	93%	7%
WESTSIDE COMMUNITY FOCUS		
WORK UNLIMITED, INC	95%	5%
REPORT AVERAGE	93.9%	6.1%
OR AVERAGE	96.5%	3.5%

Benefits

Paid time off

Agencies offer and track paid time off in two distinct methods:

- One method is offering a bank of hours from which employees can take paid time off, with no further delineation of the purpose or the type of time off. This method we refer to as **Pooled Paid Time Off**.
- The second method, which is more traditionally used by the Department of Labor, is to offer and track paid time off in **three distinct types: paid vacation time, paid sick time, and paid personal time**.

Both methods are means for providing paid time off to DSPs when they need it.

Table 12. Offered Pooled Paid Time Off between January 1, 2017 and December 31, 2017¹¹

AGENCY	Offer pooled paid time off to some or all DSPs	Requirements for eligibility for pooled paid time off			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
ADULT LEARNING SYSTEMS OF OREGON	No	No	No	No	No
ALBERTINA KERR CENTERS	No	No	No	No	No
ALTERNATIVE SERVICES INC. OREGON	No	No	No	No	No
ALVORD TAYLOR	No	No	No	No	No
ARCADIAN INCLUSION MANAGEMENT					
ARMSTRONG 24 HOUR CARE HOME, LLC	No	No	No	No	No
AROUND THE CLOCK SUPPORT	No	No	No	No	No
ASHLAND SUPPORTED HOUSING - ASH	No	No	No	No	No
BARCH, INC.	No	No	No	No	No
BENCO	No	No	No	No	No
BETHESDA LUTHERAN COMMUNITIES	Yes	No	Yes	No	No
BRIDGES ENTERPRISE, LLC	No	No	No	No	No
BRIGHTSIDE LIVING, LLC	No	No	No	No	No
CATHOLIC COMMUNITY SERVICES	Yes	No	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	No	No	No	Yes
CENTRAL OREGON COLLECTIVE	Yes	No	No	No	Yes
CHAMBERLIN HOUSE	No	No	No	No	No
CHOICES UNLIMITED, INC.	No	No	No	No	No
COMMUNITY ACCESS SERVICES II, INC.	Yes	No	No	Yes	No
COMMUNITY LIFE LLC	Yes	Yes	No	No	No
COMMUNITY SERVICES, INC.	No	No	No	No	No
COMMUNITY SUPPORT SERVICES, INC.	No	No	No	No	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	No	No	No	No
CORNERSTONE VALLEY INC	No	No	No	No	No
CROSSROADS RESIDENTIAL HOME	Yes	No	No	Yes	No
DAI S'LA	No	No	No	No	No
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes	No	Yes	No
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	No	No	No	Yes
DUNGARVIN OREGON, LLC	No	No	No	No	No
EASTCO DIVERSIFIED SERVICES	No	No	No	No	No
EDWARDS CENTER, INC.	No	No	No	No	No

¹¹ 'Pooled Paid time off' is defined as a bank of hours in which the employer pools sick days, vacation days, and personal days together and the agency doesn't distinguish between category of time off. In previous iterations of the survey, this was referred to as "Paid time off." The clarification added in this 2017 survey may account for differences in data when compared to previous years.

AGENCY	Offer pooled paid time off to some or all DSPs	Requirements for eligibility for pooled paid time off			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
ELYSIAN PURSUIT INCORPORATED	No	No	No	No	No
GIFTED HANDS RESIDENTIAL SERVICE	Yes	No	No	No	No
GRIFFITH 24 HR CARE, LLC	No	No	No	No	No
HARMONY HOUSING, INC	Yes	No	No	No	Yes
HAVEN CENTER LLC	Yes	Yes	No	Yes	No
HENDRICKSON RESIDENTIAL, INC	Yes	No	No	No	Yes
HOME LIFE, INC	Yes	No	Yes	No	No
HORIZON PROJECT, INC	No	No	No	No	No
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	No	No	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	No	No	No	No
INDEPENDENT ENVIRONMENTS INC	Yes	No	No	Yes	No
IS LIVING	No	No	No	No	No
JACOB'S LIGHTHOUSE, LLC	Yes	No	No	Yes	No
LEMUEL, INC GROUP HOMES	No	No	No	No	No
LIVING OPPORTUNITIES, INC	Yes	No	No	No	Yes
MARIE MILLS CENTER, INC	No	No	No	No	No
MENTOR OREGON	Yes	No	No	No	Yes
MV ADVANCEMENTS	Yes	No	Yes	No	No
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	No
NEW DAY ENTERPRISES	No	No	No	No	No
NEW DAY NORTHWEST INC.	Yes	No	No	Yes	No
NORTHWEST COMMUNITY ALLICANCE	Yes	No	No	Yes	No
NURU'S ADULT FOSTER HOME	No	No	No	No	No
NW MENTAL HEALTH MGMT SVCS	No	No	No	No	No
OPPORTUNITY CONNECTIONS, INC	No	No	No	No	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	No	Yes	Yes	No
OREGON MENNONITE RES SVCS	Yes	No	No	Yes	No
OREGON SUPPORTED LIVING PROGRAM	Yes	No	No	No	Yes
OUT AND ABOUT RESPITE SERVICES	Yes	No	No	No	Yes
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	No	No	Yes	No
PATHWAY ENTERPRISES, INC	Yes	No	No	Yes	No
PERSONALIZED INDEPENDENCE, INC.	Yes	No	No	Yes	No
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	Yes	No	Yes	No
PORTLAND METRO RESIDENTIAL SERVICES	No	No	No	No	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	No	Yes	No	No
RAIN KING PROPERTIES	No	No	No	No	No
RAINBOW ADULT LIVING FACILITIES	No	No	No	No	No
RENAISSANCE, INC	No	No	No	No	No
RENEW CONSULTING INC	Yes	No	No	No	Yes

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AGENCY	Offer pooled paid time off to some or all DSPs	Requirements for eligibility for pooled paid time off			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
RESIDE RESIDENTIAL CARE	No	No	No	No	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	No	No	No	No
RISE, INC	No	No	No	No	No
RIVERS & ROADS RESI & CONSLT, INC	No	No	No	No	No
RIVERSIDE TRAINING CENTER, INC	Yes	Yes	No	Yes	No
RON WILSON CENTER	No	No	No	No	No
S.I.S.O.	No	No	No	No	No
SAFECARE RESIDENTIAL SERVICES, INC	No	No	No	No	No
SHANGRI-LA CORP	No	No	No	No	No
SOUTH COAST HORIZONS	No	No	No	No	No
SOUTHERN OREGON ASPIRE	Yes	No	No	No	Yes
STAR CORP GROUP HOME	No	No	No	No	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	Yes**	No	No	No
STEP FORWARD ACTIVITIES, INC	Yes	Yes	No	Yes	No
STEPPING STONE 24 HOURS HOME INC	Yes	No	No	Yes	No
STONEBROOKE RESIDENTIAL SERVICES	No	No	No	No	No
SUNNY MANOR, INC	Yes	No	No	No	Yes
SUNNY OAKS, INC	No	No	No	No	No
TANDEM NORTHWEST	No	No	No	No	No
UMPQUA HOMES - HANDICAPPED	No	No	No	No	No
UP & OUT, INC	No	No	No	No	No
VALOR ASSOCIATES, LLC	No	No	No	No	No
WALKER SUPPORT SERVICES, INC	No	No	No	No	No
WESTSIDE COMMUNITY FOCUS	Yes	No	Yes	No	No
WORK UNLIMITED, INC	No	No	No	No	No
REPORT AVERAGE	42.6%	22.5%*	20.0%*	47.5%*	30.0%*
OR AVERAGE	37.4%	17.8%*	16.4%*	43.8%*	41.1%*

*Of those providing the benefit to some or all DSPs

**Did not report that agency distinguished between full time and part time DSPs.

Table 13. Offered Paid Vacation Time between January 1, 2017 and December 31, 2017

