



2018

**National Core Indicators[®]
Staff Stability Survey
Report**

OREGON

Group Home Provider Agencies



Human Services
Research Institute

NASDDDS

National Association of State Directors of Developmental Disabilities Services

Introduction

Collecting Comprehensive Data on the DSP Workforce

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 state developmental disability agencies—works with member states to implement the Staff Stability Survey. The NCI Staff Stability Survey collects comprehensive data on the Direct Support Professional (DSP) workforce providing direct supports to adults (age 18 and over) with intellectual and developmental disabilities. The goal of the survey and the resulting data is to help states examine workforce challenges, identify areas for further investigation, benchmark their workforce data, measure improvements made through policy or programmatic changes, and compare their state data to those of other states and the NCI average.

States across the country have used the NCI Staff Stability Survey data to demonstrate the critical nature of the DSP workforce crisis to legislators and policymakers. States are also engaging in deeper examinations of the data to determine the impetuses and causes of workforce challenges. Advocates and researchers are analyzing the data to inform research into the workforce crisis and determine strategies to address the issues. The release of the 2018 Staff Stability Survey data from 26 states and the District of Columbia marks another opportunity for state developmental disability agencies, advocates, and researchers to work together to determine the best strategies to address the DSP workforce crisis.

Special thanks to Jessica Maloney for her extensive editing and design work on this report. Thanks also to Nilufer Isvan for her work editing.

This Oregon-specific report presents the results for the 106 group-home provider agencies in Oregon that completed the 2018 Staff Stability survey. This report includes data from one public agency. (The data from this public agency was not included in the national 2018 Staff Stability Survey report.)

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.

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The 2018 National Core Indicators® Staff Stability Survey

National Core Indicators® (NCI®) works with member states to collect comprehensive data on the workforce of Direct Support Professionals (DSPs) providing supports to adults (age 18 and over) with intellectual and developmental disabilities.

This report presents the results for the 106 residential provider agencies in Oregon that completed the 2018 survey.

The aggregate results for the agencies in this report are indicated by "Report 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 and for whom the responding agency defines wages and benefits directly.

DSPs work with individuals with intellectual and developmental disabilities (I/DD), helping them live fulfilling lives, make choices, and live and work in the community. DSP workforce instability is concerning because it affects continuity and consistency in the lives of people being served; it also affects provider agencies, who must struggle to maintain an adequate workforce and ensure positive outcomes for consumers. The challenges faced by the DSP workforce also have implications for the lives of people working as DSPs; they often work several jobs and receive public benefits.

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. They 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*):

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

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

- Staff hired through a temporary personnel agency
- Those who **only** provide transportation, home modifications, and/or meal delivery
- Licensed health care staff (nurses, social workers, psychologists, etc.)
- Contract or 1099 workers
- On-call or PRN workers (there is one question that refers to these workers)

Characteristics of Responding Agencies

Table 1. *Does your agency ONLY support adults with intellectual/developmental disabilities (IDD)—and if not, can you report out separately the wage information, vacancy rates, and benefits of DSPs who work exclusively with adults with IDD?*¹

| AGENCY | ONLY supports adults with IDD | Can report out separately on DSPs who work only with adults with IDD |
|---|--------------------------------------|---|
| A.S.H., INC. | Yes | |
| ACHIEVE LLC | No | No |
| ALBERTINA KERR CENTERS | No | No |
| ALSO | Yes | |
| ALTERNATIVE SERVICES-OREGON, INC. | Yes | |
| ALVORD-TAYLOR, INC. | Yes | |
| ARCADIAN INCLUSION MANAGEMENT | Yes | |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | Yes | |
| BARCH, INC. | Yes | |
| BENCO | Yes | |
| BETHESDA LUTHERAN COMMUNITIES | Yes | |
| BRIDGES ENTERPRISE, LLC | Yes | |
| BRIGHTSIDE LIVING, LLC | Yes | |
| C & C HOMES, INC | Yes | |
| CATHOLIC COMMUNITY SERVICES | No | Yes |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | No | Yes |
| CENTRAL OREGON COLLECTIVE | Yes | |
| CHAMBERLIN HOUSE, INC. | Yes | |
| CHASTAIN SUPPORT CHOICES INC | No | No |
| CHOICES UNLIMITED, INC. | Yes | |
| COMMUNITY ACCESS SERVICES II, INC. | No | Yes |
| COMMUNITY BASED GROUP HOME | Yes | |
| COMMUNITY LIFE LLC | No | Yes |
| COMMUNITY SERVICES, INC. | Yes | |
| COMMUNITY SUPPORT SERVICES, INC. | Yes | |
| CONNECTIONS RESIDENTIAL SERVICES | Yes | |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | Yes | |

¹ 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.

| AGENCY | ONLY supports adults with IDD | Can report out separately on DSPs who work only with adults with IDD |
|--|--------------------------------------|---|
| CORNERSTONE VALLEY INC | No | No |
| CROSSROADS RESIDENTIAL HOME | Yes | |
| D & D FOSTER CARE, LLC | Yes | |
| DAI S'LA | Yes | |
| DANVILLE SERVICES OF OREGON, LLC | No | Yes |
| DEGES CARE INC. | Yes | |
| DOUGLAS RESIDENT TRAINING FACILITIES | Yes | |
| DUNGARVIN OREGON, LLC | No | Yes |
| EASTCO DIVERSIFIED SERVICES | Yes | |
| EDWARDS CENTER, INC. | Yes | |
| ELYSIAN PURSUIT INCORPORATED | Yes | |
| GIFTED HANDS RESIDENTIAL SERVICE | Yes | |
| GRIFFITH 24 HR CARE, LLC | Yes | |
| HAPPY HAVEN HOMES, INC | Yes | |
| HARMONY HOUSING, INC | Yes | |
| HAVEN CENTER LLC | Yes | |
| HENDRICKSON RESIDENTIAL, INC | Yes | |
| HILDAH AND KAY'S, LLC | Yes | |
| HOME LIFE, INC | Yes | |
| HORIZON PROJECT, INC | Yes | |
| HUMMINGBIRD CARE HOME, LLC | Yes | |
| INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | Yes | |
| INDEPENDENT ENVIRONMENTS, INC | Yes | |
| INTEGRATED SUPPORTS FOR LIVING, INC. | No | Yes |
| JACOB'S LIGHTHOUSE, LLC | Yes | |
| LEMUEL, INC GROUP HOMES | Yes | |
| LIVING OPPORTUNITIES, INC | No | 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 | |
| NURU'S ADULT FOSTER HOME | Yes | |
| NW COMMUNITY ALLIANCE, INC | Yes | |
| NW MENTAL HEALTH MGMT SVCS | Yes | |