AGENCY	Offer paid vacation time to some or all DSPs	Requirements for eligibility for paid vacation time			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
ADULT LEARNING SYSTEMS OF OREGON	Yes	Yes	No	No	No
ALBERTINA KERR CENTERS	Yes	Yes**	No	Yes	No
ALTERNATIVE SERVICES INC. OREGON	Yes	No	Yes	No	No
ALVORD TAYLOR	Yes	No	No	Yes	No
ARCADIAN INCLUSION MANAGEMENT					
ARMSTRONG 24 HOUR CARE HOME, LLC	No	No	No	No	No
AROUND THE CLOCK SUPPORT	Yes	Yes**	Yes	Yes	No
ASHLAND SUPPORTED HOUSING - ASH	Yes	No	No	Yes	No
BARCH, INC.	Yes	No	No	Yes	No
BENCO	Yes	No	No	Yes	No
BETHESDA LUTHERAN COMMUNITIES	No	No	No	No	No
BRIDGES ENTERPRISE, LLC	Yes	No	No	Yes	No
BRIGHTSIDE LIVING, LLC	Yes	Yes	No	No	No
CATHOLIC COMMUNITY SERVICES	Yes	No	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC		No	No	No	No
CENTRAL OREGON COLLECTIVE		No	No	No	No
CHAMBERLIN HOUSE	Yes	No	No	No	Yes
CHOICES UNLIMITED, INC.	Yes	No	Yes	No	No
COMMUNITY ACCESS SERVICES II, INC.		No	No	No	No
COMMUNITY LIFE LLC	No	No	No	No	No
COMMUNITY SERVICES, INC.	Yes	No	No	No	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes	Yes	No	Yes	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	No	No	No	No
CORNERSTONE VALLEY INC	Yes	No	No	No	Yes
CROSSROADS RESIDENTIAL HOME	Yes	No	No	Yes	No
DAI S'LA	No	No	No	No	No
DANVILLE SERVICES OF OREGON, LLC	No	No	No	No	No
DOUGLAS RESIDENT TRAINING FACILITIES		No	No	No	No
DUNGARVIN OREGON, LLC	Yes	No	No	No	Yes
EASTCO DIVERSIFIED SERVICES	Yes	Yes	No	No	No
EDWARDS CENTER, INC.	Yes	Yes	No	No	No
ELYSIAN PURSUIT INCORPORATED	No	No	No	No	No
GIFTED HANDS RESIDENTIAL SERVICE	Yes	No	No	No	Yes
GRIFFITH 24 HR CARE, LLC	No	No	No	No	No
HARMONY HOUSING, INC		No	No	No	No
HAVEN CENTER LLC	Yes	Yes	No	Yes	No

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AGENCY	Offer paid vacation time to some or all DSPs	Requirements for eligibility for paid vacation time			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
HENDRICKSON RESIDENTIAL, INC		No	No	No	No
HOME LIFE, INC	No	No	No	No	No
HORIZON PROJECT, INC	Yes	Yes**	No	Yes	No
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	No	No	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	No	No	No	No
INDEPENDENT ENVIRONMENTS INC		No	No	No	No
IS LIVING	Yes	No	No	No	Yes
JACOB'S LIGHTHOUSE, LLC	Yes	No	No	Yes	No
LEMUEL, INC GROUP HOMES	Yes	Yes	No	No	No
LIVING OPPORTUNITIES, INC		No	No	No	No
MARIE MILLS CENTER, INC	Yes	Yes	Yes	Yes	No
MENTOR OREGON		No	No	No	No
MV ADVANCEMENTS	No	No	No	No	No
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	No	No
NEW DAY ENTERPRISES	Yes	Yes	No	Yes	No
NEW DAY NORTHWEST INC.	No	No	No	No	No
NORTHWEST COMMUNITY ALLICANCE	Yes	No	No	Yes	No
NURU'S ADULT FOSTER HOME	No	No	No	No	No
NW MENTAL HEALTH MGMT SVCS	Yes	Yes	No	No	No
OPPORTUNITY CONNECTIONS, INC	Yes	Yes	No	Yes	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes	Yes	Yes	No
OREGON MENNONITE RES SVCS	Yes	No	No	Yes	No
OREGON SUPPORTED LIVING PROGRAM		No	No	No	No
OUT AND ABOUT RESPITE SERVICES		No	No	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	No	No	No	No	No
PATHWAY ENTERPRISES, INC	No	No	No	No	No
PERSONALIZED INDEPENDENCE, INC.	No	No	No	No	No
PINNACLE DEVELOPMENTAL CARE, LLC		No	No	No	No
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes	No	Yes	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	Yes	No	No	No
RAIN KING PROPERTIES	Yes	No	No	Yes	No
RAINBOW ADULT LIVING FACILITIES	No	No	No	No	No
RENAISSANCE, INC	Yes	No	No	Yes	No
RENEW CONSULTING INC		No	No	No	No
RESIDE RESIDENTIAL CARE	Yes	Yes**	No	Yes	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	No	No	No	No
RISE, INC	Yes	Yes	No	No	No
RIVERS & ROADS RESI & CONSLT, INC	Yes	Yes	No	No	No
RIVERSIDE TRAINING CENTER, INC	No	No	No	No	No

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AGENCY	Offer paid vacation time to some or all DSPs	Requirements for eligibility for paid vacation time			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
RON WILSON CENTER	Yes	No	No	Yes	No
S.I.S.O.	Yes	Yes	No	Yes	No
SAFECARE RESIDENTIAL SERVICES, INC	No	No	No	No	No
SHANGRI-LA CORP	No	No	No	No	No
SOUTH COAST HORIZONS	Yes	Yes	No	No	No
SOUTHERN OREGON ASPIRE		No	No	No	No
STAR CORP GROUP HOME	Yes	No	No	Yes	No
STAR OF HOPE ACTIVITY CENTER INC	No	No	No	No	No
STEP FORWARD ACTIVITIES, INC	No	No	No	No	No
STEPPING STONE 24 HOURS HOME INC	Yes	No	Yes	No	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes	No	Yes	No
SUNNY MANOR, INC		No	No	No	No
SUNNY OAKS, INC	Yes	Yes	Yes	Yes	No
TANDEM NORTHWEST	Yes	No	No	Yes	No
UMPQUA HOMES - HANDICAPPED	No	No	No	No	No
UP & OUT, INC	Yes	Yes	Yes	Yes	No
VALOR ASSOCIATES, LLC	No	No	No	No	No
WALKER SUPPORT SERVICES, INC	No	No	No	No	No
WESTSIDE COMMUNITY FOCUS	No	No	No	No	No
WORK UNLIMITED, INC	Yes	No	No	Yes	No
REPORT AVERAGE	67.1%	50.9%*	18.9%*	58.5%*	11.3%*
OR AVERAGE	55.4%	46.0%*	24.1%*	56.3%*	16.1%*

*Of those providing the benefit to some or all DSPs

**Did not report that agency distinguished between full time and part time DSPs.

Table 14. Offered Paid Sick Time between January 1, 2017 and December 31, 2017

AGENCY	Offer paid sick time to some or all DSPs	Requirements for eligibility for paid sick time			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
ADULT LEARNING SYSTEMS OF OREGON	Yes	No	No	Yes	No
ALBERTINA KERR CENTERS	Yes	Yes**	No	Yes	No
ALTERNATIVE SERVICES INC. OREGON	Yes	No	Yes	No	No
ALVORD TAYLOR	Yes	No	No	No	Yes
ARCADIAN INCLUSION MANAGEMENT					
ARMSTRONG 24 HOUR CARE HOME, LLC	No	No	No	No	No
AROUND THE CLOCK SUPPORT	Yes	Yes**	Yes	Yes	No
ASHLAND SUPPORTED HOUSING - ASH	Yes	No	No	Yes	No
BARCH, INC.	Yes	No	No	No	Yes
BENCO	Yes	No	No	No	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes	No	Yes	No	No
BRIDGES ENTERPRISE, LLC	Yes	No	No	No	Yes
BRIGHTSIDE LIVING, LLC	Yes	No	No	No	Yes
CATHOLIC COMMUNITY SERVICES	Yes	No	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC		No	No	No	No
CENTRAL OREGON COLLECTIVE		No	No	No	No
CHAMBERLIN HOUSE	Yes	No	No	No	Yes
CHOICES UNLIMITED, INC.	Yes	No	No	No	Yes
COMMUNITY ACCESS SERVICES II, INC.		No	No	No	No
COMMUNITY LIFE LLC	No	No	No	No	No
COMMUNITY SERVICES, INC.	Yes	No	No	No	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes	No	Yes	No	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	No	No	No	Yes
CORNERSTONE VALLEY INC	Yes	No	No	No	Yes
CROSSROADS RESIDENTIAL HOME	Yes	No	No	No	Yes
DAI S'LA	No	No	No	No	No
DANVILLE SERVICES OF OREGON, LLC	Yes	No	Yes	Yes	No
DOUGLAS RESIDENT TRAINING FACILITIES		No	No	No	No
DUNGARVIN OREGON, LLC	Yes	No	No	No	Yes
EASTCO DIVERSIFIED SERVICES	Yes	No	No	No	Yes
EDWARDS CENTER, INC.	Yes	No	No	No	Yes
ELYSIAN PURSUIT INCORPORATED	No	No	No	No	No
GIFTED HANDS RESIDENTIAL SERVICE	Yes	No	No	No	Yes
GRIFFITH 24 HR CARE, LLC	No	No	No	No	No
HARMONY HOUSING, INC		No	No	No	No
HAVEN CENTER LLC	No	No	No	No	No