| AGENCY | ONLY supports adults with IDD | Can report out separately on DSPs who work only with adults with IDD |
|--|--------------------------------------|---|
| OPPORTUNITY FOUNDATION CENTRAL OR | Yes | |
| OREGON MENNONITE RES SVCS | Yes | |
| OREGON SUPPORTED LIVING PROGRAM | Yes | |
| OUT AND ABOUT RESPITE SERVICES | | |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | No | Yes |
| 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 | |
| RENEW CONSULTING INC | No | Yes |
| RESIDE RESIDENTIAL CARE | Yes | |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | Yes | |
| RISE, INC | No | Yes |
| RISING SUN SUPPORTED LIVING | Yes | |
| RIVERS & ROADS RESI & CONSLT, INC | Yes | |
| RIVERSIDE CENTERS | Yes | |
| RON WILSON CENTER | Yes | |
| S.A.C.U. | No | No |
| SAFECARE RESIDENTIAL SERVICES, INC | Yes | |
| SHANGRI-LA CORP | No | Yes |
| SISO | 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 | Yes | |
| SUNNY MANOR, INC | Yes | |
| SUNNY OAKS, INC | Yes | |
| TANDEM NORTHWEST | Yes | |
| THRIVING LIVES CARE, INC | Yes | |
| TRU COLLABORATIONS, LLC | Yes | |

| AGENCY | ONLY supports adults with IDD | Can report out separately on DSPs who work only with adults with IDD |
|-----------------------------------|--------------------------------------|---|
| UMPQUA HOMES, INC. | Yes | |
| UP & OUT, INC | Yes | |
| VALOR ASSOCIATES, LLC | Yes | |
| WALKER SUPPORT SERVICES, INC | Yes | |
| WESTERN IDAHO TRAINING CO INC | No | No |
| WESTSIDE COMMUNITY FOCUS | Yes | |
| WORK UNLIMITED, INC | No | Yes |
| REPORT AVERAGE² | 80.0% | 66.7% |

² The aggregate results for the agencies in this report are indicated by "Report Average."

Table 2. *Number of DSPs providing support for adults with IDD on agency payroll as of December 31, 2018³*

| AGENCY | Number | AGENCY | Number |
|---|---------------|--|---------------|
| A.S.H., INC. | 25 | DOUGLAS RESIDENT TRAINING FACILITIES | 66 |
| ACHIEVE LLC | 7 | DUNGARVIN OREGON, LLC | 241 |
| ALBERTINA KERR CENTERS | 346 | EASTCO DIVERSIFIED SERVICES | 51 |
| ALSO | 191 | EDWARDS CENTER, INC. | 113 |
| ALTERNATIVE SERVICES-OREGON, INC. | 419 | ELYSIAN PURSUIT INCORPORATED | 42 |
| ALVORD-TAYLOR, INC. | 187 | GIFTED HANDS RESIDENTIAL SERVICE | 11 |
| ARCADIAN INCLUSION MANAGEMENT | 24 | GRIFFITH 24 HR CARE, LLC | 6 |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | 59 | HAPPY HAVEN HOMES, INC | 10 |
| BARCH, INC. | 19 | HARMONY HOUSING, INC | 41 |
| BENCO | 78 | HAVEN CENTER LLC | 57 |
| BETHESDA LUTHERAN COMMUNITIES | 197 | HENDRICKSON RESIDENTIAL, INC | 12 |
| BRIDGES ENTERPRISE, LLC | 10 | HILDAH AND KAY'S, LLC | 6 |
| BRIGHTSIDE LIVING, LLC | 19 | HOME LIFE, INC | 91 |
| C & C HOMES, INC | 9 | HORIZON PROJECT, INC | 161 |
| CATHOLIC COMMUNITY SERVICES | 125 | HUMMINGBIRD CARE HOME, LLC | 54 |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | 42 | INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | 13 |
| CENTRAL OREGON COLLECTIVE | 46 | INDEPENDENT ENVIRONMENTS, INC | 84 |
| CHAMBERLIN HOUSE, INC. | 58 | INTEGRATED SUPPORTS FOR LIVING, INC. | 29 |
| CHASTAIN SUPPORT CHOICES INC | 8 | JACOB'S LIGHTHOUSE, LLC | 6 |
| CHOICES UNLIMITED, INC. | 18 | LEMUEL, INC GROUP HOMES | 29 |
| COMMUNITY ACCESS SERVICES II, INC. | 158 | LIVING OPPORTUNITIES, INC | 121 |
| COMMUNITY BASED GROUP HOME | 8 | MARIE MILLS CENTER, INC | 47 |
| COMMUNITY LIFE LLC | 5 | MENTOR OREGON | 249 |
| COMMUNITY SERVICES, INC. | 179 | MV ADVANCEMENTS | 106 |
| COMMUNITY SUPPORT SERVICES, INC. | 51 | MY LIYU RESIDENTIAL SERVICES LLC | 11 |
| CONNECTIONS RESIDENTIAL SERVICES | 17 | NEW DAY ENTERPRISES | 70 |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | 40 | NEW DAY NORTHWEST INC. | 13 |
| CORNERSTONE VALLEY INC | 50 | NURU'S ADULT FOSTER HOME | 5 |
| CROSSROADS RESIDENTIAL HOME | 8 | NW COMMUNITY ALLIANCE, INC | 134 |
| D & D FOSTER CARE, LLC | 6 | NW MENTAL HEALTH MGMT SVCS | 72 |
| DAI S'LA | 4 | OPPORTUNITY FOUNDATION CENTRAL OR | 152 |
| DANVILLE SERVICES OF OREGON, LLC | 45 | OREGON MENNONITE RES SVCS | 109 |
| DEGES CARE INC. | 9 | OREGON SUPPORTED LIVING PROGRAM | 167 |

³ Numbers do not include DSPs hired through a temporary personnel agency, contract or 1099 workers.

| AGENCY | Number |
|--|---------------|
| OUT AND ABOUT RESPITE SERVICES | 12 |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | 396 |
| PATHWAY ENTERPRISES, INC | 50 |
| PERSONALIZED INDEPENDENCE, INC. | 33 |
| PINNACLE DEVELOPMENTAL CARE, LLC | 7 |
| PORTLAND METRO RESIDENTIAL SERVICES | 70 |
| PROF THERAPEUTIC COMMUNITY NETWORK | 41 |
| RAIN KING PROPERTIES | 5 |
| RAINBOW ADULT LIVING FACILITIES | 29 |
| RENEW CONSULTING INC | 101 |
| RESIDE RESIDENTIAL CARE | 23 |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | 13 |
| RISE, INC | 282 |
| RISING SUN SUPPORTED LIVING | 8 |
| RIVERS & ROADS RESI & CONSLT, INC | 12 |
| RIVERSIDE CENTERS | 63 |
| RON WILSON CENTER | 108 |
| S.A.C.U. | 535 |
| SAFECARE RESIDENTIAL SERVICES, INC | 18 |
| SHANGRI-LA CORP | 253 |
| SISO | 53 |

| AGENCY | Number |
|----------------------------------|---------------|
| SOUTH COAST HORIZONS | 52 |
| SOUTHERN OREGON ASPIRE | 98 |
| STAR CORP GROUP HOME | 8 |
| STAR OF HOPE ACTIVITY CENTER INC | 84 |
| STEP FORWARD ACTIVITIES, INC | 59 |
| STEPPING STONE 24 HOURS HOME INC | 13 |
| STONEBROOKE RESIDENTIAL SERVICES | 30 |
| SUNNY MANOR, INC | 8 |
| SUNNY OAKS, INC | 119 |
| TANDEM NORTHWEST | 88 |
| THRIVING LIVES CARE, INC | 16 |
| TRU COLLABORATIONS, LLC | 15 |
| UMPQUA HOMES, INC. | 174 |
| UP & OUT, INC | 49 |
| VALOR ASSOCIATES, LLC | 14 |
| WALKER SUPPORT SERVICES, INC | 25 |
| WESTERN IDAHO TRAINING CO INC | 25 |
| WESTSIDE COMMUNITY FOCUS | 55 |
| WORK UNLIMITED, INC | 125 |
| Report Average | 75.6 |

Types of Supports Provided

All providers in this report provide residential supports.

- **Residential Supports** are supports provided to a person in a home or apartment that is owned and/or operated by your agency.
 - This includes residential services delivered to people who DO NOT live in their family's home or their own private home/apartment which they rent or own.
 - Included in this category are 24-hour supports such as a Group Home, Agency-Operated Apartment, that is licensed as a group home.
 - If the service recipient holds a lease with your provider agency, this is considered a residential support or service.

Some group 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. *Numbers of adults with IDD receiving residential supports from the agency—ranges were 1-10, 11-20, 21-50, 50-99, 100-499*

Note: All provider agencies listed here provide residential supports; on average, 65.8% of Oregon’s provider agencies provide residential supports.

| AGENCY | Numbers | AGENCY | Numbers |
|---|----------------|--|----------------|
| A.S.H., INC. | 11-20 | DOUGLAS RESIDENT TRAINING FACILITIES | 21-50 |
| ACHIEVE LLC | 1-10 | DUNGARVIN OREGON, LLC | 51-99 |
| ALBERTINA KERR CENTERS | 100-499 | EASTCO DIVERSIFIED SERVICES | 21-50 |
| ALSO | 51-99 | EDWARDS CENTER, INC. | 100-499 |
| ALTERNATIVE SERVICES-OREGON, INC. | 100-499 | ELYSIAN PURSUIT INCORPORATED | 1-10 |
| ALVORD-TAYLOR, INC. | 21-50 | GIFTED HANDS RESIDENTIAL SERVICE | 1-10 |
| ARCADIAN INCLUSION MANAGEMENT | 1-10 | GRIFFITH 24 HR CARE, LLC | 1-10 |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | 11-20 | HAPPY HAVEN HOMES, INC | 1-10 |
| BARCH, INC. | 11-20 | HARMONY HOUSING, INC | 21-50 |
| BENCO | 21-50 | HAVEN CENTER LLC | 21-50 |
| BETHESDA LUTHERAN COMMUNITIES | 100-499 | HENDRICKSON RESIDENTIAL, INC | 11-20 |
| BRIDGES ENTERPRISE, LLC | 1-10 | HILDAH AND KAY'S, LLC | 1-10 |
| BRIGHTSIDE LIVING, LLC | 1-10 | HOME LIFE, INC | 21-50 |
| C & C HOMES, INC | 1-10 | HORIZON PROJECT, INC | 51-99 |
| CATHOLIC COMMUNITY SERVICES | 51-99 | HUMMINGBIRD CARE HOME, LLC | 1-10 |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | 11-20 | INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | 1-10 |
| CENTRAL OREGON COLLECTIVE | 21-50 | INDEPENDENT ENVIRONMENTS, INC | 21-50 |
| CHAMBERLIN HOUSE, INC. | 21-50 | INTEGRATED SUPPORTS FOR LIVING, INC. | 21-50 |
| CHASTAIN SUPPORT CHOICES INC | 1-10 | JACOB'S LIGHTHOUSE, LLC | 1-10 |
| CHOICES UNLIMITED, INC. | 1-10 | LEMUEL, INC GROUP HOMES | 11-20 |
| COMMUNITY ACCESS SERVICES II, INC. | 51-99 | LIVING OPPORTUNITIES, INC | 21-50 |
| COMMUNITY BASED GROUP HOME | 1-10 | MARIE MILLS CENTER, INC | 11-20 |
| COMMUNITY LIFE LLC | 1-10 | MENTOR OREGON | 51-99 |
| COMMUNITY SERVICES, INC. | 100-499 | MV ADVANCEMENTS | 21-50 |
| COMMUNITY SUPPORT SERVICES, INC. | 1-10 | MY LIYU RESIDENTIAL SERVICES LLC | 1-10 |
| CONNECTIONS RESIDENTIAL SERVICES | 1-10 | NEW DAY ENTERPRISES | 21-50 |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | 11-20 | NEW DAY NORTHWEST INC. | 1-10 |
| CORNERSTONE VALLEY INC | 1-10 | NURU'S ADULT FOSTER HOME | 1-10 |
| CROSSROADS RESIDENTIAL HOME | 1-10 | NW COMMUNITY ALLIANCE, INC | 51-99 |
| D & D FOSTER CARE, LLC | 1-10 | NW MENTAL HEALTH MGMT SVCS | 21-50 |
| DAI S'LA | 1-10 | OPPORTUNITY FOUNDATION CENTRAL OR | 51-99 |
| DANVILLE SERVICES OF OREGON, LLC | 21-50 | OREGON MENNONITE RES SVCS | 51-99 |
| DEGES CARE INC. | 1-10 | OREGON SUPPORTED LIVING PROGRAM | 21-50 |

| AGENCY | Numbers |
|--|----------------|
| OUT AND ABOUT RESPITE SERVICES | 1-10 |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | 100-499 |
| PATHWAY ENTERPRISES, INC | 21-50 |
| PERSONALIZED INDEPENDENCE, INC. | 1-10 |
| PINNACLE DEVELOPMENTAL CARE, LLC | 1-10 |
| PORTLAND METRO RESIDENTIAL SERVICES | 51-99 |
| PROF THERAPEUTIC COMMUNITY NETWORK | 1-10 |
| RAIN KING PROPERTIES | 1-10 |
| RAINBOW ADULT LIVING FACILITIES | 21-50 |
| RENEW CONSULTING INC | 21-50 |
| RESIDE RESIDENTIAL CARE | 21-50 |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | 1-10 |
| RISE, INC | 51-99 |
| RISING SUN SUPPORTED LIVING | 1-10 |
| RIVERS & ROADS RESI & CONSLT, INC | 1-10 |
| RIVERSIDE CENTERS | 21-50 |
| RON WILSON CENTER | 51-99 |
| S.A.C.U. | 51-99 |
| SAFECARE RESIDENTIAL SERVICES, INC | 1-10 |
| SHANGRI-LA CORP | 51-99 |

| AGENCY | Numbers |
|----------------------------------|----------------|
| SISO | 11-20 |
| SOUTH COAST HORIZONS | 11-20 |
| SOUTHERN OREGON ASPIRE | 100-499 |
| STAR CORP GROUP HOME | 1-10 |
| STAR OF HOPE ACTIVITY CENTER INC | 21-50 |
| STEP FORWARD ACTIVITIES, INC | 21-50 |
| STEPPING STONE 24 HOURS HOME INC | 1-10 |
| STONEBROOKE RESIDENTIAL SERVICES | 11-20 |
| SUNNY MANOR, INC | 11-20 |
| SUNNY OAKS, INC | 21-50 |
| TANDEM NORTHWEST | 21-50 |
| THRIVING LIVES CARE, INC | 1-10 |
| TRU COLLABORATIONS, LLC | 1-10 |
| UMPQUA HOMES, INC. | 51-99 |
| UP & OUT, INC | 21-50 |
| VALOR ASSOCIATES, LLC | 1-10 |
| WALKER SUPPORT SERVICES, INC | 1-10 |
| WESTERN IDAHO TRAINING CO INC | 1-10 |
| WESTSIDE COMMUNITY FOCUS | 11-20 |
| WORK UNLIMITED, INC | 21-50 |

Report Average

- 1-10 Adults with IDD: **40.6%**
- 11-20 Adults with IDD: **12.3%**
- 21-50 Adults with IDD: **26.4%**
- 51-99 Adults with IDD: **14.2%**
- 100-499 Adults with IDD: **6.6%**

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, 2018.