AGENCY	Offer paid sick time to some or all DSPs	Requirements for eligibility for paid sick time			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
HENDRICKSON RESIDENTIAL, INC		No	No	No	No
HOME LIFE, INC	No	No	No	No	No
HORIZON PROJECT, INC	Yes	No	Yes	No	No
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	No	No	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	No	No	No	Yes
INDEPENDENT ENVIRONMENTS INC		No	No	No	No
IS LIVING	Yes	No	No	No	Yes
JACOB'S LIGHTHOUSE, LLC	No	No	No	No	No
LEMUEL, INC GROUP HOMES	Yes	No	No	No	Yes
LIVING OPPORTUNITIES, INC		No	No	No	No
MARIE MILLS CENTER, INC	Yes	No	No	No	Yes
MENTOR OREGON		No	No	No	No
MV ADVANCEMENTS	No	No	No	No	No
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes	No	No	No
NEW DAY ENTERPRISES	Yes	No	No	No	Yes
NEW DAY NORTHWEST INC.	No	No	No	No	No
NORTHWEST COMMUNITY ALLICANCE	Yes	No	No	No	Yes
NURU'S ADULT FOSTER HOME	No	No	No	No	No
NW MENTAL HEALTH MGMT SVCS	Yes	No	No	No	Yes
OPPORTUNITY CONNECTIONS, INC	Yes	No	No	No	Yes
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	No	No	No	Yes
OREGON MENNONITE RES SVCS		No	No	No	No
OREGON SUPPORTED LIVING PROGRAM		No	No	No	No
OUT AND ABOUT RESPITE SERVICES		No	No	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	No	No	No	No	No
PATHWAY ENTERPRISES, INC	No	No	No	No	No
PERSONALIZED INDEPENDENCE, INC.	No	No	No	No	No
PINNACLE DEVELOPMENTAL CARE, LLC		No	No	No	No
PORTLAND METRO RESIDENTIAL SERVICES	Yes	No	No	No	Yes
PROF THERAPEUTIC COMMUNITY NETWORK		No	No	No	No
RAIN KING PROPERTIES	Yes	No	No	No	Yes
RAINBOW ADULT LIVING FACILITIES	Yes	No	Yes	Yes	No
RENAISSANCE, INC	Yes	No	No	Yes	No
RENEW CONSULTING INC		No	No	No	No
RESIDE RESIDENTIAL CARE	Yes	No	No	No	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	No	No	No	Yes
RISE, INC	Yes	No	No	No	Yes
RIVERS & ROADS RESI & CONSLT, INC	Yes	No	No	Yes	No
RIVERSIDE TRAINING CENTER, INC	Yes	No	No	Yes	No

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AGENCY	Offer paid sick time to some or all DSPs	Requirements for eligibility for paid sick time			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
RON WILSON CENTER	Yes	No	No	Yes	No
S.I.S.O.	Yes	No	No	Yes	No
SAFECARE RESIDENTIAL SERVICES, INC	Yes	No	Yes	No	No
SHANGRI-LA CORP	Yes	No	Yes	Yes	No
SOUTH COAST HORIZONS	Yes	No	No	No	Yes
SOUTHERN OREGON ASPIRE		No	No	No	No
STAR CORP GROUP HOME	Yes	No	No	No	Yes
STAR OF HOPE ACTIVITY CENTER INC	Yes	No	Yes	No	No
STEP FORWARD ACTIVITIES, INC	No	No	No	No	No
STEPPING STONE 24 HOURS HOME INC	No	No	No	No	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	No	No	No	Yes
SUNNY MANOR, INC		No	No	No	No
SUNNY OAKS, INC	Yes	No	No	Yes	No
TANDEM NORTHWEST	Yes	No	No	Yes	No
UMPQUA HOMES - HANDICAPPED	Yes	No	No	No	Yes
UP & OUT, INC	Yes	No	No	No	Yes
VALOR ASSOCIATES, LLC	Yes	No	No	No	Yes
WALKER SUPPORT SERVICES, INC	Yes	Yes	No	No	No
WESTSIDE COMMUNITY FOCUS	Yes	No	Yes	No	No
WORK UNLIMITED, INC	Yes	No	No	No	Yes
REPORT AVERAGE	79.2%	8.2%*	19.7%*	24.6%*	59.0%*
OR AVERAGE	73.5%	10.5%*	14.0%*	21.9%*	62.3%*

*Of those providing the benefit to some or all DSPs

**Did not report that agency distinguished between full time and part time DSPs.

Table 15. Offered Paid Personal Time between January 1, 2017 and December 31, 2017

AGENCY	Offer paid personal time to some or all DSPs	Requirements for eligibility for paid personal time			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
ADULT LEARNING SYSTEMS OF OREGON	No	No	No	No	No
ALBERTINA KERR CENTERS	Yes	Yes**	No	Yes	No
ALTERNATIVE SERVICES INC. OREGON	No	No	No	No	No
ALVORD TAYLOR	No	No	No	No	No
ARCADIAN INCLUSION MANAGEMENT					
ARMSTRONG 24 HOUR CARE HOME, LLC	No	No	No	No	No
AROUND THE CLOCK SUPPORT	Yes	Yes**	Yes	Yes	No
ASHLAND SUPPORTED HOUSING - ASH	No	No	No	No	No
BARCH, INC.	No	No	No	No	No
BENCO	No	No	No	No	No
BETHESDA LUTHERAN COMMUNITIES	No	No	No	No	No
BRIDGES ENTERPRISE, LLC	No	No	No	No	No
BRIGHTSIDE LIVING, LLC	No	No	No	No	No
CATHOLIC COMMUNITY SERVICES	Yes	No	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC		No	No	No	No
CENTRAL OREGON COLLECTIVE		No	No	No	No
CHAMBERLIN HOUSE	No	No	No	No	No
CHOICES UNLIMITED, INC.	No	No	No	No	No
COMMUNITY ACCESS SERVICES II, INC.		No	No	No	No
COMMUNITY LIFE LLC	No	No	No	No	No
COMMUNITY SERVICES, INC.	No	No	No	No	No
COMMUNITY SUPPORT SERVICES, INC.	Yes	Yes	No	Yes	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	No	No	No	No
CORNERSTONE VALLEY INC	No	No	No	No	No
CROSSROADS RESIDENTIAL HOME	No	No	No	No	No
DAI S'LA	No	No	No	No	No
DANVILLE SERVICES OF OREGON, LLC	No	No	No	No	No
DOUGLAS RESIDENT TRAINING FACILITIES		No	No	No	No
DUNGARVIN OREGON, LLC	No	No	No	No	No
EASTCO DIVERSIFIED SERVICES	No	No	No	No	No
EDWARDS CENTER, INC.	Yes	Yes	No	No	No
ELYSIAN PURSUIT INCORPORATED	Yes	No	No	No	No
GIFTED HANDS RESIDENTIAL SERVICE	Yes	No	No	No	Yes
GRIFFITH 24 HR CARE, LLC	No	No	No	No	No
HARMONY HOUSING, INC		No	No	No	No

AGENCY	Offer paid personal time to some or all DSPs	Requirements for eligibility for paid personal time			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
HAVEN CENTER LLC	Yes	Yes	No	Yes	No
HENDRICKSON RESIDENTIAL, INC		No	No	No	No
HOME LIFE, INC	Yes	No	Yes	No	No
HORIZON PROJECT, INC	No	No	No	No	No
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	No	No	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	No	No	No	No
INDEPENDENT ENVIRONMENTS INC		No	No	No	No
IS LIVING	Yes	No	No	No	Yes
JACOB'S LIGHTHOUSE, LLC	No	No	No	No	No
LEMUEL, INC GROUP HOMES	No	No	No	No	No
LIVING OPPORTUNITIES, INC		No	No	No	No
MARIE MILLS CENTER, INC	No	No	No	No	No
MENTOR OREGON		No	No	No	No
MV ADVANCEMENTS	No	No	No	No	No
MY LIYU RESIDENTIAL SERVICES LLC	No	No	No	No	No
NEW DAY ENTERPRISES	No	No	No	No	No
NEW DAY NORTHWEST INC.	No	No	No	No	No
NORTHWEST COMMUNITY ALLICANCE	Yes	No	No	No	Yes
NURU'S ADULT FOSTER HOME	No	No	No	No	No
NW MENTAL HEALTH MGMT SVCS	No	No	No	No	No
OPPORTUNITY CONNECTIONS, INC	No	No	No	No	No
OPPORTUNITY FOUNDATION CENTRAL OR	No	No	No	No	No
OREGON MENNONITE RES SVCS		No	No	No	No
OREGON SUPPORTED LIVING PROGRAM		No	No	No	No
OUT AND ABOUT RESPITE SERVICES		No	No	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	No	No	No	No	No
PATHWAY ENTERPRISES, INC	No	No	No	No	No
PERSONALIZED INDEPENDENCE, INC.	No	No	No	No	No
PINNACLE DEVELOPMENTAL CARE, LLC		No	No	No	No
PORTLAND METRO RESIDENTIAL SERVICES	No	No	No	No	No
PROF THERAPEUTIC COMMUNITY NETWORK		No	No	No	No
RAIN KING PROPERTIES	No	No	No	No	No
RAINBOW ADULT LIVING FACILITIES	Yes	No	Yes	Yes	No
	No	No	No	No	No
RENAISSANCE, INC	No	No	No	No	No
RENEW CONSULTING INC		No	No	No	No
RESIDE RESIDENTIAL CARE	No	No	No	No	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	No	No	No	Yes
RISE, INC	No	No	No	No	No