Some agencies reported turnover rates that exceeded 100%. This means that the number of DSPs that separated from the agency payroll in 2018 was greater than the number of DSPs employed as of December 31, 2018. This may be a result of downsizing or agency restructuring.

Table 4. *Turnover of DSPs providing supports for adults with IDD*

| AGENCY | Number on payroll on 12/31/18 | Number who left between 1/1 - 12/31/18 | Turnover rate |
|--|--|---|----------------------|
| A.S.H., INC. | 25 | 13 | 52.0% |
| ACHIEVE LLC | 7 | 5 | 71.4% |
| ALBERTINA KERR CENTERS | 346 | 356 | 102.9% |
| ALSO | 191 | 147 | 77.0% |
| ALTERNATIVE SERVICES-OREGON, INC. | 419 | 227 | 54.2% |
| ALVORD-TAYLOR, INC. | 187 | 71 | 38.0% |
| ARCADIAN INCLUSION MANAGEMENT | 24 | 20 | 83.3% |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | 59 | 64 | 108.5% |
| BARCH, INC. | 19 | | |
| BENCO | 78 | 37 | 47.4% |
| BETHESDA LUTHERAN COMMUNITIES | 197 | 130 | 66.0% |
| BRIDGES ENTERPRISE, LLC | 10 | 2 | 20.0% |
| BRIGHTSIDE LIVING, LLC | 19 | 12 | 63.2% |
| C & C HOMES, INC | 9 | 4 | 44.4% |
| CATHOLIC COMMUNITY SERVICES | 125 | 78 | 62.4% |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | 42 | 32 | 76.2% |
| CENTRAL OREGON COLLECTIVE | 46 | 58 | 126.1% |
| CHAMBERLIN HOUSE, INC. | 58 | 29 | 50.0% |
| CHASTAIN SUPPORT CHOICES INC | 8 | 1 | 12.5% |
| CHOICES UNLIMITED, INC. | 18 | 5 | 27.8% |
| COMMUNITY ACCESS SERVICES II, INC. | 158 | 90 | 57.0% |
| COMMUNITY BASED GROUP HOME | 8 | 19 | 237.5% |
| COMMUNITY LIFE LLC | 5 | 2 | 40.0% |
| COMMUNITY SERVICES, INC. | 179 | 107 | 59.8% |
| COMMUNITY SUPPORT SERVICES, INC. | 51 | 20 | 39.2% |
| CONNECTIONS RESIDENTIAL SERVICES | 17 | 13 | 76.5% |

| AGENCY | Number on payroll on 12/31/18 | Number who left between 1/1 - 12/31/18 | Turnover rate |
|--|--|---|----------------------|
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | 40 | 43 | 107.5% |
| CORNERSTONE VALLEY INC | 50 | 16 | 32.0% |
| CROSSROADS RESIDENTIAL HOME | 8 | 3 | 37.5% |
| D & D FOSTER CARE, LLC | 6 | 5 | 83.3% |
| DAI S'LA | 4 | 0 | 0.0% |
| DANVILLE SERVICES OF OREGON, LLC | 45 | 33 | 73.3% |
| DEGES CARE INC. | 9 | 2 | 22.2% |
| DOUGLAS RESIDENT TRAINING FACILITIES | 66 | 30 | 45.5% |
| DUNGARVIN OREGON, LLC | 241 | 290 | 120.3% |
| EASTCO DIVERSIFIED SERVICES | 51 | 25 | 49.0% |
| EDWARDS CENTER, INC. | 113 | 60 | 53.1% |
| ELYSIAN PURSUIT INCORPORATED | 42 | 5 | 11.9% |
| GIFTED HANDS RESIDENTIAL SERVICE | 11 | 2 | 18.2% |
| GRIFFITH 24 HR CARE, LLC | 6 | 2 | 33.3% |
| HAPPY HAVEN HOMES, INC | 10 | 2 | 20.0% |
| HARMONY HOUSING, INC | 41 | 40 | 97.6% |
| HAVEN CENTER LLC | 57 | 0 | 0.0% |
| HENDRICKSON RESIDENTIAL, INC | 12 | 4 | 33.3% |
| HILDAH AND KAY'S, LLC | 6 | 0 | 0.0% |
| HOME LIFE, INC | 91 | 45 | 49.5% |
| HORIZON PROJECT, INC | 161 | 59 | 36.6% |
| HUMMINGBIRD CARE HOME, LLC | 54 | | 0.0% |
| INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | 13 | 65 | 500.0% |
| INDEPENDENT ENVIRONMENTS, INC | 84 | 48 | 57.1% |
| INTEGRATED SUPPORTS FOR LIVING, INC. | 29 | 30 | 103.4% |
| JACOB'S LIGHTHOUSE, LLC | 6 | 9 | 150.0% |
| LEMUEL, INC GROUP HOMES | 29 | 8 | 27.6% |
| LIVING OPPORTUNITIES, INC | 121 | 13 | 10.7% |
| MARIE MILLS CENTER, INC | 47 | 8 | 17.0% |
| MENTOR OREGON | 249 | 277 | 111.2% |
| MV ADVANCEMENTS | 106 | 49 | 46.2% |
| MY LIYU RESIDENTIAL SERVICES LLC | 11 | 0 | 0.0% |
| NEW DAY ENTERPRISES | 70 | 37 | 52.9% |
| NEW DAY NORTHWEST INC. | 13 | 3 | 23.1% |
| NURU'S ADULT FOSTER HOME | 5 | 2 | 40.0% |
| NW COMMUNITY ALLIANCE, INC | 134 | 50 | 37.3% |

| AGENCY | Number on payroll on 12/31/18 | Number who left between 1/1 - 12/31/18 | Turnover rate |
|--|--|---|----------------------|
| NW MENTAL HEALTH MGMT SVCS | 72 | 39 | 54.2% |
| OPPORTUNITY FOUNDATION CENTRAL OR | 152 | 93 | 61.2% |
| OREGON MENNONITE RES SVCS | 109 | 92 | 84.4% |
| OREGON SUPPORTED LIVING PROGRAM | 167 | 72 | 43.1% |
| OUT AND ABOUT RESPITE SERVICES | 12 | 8 | 66.7% |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | 396 | 248 | 62.6% |
| PATHWAY ENTERPRISES, INC | 50 | 25 | 50.0% |
| PERSONALIZED INDEPENDENCE, INC. | 33 | 34 | 103.0% |
| PINNACLE DEVELOPMENTAL CARE, LLC | 7 | 3 | 42.9% |
| PORTLAND METRO RESIDENTIAL SERVICES | 70 | 35 | 50.0% |
| PROF THERAPEUTIC COMMUNITY NETWORK | 41 | 18 | 43.9% |
| RAIN KING PROPERTIES | 5 | 0 | 0.0% |
| RAINBOW ADULT LIVING FACILITIES | 29 | 6 | 20.7% |
| RENEW CONSULTING INC | 101 | 93 | 92.1% |
| RESIDE RESIDENTIAL CARE | 23 | 30 | 130.4% |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | 13 | 8 | 61.5% |
| RISE, INC | 282 | 142 | 50.4% |
| RISING SUN SUPPORTED LIVING | 8 | 0 | 0.0% |
| RIVERS & ROADS RESI & CONSLT, INC | 12 | 12 | 100.0% |
| RIVERSIDE CENTERS | 63 | 26 | 41.3% |
| RON WILSON CENTER | 108 | 73 | 67.6% |
| S.A.C.U. | 535 | 94 | 17.6% |
| SAFECARE RESIDENTIAL SERVICES, INC | 18 | 8 | 44.4% |
| SHANGRI-LA CORP | 253 | 141 | 55.7% |
| SISO | 53 | 62 | 117.0% |
| SOUTH COAST HORIZONS | 52 | 7 | 13.5% |
| SOUTHERN OREGON ASPIRE | 98 | 42 | 42.9% |
| STAR CORP GROUP HOME | 8 | 8 | 100.0% |
| STAR OF HOPE ACTIVITY CENTER INC | 84 | 25 | 29.8% |
| STEP FORWARD ACTIVITIES, INC | 59 | 30 | 50.8% |
| STEPPING STONE 24 HOURS HOME INC | 13 | 2 | 15.4% |
| STONEBROOKE RESIDENTIAL SERVICES | 30 | 13 | 43.3% |
| SUNNY MANOR, INC | 8 | 1 | 12.5% |
| SUNNY OAKS, INC | 119 | 87 | 73.1% |
| TANDEM NORTHWEST | 88 | 58 | 65.9% |
| THRIVING LIVES CARE, INC | 16 | 14 | 87.5% |

| AGENCY | Number on payroll on 12/31/18 | Number who left between 1/1 - 12/31/18 | Turnover rate |
|-------------------------------|--|---|----------------------|
| TRU COLLABORATIONS, LLC | 15 | 0 | 0.0% |
| UMPQUA HOMES, INC. | 174 | 99 | 56.9% |
| UP & OUT, INC | 49 | 31 | 63.3% |
| VALOR ASSOCIATES, LLC | 14 | 7 | 50.0% |
| WALKER SUPPORT SERVICES, INC | 25 | 44 | 176.0% |
| WESTERN IDAHO TRAINING CO INC | 25 | 12 | 48.0% |
| WESTSIDE COMMUNITY FOCUS | 55 | 30 | 54.5% |
| WORK UNLIMITED, INC | 125 | 188 | 150.4% |
| Report Average | | | 61.4% |

Tenure

Table 5. *Tenure among DSPs employed as of Dec. 31, 2018⁴*

| AGENCY | Less than 6 months | 6-12 months | 12-24 months | 24-36 months | 36+ months | Number DSPs on payroll on 12/31/18 |
|---|-------------------------------|------------------------|-------------------------|-------------------------|-----------------------|---|
| A.S.H., INC. | 12.0% | 24.0% | 24.0% | 16.0% | 24.0% | 25 |
| ACHIEVE LLC | 57.1% | 42.9% | 0.0% | 0.0% | 0.0% | 7 |
| ALBERTINA KERR CENTERS | 18.5% | 13.3% | 16.8% | 8.4% | 43.1% | 346 |
| ALSO | 15.2% | 50.8% | 12.6% | 10.0% | 11.5% | 191 |
| ALTERNATIVE SERVICES-OREGON, INC. | 16.7% | 40.8% | 15.8% | 17.2% | 9.6% | 419 |
| ALVORD-TAYLOR, INC. | 14.4% | 8.6% | 15.5% | 21.9% | 39.6% | 187 |
| ARCADIAN INCLUSION MANAGEMENT | 25.0% | 29.2% | 45.8% | 0.0% | 0.0% | 24 |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | 55.9% | 20.3% | 17.0% | 5.1% | 1.7% | 59 |
| BARCH, INC. | | | | | | 19 |
| BENCO | 18.0% | 5.1% | 18.0% | 10.3% | 48.7% | 78 |
| BETHESDA LUTHERAN COMMUNITIES | 17.8% | 9.1% | 12.2% | 12.2% | 48.7% | 197 |
| BRIDGES ENTERPRISE, LLC | 20.0% | 0.0% | 10.0% | 10.0% | 60.0% | 10 |
| BRIGHTSIDE LIVING, LLC | 57.9% | 10.5% | 15.8% | 0.0% | 15.8% | 19 |
| C & C HOMES, INC | 44.4% | 55.6% | 0.0% | 0.0% | 0.0% | 9 |
| CATHOLIC COMMUNITY SERVICES | 12.0% | 25.6% | 18.4% | 5.6% | 38.4% | 125 |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | 26.2% | 9.5% | 19.1% | 2.4% | 42.9% | 42 |
| CENTRAL OREGON COLLECTIVE | 23.9% | 15.2% | 13.0% | 15.2% | 32.6% | 46 |
| CHAMBERLIN HOUSE, INC. | 15.5% | 17.2% | 24.1% | 15.5% | 27.6% | 58 |
| CHASTAIN SUPPORT CHOICES INC | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 8 |
| CHOICES UNLIMITED, INC. | 16.7% | 16.7% | 11.1% | 0.0% | 55.6% | 18 |
| COMMUNITY ACCESS SERVICES II, INC. | 22.8% | 9.5% | 13.9% | 13.3% | 40.5% | 158 |
| COMMUNITY BASED GROUP HOME | 25.0% | 25.0% | 25.0% | 25.0% | 0.0% | 8 |
| COMMUNITY LIFE LLC | 0.0% | 20.0% | 40.0% | 40.0% | 0.0% | 5 |
| COMMUNITY SERVICES, INC. | 12.9% | 12.3% | 11.7% | 9.5% | 53.6% | 179 |
| COMMUNITY SUPPORT SERVICES, INC. | 19.6% | 19.6% | 9.8% | 19.6% | 31.4% | 51 |
| CONNECTIONS RESIDENTIAL SERVICES | 82.4% | 17.7% | 0.0% | 0.0% | 0.0% | 17 |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | 47.5% | 15.0% | 27.5% | 10.0% | 0.0% | 40 |
| CORNERSTONE VALLEY INC | 20.0% | 24.0% | 32.0% | 10.0% | 14.0% | 50 |
| CROSSROADS RESIDENTIAL HOME | 0.0% | 0.0% | 75.0% | 12.5% | 12.5% | 8 |
| D & D FOSTER CARE, LLC | 0.0% | 16.7% | 33.3% | 16.7% | 33.3% | 6 |

⁴ Tenure rates were only calculated for agencies that provided information on both the total number of DSPs employed as of December 31, 2018 and the tenure of those DSPs.