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AGENCY	Offer paid personal time to some or all DSPs	Requirements for eligibility for paid personal time			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
RIVERS & ROADS RESI & CONSLT, INC	No	No	No	No	No
RIVERSIDE TRAINING CENTER, INC	Yes	Yes	No	Yes	No
RON WILSON CENTER	No	No	No	No	No
S.I.S.O.	No	No	No	No	No
SAFECARE RESIDENTIAL SERVICES, INC	No	No	No	No	No
	No	No	No	No	No
SHANGRI-LA CORP	Yes	No	Yes	No	No
SOUTH COAST HORIZONS	Yes	Yes	No	No	No
SOUTHERN OREGON ASPIRE		No	No	No	No
STAR CORP GROUP HOME	No	No	No	No	No
STAR OF HOPE ACTIVITY CENTER INC	No	No	No	No	No
STEP FORWARD ACTIVITIES, INC	Yes	Yes	No	Yes	No
STEPPING STONE 24 HOURS HOME INC	No	No	No	No	No
STONEBROOKE RESIDENTIAL SERVICES	No	No	No	No	No
SUNNY MANOR, INC		No	No	No	No
SUNNY OAKS, INC	No	No	No	No	No
TANDEM NORTHWEST	Yes	No	No	Yes	No
UMPQUA HOMES - HANDICAPPED	No	No	No	No	No
UP & OUT, INC	Yes	Yes	Yes	Yes	No
VALOR ASSOCIATES, LLC	No	No	No	No	No
WALKER SUPPORT SERVICES, INC	No	No	No	No	No
WESTSIDE COMMUNITY FOCUS	No	No	No	No	No
WORK UNLIMITED, INC	No	No	No	No	No
REPORT AVERAGE	26.0%	50.0%*	30.0%*	50.0%*	20.0%*
OR AVERAGE	20.3%	51.6%*	35.5%*	45.2%*	19.4%*

*Of those providing the benefit to some or all DSPs

**Did not report that agency distinguished between full time and part time DSPs.

Table 16. Offered Health Insurance between January 1, 2017 and December 31, 2017

AGENCY	Offer health insurance to some or all DSPs	Requirements for eligibility for health insurance			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
ADULT LEARNING SYSTEMS OF OREGON	Yes	No	Yes	No	No
ALBERTINA KERR CENTERS	Yes	Yes**	No	Yes	No
ALTERNATIVE SERVICES INC. OREGON	Yes	No	Yes	No	No
ALVORD TAYLOR	Yes	No	Yes	No	No
ARCADIAN INCLUSION MANAGEMENT					
ARMSTRONG 24 HOUR CARE HOME, LLC	No	No	No	No	No
AROUND THE CLOCK SUPPORT	Yes	Yes**	Yes	Yes	No
ASHLAND SUPPORTED HOUSING - ASH	Yes	Yes	No	Yes	No
BARCH, INC.	No	No	No	No	No
BENCO	Yes	Yes	No	Yes	No
BETHESDA LUTHERAN COMMUNITIES	Yes	No	Yes	No	No
BRIDGES ENTERPRISE, LLC	Yes	Yes	No	Yes	No
BRIGHTSIDE LIVING, LLC	Yes	Yes	No	No	No
CATHOLIC COMMUNITY SERVICES	Yes	No	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	No	Yes	Yes	No
CENTRAL OREGON COLLECTIVE	Yes	Yes	Yes	Yes	No
CHAMBERLIN HOUSE	Yes	Yes	No	Yes	No
CHOICES UNLIMITED, INC.	Yes	Yes	No	No	No
COMMUNITY ACCESS SERVICES II, INC.	Yes	Yes	No	No	No
COMMUNITY LIFE LLC	Yes	Yes	No	No	No
COMMUNITY SERVICES, INC.	Yes	Yes	Yes	Yes	No
COMMUNITY SUPPORT SERVICES, INC.	Yes	Yes	Yes	Yes	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	No	No	No	No
CORNERSTONE VALLEY INC	No	No	No	No	No
CROSSROADS RESIDENTIAL HOME	No	No	No	No	No
DAI S'LA	No	No	No	No	No
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes	No	Yes	No
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	No	Yes	Yes	No
DUNGARVIN OREGON, LLC	Yes	Yes	Yes	Yes	No
EASTCO DIVERSIFIED SERVICES	Yes	No	No	No	No
EDWARDS CENTER, INC.	Yes	Yes	No	No	No
ELYSIAN PURSUIT INCORPORATED	No	No	No	No	No
GIFTED HANDS RESIDENTIAL SERVICE	Yes	Yes	No	No	No
GRIFFITH 24 HR CARE, LLC	No	No	No	No	No
HARMONY HOUSING, INC	No	No	No	No	No
HAVEN CENTER LLC	Yes	Yes	No	Yes	No

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AGENCY	Offer health insurance to some or all DSPs	Requirements for eligibility for health insurance			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
HENDRICKSON RESIDENTIAL, INC	No	No	No	No	No
HOME LIFE, INC	Yes	No	Yes	No	No
HORIZON PROJECT, INC	No	No	No	No	No
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	No	No	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	No	No	No	Yes
INDEPENDENT ENVIRONMENTS INC	Yes	Yes	Yes	Yes	No
IS LIVING	Yes	No	Yes	Yes	No
JACOB'S LIGHTHOUSE, LLC	No	No	No	No	No
LEMUEL, INC GROUP HOMES	Yes	Yes	No	No	No
LIVING OPPORTUNITIES, INC	Yes	No	Yes	Yes	No
MARIE MILLS CENTER, INC	Yes	Yes	Yes	Yes	No
MENTOR OREGON	Yes	No	Yes	No	No
MV ADVANCEMENTS	Yes	Yes	No	Yes	No
MY LIYU RESIDENTIAL SERVICES LLC	No	No	No	No	No
NEW DAY ENTERPRISES	Yes	Yes	No	Yes	No
NEW DAY NORTHWEST INC.	Yes	Yes	Yes	Yes	No
NORTHWEST COMMUNITY ALLICANCE	Yes	No	No	Yes	No
NURU'S ADULT FOSTER HOME	No	No	No	No	No
NW MENTAL HEALTH MGMT SVCS	Yes	Yes	No	No	No
OPPORTUNITY CONNECTIONS, INC	Yes	Yes	No	Yes	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes	Yes	Yes	No
OREGON MENNONITE RES SVCS	Yes	Yes	Yes	No	No
OREGON SUPPORTED LIVING PROGRAM	Yes	Yes	No	Yes	No
OUT AND ABOUT RESPITE SERVICES	No	No	No	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes	Yes	Yes	No
PATHWAY ENTERPRISES, INC	Yes	No	Yes	Yes	No
PERSONALIZED INDEPENDENCE, INC.	No	No	No	No	No
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	Yes	No	Yes	No
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes	No	Yes	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	Yes	No	No	No
RAIN KING PROPERTIES	No	No	No	No	No
RAINBOW ADULT LIVING FACILITIES	Yes	Yes	No	Yes	No
RENAISSANCE, INC	No	No	No	No	No
RENEW CONSULTING INC	Yes	No	Yes	No	No
RESIDE RESIDENTIAL CARE	Yes	Yes**	No	Yes	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	No	No	No	No
RISE, INC	Yes	No	Yes	Yes	No
RIVERS & ROADS RESI & CONSLT, INC	Yes	Yes	No	Yes	No
RIVERSIDE TRAINING CENTER, INC	Yes	Yes	Yes	Yes	No

AGENCY	Offer health insurance to some or all DSPs	Requirements for eligibility for health insurance			
		Must be full time	Must work a minimum amount of time within a defined time period	Must have been employed at the agency for a certain length of time	All DSPs are eligible
RON WILSON CENTER	Yes	No	Yes	No	No
S.I.S.O.	No	No	No	No	No
SAFECARE RESIDENTIAL SERVICES, INC	No	No	No	No	No
SHANGRI-LA CORP	Yes	No	Yes	Yes	No
SOUTH COAST HORIZONS	Yes	Yes	No	No	No
SOUTHERN OREGON ASPIRE	Yes	Yes	Yes	Yes	No
STAR CORP GROUP HOME	Yes	No	No	Yes	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	No	Yes	No	No
STEP FORWARD ACTIVITIES, INC	Yes	Yes	No	No	No
STEPPING STONE 24 HOURS HOME INC		No	No	No	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes	No	Yes	No
SUNNY MANOR, INC	No	No	No	No	No
SUNNY OAKS, INC	Yes	Yes	Yes	Yes	No
TANDEM NORTHWEST	Yes	No	No	Yes	No
UMPQUA HOMES - HANDICAPPED	Yes	Yes	No	No	No
UP & OUT, INC	Yes	Yes	Yes	Yes	No
VALOR ASSOCIATES, LLC	Yes	Yes	No	No	No
WALKER SUPPORT SERVICES, INC	No	No	No	No	No
WESTSIDE COMMUNITY FOCUS	Yes	Yes	No	No	No
WORK UNLIMITED, INC	Yes	Yes	No	Yes	No
REPORT AVERAGE	75.3%	68.6%*	45.7%*	61.4%*	1.4%*
OR AVERAGE	64.4%	65.6%*	44.8%*	56.8%*	2.4%*

*Of those providing the benefit to some or all DSPs

**Did not report that agency distinguished between full time and part time DSPs.

Table 17. Offered Dental Insurance/Vision Coverage between January 1, 2017 and December 31, 2017