| AGENCY | Less than 6 months | 6-12 months | 12-24 months | 24-36 months | 36+ months | Number DSPs on payroll on 12/31/18 |
|--|-------------------------------|------------------------|-------------------------|-------------------------|-----------------------|---|
| DAI S'LA | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 4 |
| DANVILLE SERVICES OF OREGON, LLC | 8.9% | 17.8% | 15.6% | 6.7% | 51.1% | 45 |
| DEGES CARE INC. | 22.2% | 33.3% | 44.4% | 0.0% | 0.0% | 9 |
| DOUGLAS RESIDENT TRAINING FACILITIES | 9.1% | 4.6% | 16.7% | 1.5% | 68.2% | 66 |
| DUNGARVIN OREGON, LLC | 14.5% | 22.0% | 29.5% | 9.1% | 24.9% | 241 |
| EASTCO DIVERSIFIED SERVICES | 17.7% | 13.7% | 5.9% | 19.6% | 43.1% | 51 |
| EDWARDS CENTER, INC. | 15.0% | 1.8% | 20.4% | 8.0% | 54.9% | 113 |
| ELYSIAN PURSUIT INCORPORATED | 11.9% | 19.1% | 40.5% | 16.7% | 11.9% | 42 |
| GIFTED HANDS RESIDENTIAL SERVICE | 18.2% | 63.6% | 18.2% | 0.0% | 0.0% | 11 |
| GRIFFITH 24 HR CARE, LLC | 50.0% | 16.7% | 33.3% | 0.0% | 0.0% | 6 |
| HAPPY HAVEN HOMES, INC | 10.0% | 90.0% | 0.0% | 0.0% | 0.0% | 10 |
| HARMONY HOUSING, INC | 14.6% | 22.0% | 39.0% | 12.2% | 12.2% | 41 |
| HAVEN CENTER LLC | 8.8% | 0.0% | 0.0% | 0.0% | 91.2% | 57 |
| HENDRICKSON RESIDENTIAL, INC | 8.3% | 25.0% | 16.7% | 16.7% | 33.3% | 12 |
| HILDAH AND KAY'S, LLC | 0.0% | 33.3% | 16.7% | 16.7% | 33.3% | 6 |
| HOME LIFE, INC | 17.6% | 12.1% | 22.0% | 12.1% | 36.3% | 91 |
| HORIZON PROJECT, INC | 28.0% | 13.0% | 18.0% | 9.9% | 31.1% | 161 |
| HUMMINGBIRD CARE HOME, LLC | | | | | | 54 |
| INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | 46.2% | 7.7% | 23.1% | 7.7% | 15.4% | 13 |
| INDEPENDENT ENVIRONMENTS, INC | 27.4% | 11.9% | 25.0% | 10.7% | 25.0% | 84 |
| INTEGRATED SUPPORTS FOR LIVING, INC. | 3.5% | 27.6% | 69.0% | 0.0% | 0.0% | 29 |
| JACOB'S LIGHTHOUSE, LLC | 16.7% | 0.0% | 50.0% | 33.3% | 0.0% | 6 |
| LEMUEL, INC GROUP HOMES | 20.7% | 6.9% | 13.8% | 27.6% | 31.0% | 29 |
| LIVING OPPORTUNITIES, INC | 4.1% | 9.9% | 11.6% | 12.4% | 62.0% | 121 |
| MARIE MILLS CENTER, INC | 8.5% | 21.3% | 17.0% | 12.8% | 40.4% | 47 |
| MENTOR OREGON | 38.2% | 10.8% | 19.7% | 8.8% | 22.5% | 249 |
| MV ADVANCEMENTS | 20.8% | 14.2% | 26.4% | 5.7% | 33.0% | 106 |
| MY LIYU RESIDENTIAL SERVICES LLC | 36.4% | 27.3% | 36.4% | 0.0% | 0.0% | 11 |
| NEW DAY ENTERPRISES | 21.4% | 15.7% | 10.0% | 5.7% | 47.1% | 70 |
| NEW DAY NORTHWEST INC. | 0.0% | 15.4% | 30.8% | 30.8% | 23.1% | 13 |
| NURU'S ADULT FOSTER HOME | 20.0% | 20.0% | 20.0% | 20.0% | 20.0% | 5 |
| NW COMMUNITY ALLIANCE, INC | 11.9% | 9.0% | 12.7% | 9.7% | 56.7% | 134 |
| NW MENTAL HEALTH MGMT SVCS | 22.2% | 25.0% | 16.7% | 8.3% | 27.8% | 72 |
| OPPORTUNITY FOUNDATION CENTRAL OR | 19.1% | 11.8% | 19.1% | 14.5% | 35.5% | 152 |
| OREGON MENNONITE RES SVCS | 36.7% | 11.9% | 21.1% | 11.0% | 19.3% | 109 |
| OREGON SUPPORTED LIVING PROGRAM | 10.2% | 10.8% | 16.2% | 15.0% | 47.9% | 167 |

| AGENCY | Less than 6 months | 6-12 months | 12-24 months | 24-36 months | 36+ months | Number DSPs on payroll on 12/31/18 |
|--|-------------------------------|------------------------|-------------------------|-------------------------|-----------------------|---|
| OUT AND ABOUT RESPITE SERVICES | 0.0% | 16.7% | 0.0% | 0.0% | 83.3% | 12 |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | 18.9% | 11.9% | 16.9% | 10.6% | 41.7% | 396 |
| PATHWAY ENTERPRISES, INC | 16.0% | 14.0% | 14.0% | 16.0% | 40.0% | 50 |
| PERSONALIZED INDEPENDENCE, INC. | 27.3% | 15.2% | 24.2% | 9.1% | 24.2% | 33 |
| PINNACLE DEVELOPMENTAL CARE, LLC | 14.3% | 0.0% | 42.9% | 42.9% | 0.0% | 7 |
| PORTLAND METRO RESIDENTIAL SERVICES | 14.3% | 11.4% | 17.1% | 7.1% | 50.0% | 70 |
| PROF THERAPEUTIC COMMUNITY NETWORK | 26.8% | 14.6% | 22.0% | 9.8% | 26.8% | 41 |
| RAIN KING PROPERTIES | 20.0% | 0.0% | 20.0% | 0.0% | 60.0% | 5 |
| RAINBOW ADULT LIVING FACILITIES | 6.9% | 10.3% | 13.8% | 6.9% | 62.1% | 29 |
| RENEW CONSULTING INC | 27.7% | 14.9% | 12.9% | 14.9% | 29.7% | 101 |
| RESIDE RESIDENTIAL CARE | 26.1% | 30.4% | 13.0% | 13.0% | 17.4% | 23 |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | 23.1% | 15.4% | 38.5% | 0.0% | 23.1% | 13 |
| RISE, INC | | | | | | 282 |
| RISING SUN SUPPORTED LIVING | 25.0% | 75.0% | 0.0% | 0.0% | 0.0% | 8 |
| RIVERS & ROADS RESI & CONSLT, INC | 25.0% | 25.0% | 33.3% | 8.3% | 8.3% | 12 |
| RIVERSIDE CENTERS | 14.3% | 17.5% | 31.8% | 0.0% | 36.5% | 63 |
| RON WILSON CENTER | 23.2% | 18.5% | 23.2% | 7.4% | 27.8% | 108 |
| S.A.C.U. | 9.0% | 4.7% | 16.3% | 10.7% | 59.4% | 535 |
| SAFECARE RESIDENTIAL SERVICES, INC | 44.4% | 27.8% | 22.2% | 5.6% | 0.0% | 18 |
| SHANGRI-LA CORP | 16.2% | 13.0% | 22.9% | 10.3% | 37.6% | 253 |
| SISO | 37.7% | 7.6% | 30.2% | 1.9% | 22.6% | 53 |
| SOUTH COAST HORIZONS | 1.9% | 13.5% | 32.7% | 17.3% | 34.6% | 52 |
| SOUTHERN OREGON ASPIRE | 1.0% | 13.3% | 30.6% | 9.2% | 45.9% | 98 |
| STAR CORP GROUP HOME | 37.5% | 12.5% | 12.5% | 12.5% | 25.0% | 8 |
| STAR OF HOPE ACTIVITY CENTER INC | 16.7% | 10.7% | 16.7% | 10.7% | 45.2% | 84 |
| STEP FORWARD ACTIVITIES, INC | 10.2% | 15.3% | 18.6% | 8.5% | 47.5% | 59 |
| STEPPING STONE 24 HOURS HOME INC | 23.1% | 0.0% | 23.1% | 30.8% | 23.1% | 13 |
| STONEBROOKE RESIDENTIAL SERVICES | 53.3% | 6.7% | 3.3% | 16.7% | 20.0% | 30 |
| SUNNY MANOR, INC | 12.5% | 12.5% | 0.0% | 0.0% | 75.0% | 8 |
| SUNNY OAKS, INC | 30.3% | 15.1% | 16.0% | 16.0% | 22.7% | 119 |
| TANDEM NORTHWEST | 21.6% | 13.6% | 12.5% | 14.8% | 37.5% | 88 |
| THRIVING LIVES CARE, INC | 43.8% | 56.3% | 0.0% | 0.0% | 0.0% | 16 |
| TRU COLLABORATIONS, LLC | 0.0% | 53.3% | 46.7% | 0.0% | 0.0% | 15 |
| UMPQUA HOMES, INC. | 4.6% | 6.9% | 14.9% | 21.3% | 52.3% | 174 |
| UP & OUT, INC | 12.2% | 14.3% | 20.4% | 16.3% | 36.7% | 49 |
| VALOR ASSOCIATES, LLC | 42.9% | 0.0% | 0.0% | 7.1% | 50.0% | 14 |