AGENCY	Dental coverage offered to some or all DSPs (supporting adults with IDD)	Vision coverage offered to some or all DSPs (supporting adults with IDD)
ADULT LEARNING SYSTEMS OF OREGON	Yes	Yes
ALBERTINA KERR CENTERS	Yes	Yes
ALTERNATIVE SERVICES INC. OREGON	Yes	Yes
ALVORD TAYLOR	Yes	Yes
ARCADIAN INCLUSION MANAGEMENT		
ARMSTRONG 24 HOUR CARE HOME, LLC	No	No
AROUND THE CLOCK SUPPORT	Yes	Yes
ASHLAND SUPPORTED HOUSING - ASH	Yes	Yes
BARCH, INC.	No	No
BENCO	Yes	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes	Yes
BRIDGES ENTERPRISE, LLC	Yes	Yes
BRIGHTSIDE LIVING, LLC	Yes	Yes
CATHOLIC COMMUNITY SERVICES	Yes	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	Yes
CENTRAL OREGON COLLECTIVE	Yes	Yes
CHAMBERLIN HOUSE	Yes	Yes
CHOICES UNLIMITED, INC.	No	Yes
COMMUNITY ACCESS SERVICES II, INC.	Yes	Yes
COMMUNITY LIFE LLC	No	Yes
COMMUNITY SERVICES, INC.	Yes	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes	Yes
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	No
CORNERSTONE VALLEY INC	No	No
CROSSROADS RESIDENTIAL HOME	No	No
DAI S'LA	No	No
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	Yes
DUNGARVIN OREGON, LLC	Yes	Yes
EASTCO DIVERSIFIED SERVICES	Yes	Yes
EDWARDS CENTER, INC.	Yes	Yes
ELYSIAN PURSUIT INCORPORATED	No	No
GIFTED HANDS RESIDENTIAL SERVICE	No	No
GRIFFITH 24 HR CARE, LLC	No	No
HARMONY HOUSING, INC	No	No
HAVEN CENTER LLC	Yes	No
HENDRICKSON RESIDENTIAL, INC	No	No
HOME LIFE, INC	Yes	Yes
HORIZON PROJECT, INC	No	No

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AGENCY	Dental coverage offered to some or all DSPs (supporting adults with IDD)	Vision coverage offered to some or all DSPs (supporting adults with IDD)
HUMMINGBIRD CARE HOME, LLC	Yes	Yes
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	No
INDEPENDENT ENVIRONMENTS INC	Yes	Yes
IS LIVING	Yes	Yes
JACOB'S LIGHTHOUSE, LLC		No
LEMUEL, INC GROUP HOMES	Yes	Yes
LIVING OPPORTUNITIES, INC	Yes	Yes
MARIE MILLS CENTER, INC	Yes	Yes
MENTOR OREGON	Yes	Yes
MV ADVANCEMENTS	Yes	Yes
MY LIYU RESIDENTIAL SERVICES LLC	No	No
NEW DAY ENTERPRISES	Yes	Yes
NEW DAY NORTHWEST INC.	Yes	Yes
NORTHWEST COMMUNITY ALLICANCE	Yes	Yes
NURU'S ADULT FOSTER HOME	No	No
NW MENTAL HEALTH MGMT SVCS	Yes	Yes
OPPORTUNITY CONNECTIONS, INC	Yes	Yes
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes
OREGON MENNONITE RES SVCS	Yes	No
OREGON SUPPORTED LIVING PROGRAM	Yes	Yes
OUT AND ABOUT RESPITE SERVICES	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes
PATHWAY ENTERPRISES, INC	Yes	Yes
PERSONALIZED INDEPENDENCE, INC.	No	No
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	Yes
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	No
RAIN KING PROPERTIES	No	No
RAINBOW ADULT LIVING FACILITIES	Yes	Yes
RENAISSANCE, INC	No	No
RENEW CONSULTING INC	Yes	No
RESIDE RESIDENTIAL CARE	Yes	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	No
RISE, INC	Yes	Yes
RIVERS & ROADS RESI & CONSLT, INC	Yes	Yes
RIVERSIDE TRAINING CENTER, INC	Yes	Yes
RON WILSON CENTER	Yes	Yes
S.I.S.O.	No	No
SAFECARE RESIDENTIAL SERVICES, INC	No	No
SHANGRI-LA CORP	Yes	No
SOUTH COAST HORIZONS	Yes	No
SOUTHERN OREGON ASPIRE	Yes	Yes

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AGENCY	Dental coverage offered to some or all DSPs (supporting adults with IDD)	Vision coverage offered to some or all DSPs (supporting adults with IDD)
STAR CORP GROUP HOME	Yes	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	Yes
STEP FORWARD ACTIVITIES, INC	No	No
STEPPING STONE 24 HOURS HOME INC	No	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes
SUNNY MANOR, INC	Yes	Yes
SUNNY OAKS, INC	Yes	Yes
TANDEM NORTHWEST	Yes	Yes
UMPQUA HOMES - HANDICAPPED	Yes	No
UP & OUT, INC	Yes	No
VALOR ASSOCIATES, LLC	No	No
WALKER SUPPORT SERVICES, INC	No	No
WESTSIDE COMMUNITY FOCUS	Yes	Yes
WORK UNLIMITED, INC	Yes	Yes
REPORT AVERAGE	69.9%	60.6%
OR AVERAGE	55.4%	49.5%

Table 18. Additional Types of Benefits Offered Between January 1, 2017 and December 31, 2017

These categories are not mutually exclusive. "Reimbursement or other support for post-secondary education" includes benefits such as tuition assistance; "Health incentive programs" include benefits like gyms, yoga programs, smoking cessation initiatives, etc.

AGENCY NAME	Reimbursement/support for post-secondary education	Employer paid job-related training	Employer-sponsored retirement plan (401K or other plan)	Employer-sponsored disability insurance	Flexible Spending Accounts	Health incentive programs	Life Insurance
ADULT LEARNING SYSTEMS OF OREGON	No	No	Yes	No	No	Yes	Yes
ALBERTINA KERR CENTERS	No	No	Yes	Yes	Yes	Yes	Yes
ALTERNATIVE SERVICES INC. OREGON	No	No	Yes	Yes	No	No	Yes
ALVORD TAYLOR	No	Yes	Yes	No	Yes	Yes	Yes
ARCADIAN INCLUSION MANAGEMENT							
ARMSTRONG 24 HOUR CARE HOME, LLC	No	Yes	No	No	No	No	No
AROUND THE CLOCK SUPPORT	No	Yes	No	Yes	No	No	No
ASHLAND SUPPORTED HOUSING - ASH BARCH, INC.	Yes	Yes	Yes	No	Yes	Yes	No
BENCO	No	Yes	Yes	No	No	No	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes	Yes	Yes	Yes	Yes	Yes	Yes
BRIDGES ENTERPRISE, LLC	Yes	Yes	No	No	No	No	No
BRIGHTSIDE LIVING, LLC	No	Yes	No	No	No	No	No
CATHOLIC COMMUNITY SERVICES	No	Yes	Yes	No	Yes	Yes	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	No	No	No	No	No	No
CENTRAL OREGON COLLECTIVE	No	No	Yes	No	Yes	No	No
CHAMBERLIN HOUSE	Yes	Yes	Yes	Yes	No	No	Yes
CHOICES UNLIMITED, INC.	No	No	No	No	No	No	No
COMMUNITY ACCESS SERVICES II, INC.	No	Yes	Yes	Yes	Yes	No	Yes
COMMUNITY LIFE LLC	No	Yes	No	No	No	No	No
COMMUNITY SERVICES, INC.	No	Yes	Yes	Yes	No	No	Yes
COMMUNITY SUPPORT SERVICES, INC.	No	No	Yes	Yes	No	No	Yes
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	Yes	No	No	No	Yes	No
CORNERSTONE VALLEY INC	No	Yes	No	No	No	No	No
CROSSROADS RESIDENTIAL HOME	No	Yes	Yes	No	No	No	No
DAI S'LA	No	No	No	No	No	No	No
DANVILLE SERVICES OF OREGON, LLC	No	No	Yes	Yes	Yes	No	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	No	Yes	Yes	Yes	No	No	Yes
DUNGARVIN OREGON, LLC	No	No	Yes	No	No	No	Yes

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AGENCY NAME	Reimbursement/support for post-secondary education	Employer paid job-related training	Employer-sponsored retirement plan (401K or other plan)	Employer-sponsored disability insurance	Flexible Spending Accounts	Health incentive programs	Life Insurance
EASTCO DIVERSIFIED SERVICES	No	Yes	No	Yes	No	No	Yes
EDWARDS CENTER, INC.	No	No	No	Yes	No	No	Yes
ELYSIAN PURSUIT INCORPORATED	No	No	No	No	No	No	No
GIFTED HANDS RESIDENTIAL SERVICE	No	Yes	No	No	No	No	No
GRIFFITH 24 HR CARE, LLC	No	Yes	No	No	No	No	No
HARMONY HOUSING, INC	No	No	No	No	No	No	No
HAVEN CENTER LLC	No	No	Yes	Yes	No	Yes	Yes
HENDRICKSON RESIDENTIAL, INC	No	Yes	Yes	No	No	No	No
HOME LIFE, INC	No	No	Yes	No	No	No	Yes
HORIZON PROJECT, INC	No	No	No	Yes	No	No	Yes
HUMMINGBIRD CARE HOME, LLC	No	Yes	No	Yes	No	No	Yes
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	Yes	No	No	No	Yes	No
INDEPENDENT ENVIRONMENTS INC	No	Yes	Yes	Yes	No	No	Yes
IS LIVING	No	Yes	Yes	Yes	Yes	No	Yes
JACOB'S LIGHTHOUSE, LLC	No	No	No	Yes	No	No	No
LEMUEL, INC GROUP HOMES	No	Yes	No	No	No	No	No
LIVING OPPORTUNITIES, INC	Yes	Yes	Yes	No	Yes	No	Yes
MARIE MILLS CENTER, INC	Yes	Yes	No	No	No	No	No
MENTOR OREGON	No	No	Yes	Yes	Yes	No	Yes
MV ADVANCEMENTS	No	Yes	Yes	Yes	Yes	No	Yes
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes	No	No	No	No	No
NEW DAY ENTERPRISES	No	Yes	No	No	No	No	No
NEW DAY NORTHWEST INC.	No	Yes	No	Yes	No	No	No
NORTHWEST COMMUNITY ALLICANCE	No	Yes	Yes	Yes	Yes	Yes	Yes
NURU'S ADULT FOSTER HOME	No	Yes	No	No	No	No	No
NW MENTAL HEALTH MGMT SVCS	No	Yes	No	Yes	No	No	Yes
OPPORTUNITY CONNECTIONS, INC	Yes	Yes	No	No	No	Yes	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes	Yes	No	No	Yes	Yes
OREGON MENNONITE RES SVCS	No	No	Yes	No	No	Yes	No
OREGON SUPPORTED LIVING PROGRAM	No	No	Yes	Yes	Yes	No	No
OUT AND ABOUT RESPITE SERVICES	No	Yes	No	No	No	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	No	Yes	Yes	No	Yes	Yes	Yes
PATHWAY ENTERPRISES, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes
PERSONALIZED INDEPENDENCE, INC.	No	No	Yes	No	No	No	No
PINNACLE DEVELOPMENTAL CARE, LLC	No	Yes	No	No	No	Yes	No
PORTLAND METRO RESIDENTIAL SERVICES	No	Yes	No	No	No	No	Yes

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AGENCY NAME	Reimbursement/support for post-secondary education	Employer paid job-related training	Employer-sponsored retirement plan (401K or other plan)	Employer-sponsored disability insurance	Flexible Spending Accounts	Health incentive programs	Life Insurance
PROF THERAPEUTIC COMMUNITY NETWORK	No	Yes	Yes	Yes	No	No	Yes
RAIN KING PROPERTIES	No	No	No	No	No	No	Yes
RAINBOW ADULT LIVING FACILITIES	No	Yes	Yes	No	No	No	No
RENAISSANCE, INC	No	Yes	No	No	No	No	No
RENEW CONSULTING INC	No	Yes	Yes	Yes	Yes	Yes	Yes
RESIDE RESIDENTIAL CARE	No	Yes	No	No	No	No	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	Yes	No	No	No	No	No
RISE, INC	No	Yes	Yes	No	No	No	No
RIVERS & ROADS RESI & CONSLT, INC	No	Yes	No	No	No	No	No
RIVERSIDE TRAINING CENTER, INC	No	Yes	Yes	Yes	Yes	Yes	Yes
RON WILSON CENTER	No	Yes	Yes	Yes	No	Yes	Yes
S.I.S.O.	No	Yes	No	No	No	No	No
SAFECARE RESIDENTIAL SERVICES, INC	No	Yes	No	No	No	No	No
SHANGRI-LA CORP	Yes	Yes	No	No	Yes	Yes	No
SOUTH COAST HORIZONS	No	No	No	No	No	No	No
SOUTHERN OREGON ASPIRE	No	No	Yes	Yes	Yes	No	Yes
STAR CORP GROUP HOME	No	Yes	No	No	No	No	No
STAR OF HOPE ACTIVITY CENTER INC	No	No	No	No	No	No	No
STEP FORWARD ACTIVITIES, INC	No	Yes	Yes	Yes	No	No	Yes
STEPPING STONE 24 HOURS HOME INC	No	Yes	No	No	No	No	No
STONEBROOKE RESIDENTIAL SERVICES	No	Yes	No	No	No	No	Yes
SUNNY MANOR, INC	No	Yes	No	No	No	No	No
SUNNY OAKS, INC	No	No	Yes	Yes	Yes	Yes	Yes
TANDEM NORTHWEST	No	Yes	Yes	No	Yes	No	Yes
UMPQUA HOMES - HANDICAPPED	No	No	No	No	No	No	No
UP & OUT, INC	No	No	Yes	No	No	No	No
VALOR ASSOCIATES, LLC	No	Yes	Yes	No	Yes	No	No
WALKER SUPPORT SERVICES, INC	No	No	No	No	No	No	No
WESTSIDE COMMUNITY FOCUS	No	No	Yes	Yes	Yes	No	Yes
WORK UNLIMITED, INC	No	Yes	No	No	No	Yes	Yes
REPORT AVERAGE	11.7%	68.1%	47.9%	35.1%	25.5%	23.4%	46.8%
OR AVERAGE	11.2%	69.0%	38.1%	26.4%	19.8%	15.7%	(not reported)

Table 19. Other Benefits Offered (write-in option)

AGENCY	Other	Other (please describe)
ADULT LEARNING SYSTEMS OF OREGON	No	
ALBERTINA KERR CENTERS	No	
ALTERNATIVE SERVICES INC. OREGON	No	
ALVORD TAYLOR	No	
ARCADIAN INCLUSION MANAGEMENT		
ARMSTRONG 24 HOUR CARE HOME, LLC	Yes	Meals
AROUND THE CLOCK SUPPORT	No	
ASHLAND SUPPORTED HOUSING - ASH	Yes	Employee Assistance Program
BARCH, INC.	Yes	Vacations, BDay
BENCO	No	
BETHESDA LUTHERAN COMMUNITIES	No	
BRIDGES ENTERPRISE, LLC	Yes	hlth ins. prem. pd for dependents
BRIGHTSIDE LIVING, LLC	No	
CATHOLIC COMMUNITY SERVICES	No	
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	
CENTRAL OREGON COLLECTIVE	No	
CHAMBERLIN HOUSE	No	
CHOICES UNLIMITED, INC.	No	
COMMUNITY ACCESS SERVICES II, INC.	Yes	GAP insurance, Anniversary Day, Referral Bonuses, Hire Bonuses, EAP,
COMMUNITY LIFE LLC	No	
COMMUNITY SERVICES, INC.	Yes	Supplemental Insurance - Colonial Life
COMMUNITY SUPPORT SERVICES, INC.	Yes	Employee Assistance Program
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	
CORNERSTONE VALLEY INC	No	
CROSSROADS RESIDENTIAL HOME	No	
DAI S'LA	No	
DANVILLE SERVICES OF OREGON, LLC	No	
DOUGLAS RESIDENT TRAINING FACILITIES	No	
DUNGARVIN OREGON, LLC	No	
EASTCO DIVERSIFIED SERVICES	No	
EDWARDS CENTER, INC.	Yes	EAP
ELYSIAN PURSUIT INCORPORATED	No	
GIFTED HANDS RESIDENTIAL SERVICE	No	
GRIFFITH 24 HR CARE, LLC	No	
HARMONY HOUSING, INC	No	
HAVEN CENTER LLC	No	
HENDRICKSON RESIDENTIAL, INC	No	
HOME LIFE, INC	No	
HORIZON PROJECT, INC	No	
HUMMINGBIRD CARE HOME, LLC	No	

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AGENCY	Other	Other (please describe)
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	Aflac offered
INDEPENDENT ENVIRONMENTS INC	Yes	Employee Assistance Program
IS LIVING	No	
JACOB'S LIGHTHOUSE, LLC	No	
LEMUEL, INC GROUP HOMES	No	
LIVING OPPORTUNITIES, INC	No	
MARIE MILLS CENTER, INC	No	
MENTOR OREGON	No	
MV ADVANCEMENTS	Yes	EAP
MY LIYU RESIDENTIAL SERVICES LLC	No	
NEW DAY ENTERPRISES	No	
NEW DAY NORTHWEST INC.	No	
NORTHWEST COMMUNITY ALLICANCE	No	
NURU'S ADULT FOSTER HOME	No	
NW MENTAL HEALTH MGMT SVCS	No	
OPPORTUNITY CONNECTIONS, INC	Yes	AFLAC SUPPS
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	EAP, NADSP Credentialing, Commute Options, Gym Discount & Attendance Incentive
OREGON MENNONITE RES SVCS	Yes	reimbursement for up to \$600 medical expenses/year
OREGON SUPPORTED LIVING PROGRAM	No	
OUT AND ABOUT RESPITE SERVICES	No	
PARTNERSHIPS IN COMMUNITY LIVING, INC	No	
PATHWAY ENTERPRISES, INC	Yes	mercy flights memberships
PERSONALIZED INDEPENDENCE, INC.	No	
PINNACLE DEVELOPMENTAL CARE, LLC	No	
PORTLAND METRO RESIDENTIAL SERVICES	No	
PROF THERAPEUTIC COMMUNITY NETWORK	No	
RAIN KING PROPERTIES	No	
RAINBOW ADULT LIVING FACILITIES	No	
RENAISSANCE, INC	No	
RENEW CONSULTING INC	No	
RESIDE RESIDENTIAL CARE	No	
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	
RISE, INC	Yes	Employee Assistance Plan (EAP)
RIVERS & ROADS RESI & CONSLT, INC	No	
RIVERSIDE TRAINING CENTER, INC	No	
RON WILSON CENTER	No	
S.I.S.O.	No	
SAFECARE RESIDENTIAL SERVICES, INC	No	
SHANGRI-LA CORP	Yes	Supplemental Insurance Programs available at a group rate
SOUTH COAST HORIZONS	Yes	Allstate Supplemental Insurance
SOUTHERN OREGON ASPIRE	Yes	Employee Assistance Program, AFLAC
STAR CORP GROUP HOME	No	