| AGENCY | Less than 6 months | 6-12 months | 12-24 months | 24-36 months | 36+ months | Number DSPs on payroll on 12/31/18 |
|-------------------------------|-------------------------------|------------------------|-------------------------|-------------------------|-----------------------|---|
| WALKER SUPPORT SERVICES, INC | 60.0% | 20.0% | 20.0% | 0.0% | 0.0% | 25 |
| WESTERN IDAHO TRAINING CO INC | 36.0% | 8.0% | 28.0% | 12.0% | 16.0% | 25 |
| WESTSIDE COMMUNITY FOCUS | 9.1% | 30.9% | 16.4% | 21.8% | 21.8% | 55 |
| WORK UNLIMITED, INC | 15.2% | 20.8% | 20.0% | 13.6% | 30.4% | 125 |
| Report Average | 21.0% | 19.1% | 21.2% | 10.4% | 28.3% | |

Table 6. *Tenure among separated DSP employees (left between Jan. 1, 2018 and Dec. 31, 2018)*⁵

| | Less than 6 months | 6-12 months | 12-24 months | 24-36 months | 36+ months | Number DSPs separated between 1/1 - 12/31/18 |
|---|-------------------------------|------------------------|-------------------------|-------------------------|-----------------------|---|
| A.S.H., INC. | 38.5% | 7.7% | 30.8% | 0.0% | 23.1% | 13 |
| ACHIEVE LLC | 60.0% | 40.0% | 0.0% | 0.0% | 0.0% | 5 |
| ALBERTINA KERR CENTERS | 38.2% | 15.5% | 21.6% | 7.0% | 17.7% | 356 |
| ALSO | 57.1% | 25.2% | 10.9% | 4.8% | 2.0% | 147 |
| ALTERNATIVE SERVICES-OREGON, INC. | | | | | | 227 |
| ALVORD-TAYLOR, INC. | 31.0% | 14.1% | 25.4% | 12.7% | 16.9% | 71 |
| ARCADIAN INCLUSION MANAGEMENT | 50.0% | 25.0% | 25.0% | 0.0% | 0.0% | 20 |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | 56.3% | 23.4% | 17.2% | 3.1% | 0.0% | 64 |
| BARCH, INC. | | | | | | |
| BENCO | 27.0% | 27.0% | 16.2% | 5.4% | 24.3% | 37 |
| BETHESDA LUTHERAN COMMUNITIES | 44.6% | 10.8% | 15.4% | 9.2% | 20.0% | 130 |
| BRIDGES ENTERPRISE, LLC | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 2 |
| BRIGHTSIDE LIVING, LLC | 41.7% | 16.7% | 41.7% | 0.0% | 0.0% | 12 |
| C & C HOMES, INC | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4 |
| CATHOLIC COMMUNITY SERVICES | 44.9% | 14.1% | 12.8% | 12.8% | 15.4% | 78 |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | 37.5% | 21.9% | 21.9% | 9.4% | 9.4% | 32 |
| CENTRAL OREGON COLLECTIVE | 63.8% | 5.2% | 13.8% | 3.5% | 13.8% | 58 |
| CHAMBERLIN HOUSE, INC. | 37.9% | 17.2% | 17.2% | 3.5% | 24.1% | 29 |
| CHASTAIN SUPPORT CHOICES INC | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 1 |
| CHOICES UNLIMITED, INC. | 80.0% | 0.0% | 0.0% | 20.0% | 0.0% | 5 |
| COMMUNITY ACCESS SERVICES II, INC. | 15.6% | 22.2% | 25.6% | 7.8% | 28.9% | 90 |
| COMMUNITY BASED GROUP HOME | 52.6% | 31.6% | 5.3% | 0.0% | 10.5% | 19 |
| COMMUNITY LIFE LLC | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2 |
| COMMUNITY SERVICES, INC. | 14.0% | 27.1% | 24.3% | 22.4% | 12.2% | 107 |
| COMMUNITY SUPPORT SERVICES, INC. | | | | | | 20 |
| CONNECTIONS RESIDENTIAL SERVICES | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 13 |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | 72.1% | 16.3% | 4.7% | 2.3% | 4.7% | 43 |
| CORNERSTONE VALLEY INC | 62.5% | 37.5% | 0.0% | 0.0% | 0.0% | 16 |
| CROSSROADS RESIDENTIAL HOME | 66.7% | 33.3% | 0.0% | 0.0% | 0.0% | 3 |
| D & D FOSTER CARE, LLC | 80.0% | 20.0% | 0.0% | 0.0% | 0.0% | 5 |
| DAI S'LA | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 |

⁵ Tenure rates were only calculated for agencies that provided information on both the total number of DSPs separated between 1/1/18-12/31/18 and the tenure of those DSPs. Agencies reporting 0 separations are included in the denominator.