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AGENCY	Other	Other (please describe)
STAR OF HOPE ACTIVITY CENTER INC	No	
STEP FORWARD ACTIVITIES, INC	No	
STEPPING STONE 24 HOURS HOME INC	No	
STONEBROOKE RESIDENTIAL SERVICES	No	
SUNNY MANOR, INC	No	
SUNNY OAKS, INC	No	
TANDEM NORTHWEST	No	
UMPQUA HOMES - HANDICAPPED	No	
UP & OUT, INC	No	
VALOR ASSOCIATES, LLC	Yes	Employee Assistance Program
WALKER SUPPORT SERVICES, INC	Yes	
WESTSIDE COMMUNITY FOCUS	No	
WORK UNLIMITED, INC	Yes	EAP, Holiday Pay, Hiring Bonus, Years of Service Bonus, Referral Bonus, and Employee of the Quarter Bonus
REPORT AVERAGE	23.4%	
OR AVERAGE	19.3%	

Recruitment and Retention

Table 20. Recruitment and Retention Strategies

AGENCY	Pay incentive program or referral bonus program	Realistic job preview for DSP positions?
ADULT LEARNING SYSTEMS OF OREGON	Yes	No
ALBERTINA KERR CENTERS	Yes	Yes
ALTERNATIVE SERVICES INC. OREGON	No	Yes
ALVORD TAYLOR	Yes	Yes
ARCADIAN INCLUSION MANAGEMENT		
ARMSTRONG 24 HOUR CARE HOME, LLC	No	Yes
AROUND THE CLOCK SUPPORT	No	No
ASHLAND SUPPORTED HOUSING - ASH	Yes	Yes
BARCH, INC.	No	Yes
BENCO	Yes	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes	Yes
BRIDGES ENTERPRISE, LLC	No	Yes
BRIGHTSIDE LIVING, LLC	No	Yes
CATHOLIC COMMUNITY SERVICES	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	Yes
CENTRAL OREGON COLLECTIVE	Yes	No
CHAMBERLIN HOUSE	No	No
CHOICES UNLIMITED, INC.	Yes	Yes
COMMUNITY ACCESS SERVICES II, INC.	Yes	
COMMUNITY LIFE LLC	No	Yes
COMMUNITY SERVICES, INC.	Yes	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes	Yes
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	Yes
CORNERSTONE VALLEY INC	No	Yes
CROSSROADS RESIDENTIAL HOME	No	No
DAI S'LA	No	Yes
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	No
DUNGARVIN OREGON, LLC	Yes	Yes
EASTCO DIVERSIFIED SERVICES	Yes	No
EDWARDS CENTER, INC.	Yes	Yes

AGENCY	Pay incentive program or referral bonus program	Realistic job preview for DSP positions?
ELYSIAN PURSUIT INCORPORATED	Yes	Yes
GIFTED HANDS RESIDENTIAL SERVICE	Yes	Yes
GRIFFITH 24 HR CARE, LLC	No	Yes
HARMONY HOUSING, INC	No	Yes
HAVEN CENTER LLC	No	Yes
HENDRICKSON RESIDENTIAL, INC	No	Yes
HOME LIFE, INC	Yes	No
HORIZON PROJECT, INC	Yes	No
HUMMINGBIRD CARE HOME, LLC	No	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	Yes
INDEPENDENT ENVIRONMENTS INC	Yes	Yes
IS LIVING	Yes	No
JACOB'S LIGHTHOUSE, LLC	No	No
LEMUEL, INC GROUP HOMES	No	Yes
LIVING OPPORTUNITIES, INC	Yes	Yes
MARIE MILLS CENTER, INC	Yes	Yes
MENTOR OREGON	Yes	Yes
MV ADVANCEMENTS	Yes	No
MY LIYU RESIDENTIAL SERVICES LLC	No	Yes
NEW DAY ENTERPRISES	No	No
NEW DAY NORTHWEST INC.	Yes	Yes
NORTHWEST COMMUNITY ALLICANCE	Yes	Yes
NURU'S ADULT FOSTER HOME	No	Yes
NW MENTAL HEALTH MGMT SVCS	Yes	No
OPPORTUNITY CONNECTIONS, INC	Yes	Yes
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes
OREGON MENNONITE RES SVCS	No	No
OREGON SUPPORTED LIVING PROGRAM	Yes	Yes
OUT AND ABOUT RESPITE SERVICES	No	Yes
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes
PATHWAY ENTERPRISES, INC	Yes	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes	No
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	Yes
PORTLAND METRO RESIDENTIAL SERVICES	Yes	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	Yes

2017 STAFF STABILITY REPORT

AGENCY	Pay incentive program or referral bonus program	Realistic job preview for DSP positions?
RAIN KING PROPERTIES	No	No
RAINBOW ADULT LIVING FACILITIES	No	No
RENAISSANCE, INC	No	Yes
RENEW CONSULTING INC	Yes	Yes
RESIDE RESIDENTIAL CARE	Yes	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	Yes
RISE, INC	Yes	Yes
RIVERS & ROADS RESI & CONSLT, INC	Yes	No
RIVERSIDE TRAINING CENTER, INC	Yes	Yes
RON WILSON CENTER	Yes	Yes
S.I.S.O.	Yes	Yes
SAFECARE RESIDENTIAL SERVICES, INC	No	
SHANGRI-LA CORP	No	No
SOUTH COAST HORIZONS	No	No
SOUTHERN OREGON ASPIRE	Yes	Yes
STAR CORP GROUP HOME	Yes	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	Yes
STEP FORWARD ACTIVITIES, INC	No	No
STEPPING STONE 24 HOURS HOME INC	No	Yes
STONEBROOKE RESIDENTIAL SERVICES	No	Yes
SUNNY MANOR, INC	No	Yes
SUNNY OAKS, INC	Yes	No
TANDEM NORTHWEST	Yes	Yes
UMPQUA HOMES - HANDICAPPED	No	Yes
UP & OUT, INC	Yes	Yes
VALOR ASSOCIATES, LLC	No	No
WALKER SUPPORT SERVICES, INC	No	No
WESTSIDE COMMUNITY FOCUS	No	Yes
WORK UNLIMITED, INC	Yes	Yes
REPORT AVERAGE	57.4%	68.5%
OR AVERAGE	40.0%	72.2%

Table 32: Recruitment and Retention Strategies (continued)

AGENCY	DSPs receive training on a Code of Ethics	DSPs sign a Code of Ethics	Agency uses a DSP ladder to retain highly skilled workers in DSP roles (continuing to provide direct service to individuals with IDD)	Agency support staff to get credentialed through a state or nationally recognized professional organization
ADULT LEARNING SYSTEMS OF OREGON	Yes	No	Yes	No
ALBERTINA KERR CENTERS	Yes	Yes	No	No
ALTERNATIVE SERVICES INC. OREGON	Yes	Yes	Yes	No
ALVORD TAYLOR	Yes	Yes	Yes	Yes
ARCADIAN INCLUSION MANAGEMENT				
ARMSTRONG 24 HOUR CARE HOME, LLC	Yes	No	No	Yes
AROUND THE CLOCK SUPPORT	Yes	Yes	No	Yes
ASHLAND SUPPORTED HOUSING - ASH	Yes	Yes	No	No
BARCH, INC.	Yes	Yes	Yes	Yes
BENCO	Yes	Yes	No	No
BETHESDA LUTHERAN COMMUNITIES	Yes	Yes	No	Yes
BRIDGES ENTERPRISE, LLC	Yes	No	No	Yes
BRIGHTSIDE LIVING, LLC	Yes	Yes	Yes	No
CATHOLIC COMMUNITY SERVICES	Yes	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	No	No	No
CENTRAL OREGON COLLECTIVE	Yes	Yes	Yes	No
CHAMBERLIN HOUSE	Yes	No	No	No
CHOICES UNLIMITED, INC.	Yes	No	No	No
COMMUNITY ACCESS SERVICES II, INC.	Yes	Yes	Yes	Yes
COMMUNITY LIFE LLC	No	No	No	No
COMMUNITY SERVICES, INC.	Yes	Yes	No	No
COMMUNITY SUPPORT SERVICES, INC.	Yes	No	No	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	Yes	Yes	Yes
CORNERSTONE VALLEY INC	Yes	Yes	Yes	No
CROSSROADS RESIDENTIAL HOME	No	No		No
DAI S'LA	No	No	No	No
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes	No	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	Yes	No	Yes
DUNGARVIN OREGON, LLC	No	No	No	No
EASTCO DIVERSIFIED SERVICES	Yes	No	No	No
EDWARDS CENTER, INC.	Yes	Yes	No	No
ELYSIAN PURSUIT INCORPORATED	Yes	Yes	Yes	No

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AGENCY	DSPs receive training on a Code of Ethics	DSPs sign a Code of Ethics	Agency uses a DSP ladder to retain highly skilled workers in DSP roles (continuing to provide direct service to individuals with IDD)	Agency support staff to get credentialed through a state or nationally recognized professional organization
GIFTED HANDS RESIDENTIAL SERVICE	Yes	Yes	Yes	Yes
GRIFFITH 24 HR CARE, LLC	Yes	Yes	No	No
HARMONY HOUSING, INC	Yes	Yes	No	No
HAVEN CENTER LLC	Yes	Yes	Yes	Yes
HENDRICKSON RESIDENTIAL, INC	Yes	No	No	No
HOME LIFE, INC	No	No	No	No
HORIZON PROJECT, INC	Yes	Yes	No	No
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	No	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	Yes	Yes	Yes
INDEPENDENT ENVIRONMENTS INC	No	No	No	No
IS LIVING	Yes	Yes	No	No
JACOB'S LIGHTHOUSE, LLC	Yes	No	Yes	No
LEMUEL, INC GROUP HOMES	Yes	Yes	Yes	No
LIVING OPPORTUNITIES, INC	Yes	Yes	Yes	Yes
MARIE MILLS CENTER, INC	Yes	Yes	No	Yes
MENTOR OREGON	Yes	Yes	No	No
MV ADVANCEMENTS	Yes	Yes	Yes	Yes
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes
NEW DAY ENTERPRISES	Yes	Yes	No	Yes
NEW DAY NORTHWEST INC.	Yes	Yes	No	Yes
NORTHWEST COMMUNITY ALLICANCE	Yes	Yes	No	No
NURU'S ADULT FOSTER HOME	Yes	Yes	Yes	Yes
NW MENTAL HEALTH MGMT SVCS	No	No	No	No
OPPORTUNITY CONNECTIONS, INC	Yes	Yes	No	Yes
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes	Yes	Yes
OREGON MENNONITE RES SVCS	Yes	Yes	No	No
OREGON SUPPORTED LIVING PROGRAM	Yes		Yes	Yes
OUT AND ABOUT RESPITE SERVICES	Yes	Yes	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes	Yes	Yes
PATHWAY ENTERPRISES, INC	Yes	No	Yes	No
PERSONALIZED INDEPENDENCE, INC.	Yes	Yes	No	No
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	No	No	No
PORTLAND METRO RESIDENTIAL SERVICES	Yes	No	No	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	Yes	Yes	No

2017 STAFF STABILITY REPORT

AGENCY	DSPs receive training on a Code of Ethics	DSPs sign a Code of Ethics	Agency uses a DSP ladder to retain highly skilled workers in DSP roles (continuing to provide direct service to individuals with IDD)	Agency support staff to get credentialed through a state or nationally recognized professional organization
RAIN KING PROPERTIES	No	No	No	No
RAINBOW ADULT LIVING FACILITIES	Yes	Yes	Yes	No
RENAISSANCE, INC	Yes	Yes	No	Yes
RENEW CONSULTING INC	Yes	Yes	Yes	No
RESIDE RESIDENTIAL CARE	Yes	No	No	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	Yes	No	No
RISE, INC	Yes	Yes	No	No
RIVERS & ROADS RESI & CONSLT, INC	Yes	No	Yes	Yes
RIVERSIDE TRAINING CENTER, INC	Yes	No	No	No
RON WILSON CENTER	No	No	No	No
S.I.S.O.	Yes	Yes	No	No
SAFECARE RESIDENTIAL SERVICES, INC	Yes	Yes	No	Yes
SHANGRI-LA CORP	Yes	Yes	No	Yes
SOUTH COAST HORIZONS	No	No	No	No
SOUTHERN OREGON ASPIRE	Yes	No	Yes	No
STAR CORP GROUP HOME	Yes	No	No	Yes
STAR OF HOPE ACTIVITY CENTER INC	Yes	Yes	No	No
STEP FORWARD ACTIVITIES, INC	Yes	Yes	No	No
STEPPING STONE 24 HOURS HOME INC	Yes	Yes	Yes	Yes
STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes	Yes	No
SUNNY MANOR, INC	Yes	Yes	No	No
SUNNY OAKS, INC	Yes	No	Yes	No
TANDEM NORTHWEST	Yes	Yes	No	No
UMPQUA HOMES - HANDICAPPED	Yes	Yes	Yes	No
UP & OUT, INC	Yes	Yes	No	No
VALOR ASSOCIATES, LLC	Yes	Yes	Yes	No
WALKER SUPPORT SERVICES, INC	No	No	No	No
WESTSIDE COMMUNITY FOCUS	Yes	Yes	Yes	Yes
WORK UNLIMITED, INC	No	No	No	No
REPORT AVERAGE	86.2%	66.7%	37.6%	33.0%
OR AVERAGE	84.1%	68.9%	35.1%	47.4%

Appendix A: Instructions Provided to Survey Respondents

STAFF STABILITY SURVEY 2017



DECEMBER 2017

THIS PAPER VERSION OF THE SURVEY IS FOR REFERENCE. PLEASE NOTE THAT RESPONSES TO THIS SURVEY **MUST BE ENTERED IN THE ONLINE PORTAL**. PAPER OR SCANNED COPIES WILL NOT BE ACCEPTED OR COUNTED.

Survey must be completed in the online data entry system by **June 30, 2018**

Your state contact is [name]. Please email him/her with any questions at: [email].

Before You Start

Your agency has been asked to complete this survey because you provide supports to **adults (18 and over) with intellectual/developmental disabilities**. We are interested in learning about your state's Direct Support Professional (DSP) workforce—individuals who provide support, training, supervision, and personal assistance to adults with intellectual/developmental disabilities.

This survey is being administered by National Core Indicators (NCI) on behalf of your state. Results of this survey will be reported only in the aggregate; **your agency will not be identified in any way**. The information you provide is important to state policy-makers and advocates who will use the data to guide decisions.



If you believe you have received this survey in error, please contact the state contact: [email] and explain why

Directions

Overview

- 1) The survey will ask about the following information for DSPs who were on payroll for any length of time during the period of January 1, 2017 to December 31, 2017 and for whom your agency defines wages and benefits directly. (For further information on what is considered a DSP, see below under "**Types of Workers to Consider**")
 - Date of hire
 - Whether they are current staff or separated staff
 - Date of termination (if applicable)

- Whether they work full-time or part-time (current staff only)
 - Hours and wages
 - Benefits, such as paid time off, health insurance, etc.
- 2) This survey is best completed by employees from your Human Resources or Payroll departments. You may require information from program directors, so it is best if you review the survey questions and seek additional input as needed.

Important Definitions

Types of workers to consider

This survey is about people who are employed as **Direct Support Professionals**.

This includes paid workers whose primary job responsibility is direct support work and for whom your agency defines wages and benefits directly. (Note: do not include staff hired through a temporary personnel agency, contract or 1099 arrangement):



Include these workers in your responses:

- Paid staff members whose primary job responsibility is to provide support, training, supervision, and personal assistance to adults with intellectual/developmental disabilities.
- Paid staff members who spend at least 50% of their hours doing direct support tasks. These people may do some supervisory tasks, but their primary job responsibility and more than 50% of their hours are spent doing direct support work.
- **Only include** supervisors if more than 50% of their hours are spent doing direct support tasks.



Do not include these workers in your responses:

- Licensed healthcare staff (therapists, nurses, social workers, psychologists, etc.)
- Those who **only** provide transportation, home modifications, and/or meal delivery
- Contract or 1099 workers
- Staff hired through a temporary personnel agency
- Admin staff or supervisory staff, unless they spend 50% or more of their time doing direct support

Regarding host/foster/family home arrangements: Please respond only about DSPs who are employed and work in addition to the primary shared living/foster care provider.

Types of supports

Please include DSPs providing one or more of the following supports

Residential Support	In-Home Supports	Non-Residential Supports
<p>Your agency owns and/or operates the home in which the person lives.</p> <p><i>Residential Supports are supports provided to a person who is living outside of the family home. This can include 24-hour supports such as a group home or ICF/ID. Supported housing, supported living, shared living, host home or foster home should be counted in this category only if your agency owns the home or operates the lease.</i></p>	<p>Your agency does not own and/or operate the home in which the person lives.</p> <p><i>Supports provided to a person in their home (only if their home is not owned and/or operated by your agency).</i></p>	<p><i>Non-residential supports can include:</i></p> <ul style="list-style-type: none"> • <i>Day programs and community support programs (supports provided outside an individual's home such as adult day program services and community supports)</i> • <i>Job or vocational services (supports to help individuals who are looking for work or on the job for which they are paid, e.g., work supports)</i>



www.nationalcoreindicators.org

National Core Indicators™ is a collaboration between:

National Association of State Directors of Developmental Disabilities Services (NASDDDS)

www.nasdds.org

and

Human Services Research Institute (HSRI)

www.hsri.org

For questions about this report, please contact dhiersteiner@hsri.org