| | Less than 6 months | 6-12 months | 12-24 months | 24-36 months | 36+ months | Number DSPs separated between 1/1 - 12/31/18 |
|--|-------------------------------|------------------------|-------------------------|-------------------------|-----------------------|---|
| DANVILLE SERVICES OF OREGON, LLC | 66.7% | 6.1% | 18.2% | 0.0% | 9.1% | 33 |
| DEGES CARE INC. | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 2 |
| DOUGLAS RESIDENT TRAINING FACILITIES | 26.7% | 13.3% | 20.0% | 3.3% | 36.7% | 30 |
| DUNGARVIN OREGON, LLC | 55.5% | 13.5% | 12.8% | 6.2% | 12.1% | 290 |
| EASTCO DIVERSIFIED SERVICES | 24.0% | 20.0% | 16.0% | 16.0% | 24.0% | 25 |
| EDWARDS CENTER, INC. | 41.7% | 10.0% | 11.7% | 13.3% | 23.3% | 60 |
| ELYSIAN PURSUIT INCORPORATED | 60.0% | 20.0% | 20.0% | 0.0% | 0.0% | 5 |
| GIFTED HANDS RESIDENTIAL SERVICE | 0.0% | 50.0% | 50.0% | 0.0% | 0.0% | 2 |
| GRIFFITH 24 HR CARE, LLC | 50.0% | 50.0% | 0.0% | 0.0% | 0.0% | 2 |
| HAPPY HAVEN HOMES, INC | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2 |
| HARMONY HOUSING, INC | 50.0% | 20.0% | 20.0% | 5.0% | 5.0% | 40 |
| HAVEN CENTER LLC | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| HENDRICKSON RESIDENTIAL, INC | 0.0% | 25.0% | 50.0% | 25.0% | 0.0% | 4 |
| HILDAH AND KAY'S, LLC | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| HOME LIFE, INC | 26.7% | 26.7% | 22.2% | 15.6% | 8.9% | 45 |
| HORIZON PROJECT, INC | 96.6% | 3.4% | 0.0% | 0.0% | 0.0% | 59 |
| HUMMINGBIRD CARE HOME, LLC | | | | | | |
| INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | 66.2% | 24.6% | 7.7% | 0.0% | 1.5% | 65 |
| INDEPENDENT ENVIRONMENTS, INC | 47.9% | 25.0% | 14.6% | 6.3% | 6.3% | 48 |
| INTEGRATED SUPPORTS FOR LIVING, INC. | 83.3% | 13.3% | 3.3% | 0.0% | 0.0% | 30 |
| JACOB'S LIGHTHOUSE, LLC | 11.1% | 22.2% | 55.6% | 11.1% | 0.0% | 9 |
| LEMUEL, INC GROUP HOMES | 0.0% | 50.0% | 25.0% | 0.0% | 25.0% | 8 |
| LIVING OPPORTUNITIES, INC | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 13 |
| MARIE MILLS CENTER, INC | 12.5% | 0.0% | 12.5% | 25.0% | 50.0% | 8 |
| MENTOR OREGON | 33.9% | 17.3% | 24.6% | 10.8% | 13.4% | 277 |
| MV ADVANCEMENTS | 22.5% | 10.2% | 18.4% | 20.4% | 28.6% | 49 |
| MY LIYU RESIDENTIAL SERVICES LLC | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| NEW DAY ENTERPRISES | | | | | | 37 |
| NEW DAY NORTHWEST INC. | 66.7% | 0.0% | 33.3% | 0.0% | 0.0% | 3 |
| NURU'S ADULT FOSTER HOME | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 2 |
| NW COMMUNITY ALLIANCE, INC | 50.0% | 20.0% | 12.0% | 2.0% | 16.0% | 50 |
| NW MENTAL HEALTH MGMT SVCS | 15.4% | 23.1% | 33.3% | 5.1% | 23.1% | 39 |
| OPPORTUNITY FOUNDATION CENTRAL OR | 32.3% | 16.1% | 20.4% | 11.8% | 19.4% | 93 |
| OREGON MENNONITE RES SVCS | 55.4% | 15.2% | 9.8% | 5.4% | 14.1% | 92 |
| OREGON SUPPORTED LIVING PROGRAM | 50.0% | 9.7% | 15.3% | 11.1% | 13.9% | 72 |
| OUT AND ABOUT RESPITE SERVICES | 25.0% | 0.0% | 37.5% | 0.0% | 37.5% | 8 |

| | Less than 6 months | 6-12 months | 12-24 months | 24-36 months | 36+ months | Number DSPs separated between 1/1 - 12/31/18 |
|--|-------------------------------|------------------------|-------------------------|-------------------------|-----------------------|---|
| PARTNERSHIPS IN COMMUNITY LIVING, INC | 46.8% | 17.3% | 15.7% | 6.1% | 14.1% | 248 |
| PATHWAY ENTERPRISES, INC | 64.0% | 4.0% | 16.0% | 4.0% | 12.0% | 25 |
| PERSONALIZED INDEPENDENCE, INC. | 50.0% | 20.6% | 23.5% | 2.9% | 2.9% | 34 |
| PINNACLE DEVELOPMENTAL CARE, LLC | 66.7% | 33.3% | 0.0% | 0.0% | 0.0% | 3 |
| PORTLAND METRO RESIDENTIAL SERVICES | 42.9% | 28.6% | 11.4% | 5.7% | 11.4% | 35 |
| PROF THERAPEUTIC COMMUNITY NETWORK | 38.9% | 16.7% | 16.7% | 11.1% | 16.7% | 18 |
| RAIN KING PROPERTIES | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| RAINBOW ADULT LIVING FACILITIES | 16.7% | 16.7% | 0.0% | 16.7% | 50.0% | 6 |
| RENEW CONSULTING INC | 41.9% | 18.3% | 22.6% | 6.5% | 10.8% | 93 |
| RESIDE RESIDENTIAL CARE | 63.3% | 13.3% | 23.3% | 0.0% | 0.0% | 30 |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 8 |
| RISE, INC | 61.3% | 20.4% | 13.4% | 2.8% | 2.1% | 142 |
| RISING SUN SUPPORTED LIVING | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| RIVERS & ROADS RESI & CONSLT, INC | 75.0% | 0.0% | 25.0% | 0.0% | 0.0% | 12 |
| RIVERSIDE CENTERS | 23.1% | 23.1% | 42.3% | 0.0% | 11.5% | 26 |
| RON WILSON CENTER | 42.5% | 16.4% | 20.6% | 6.9% | 13.7% | 73 |
| S.A.C.U. | 23.4% | 17.0% | 14.9% | 8.5% | 36.2% | 94 |
| SAFECARE RESIDENTIAL SERVICES, INC | | | | | | 8 |
| SHANGRI-LA CORP | 30.5% | 12.1% | 17.7% | 35.5% | 4.3% | 141 |
| SISO | 35.5% | 33.9% | 21.0% | 8.1% | 1.6% | 62 |
| SOUTH COAST HORIZONS | 42.9% | 28.6% | 14.3% | 0.0% | 14.3% | 7 |
| SOUTHERN OREGON ASPIRE | 26.2% | 19.1% | 28.6% | 7.1% | 19.1% | 42 |
| STAR CORP GROUP HOME | 50.0% | 25.0% | 0.0% | 0.0% | 25.0% | 8 |
| STAR OF HOPE ACTIVITY CENTER INC | 0.0% | 28.0% | 24.0% | 24.0% | 24.0% | 25 |
| STEP FORWARD ACTIVITIES, INC | 66.7% | 6.7% | 3.3% | 13.3% | 10.0% | 30 |
| STEPPING STONE 24 HOURS HOME INC | 50.0% | 50.0% | 0.0% | 0.0% | 0.0% | 2 |
| STONEBROOKE RESIDENTIAL SERVICES | 53.9% | 0.0% | 30.8% | 15.4% | 0.0% | 13 |
| SUNNY MANOR, INC | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1 |
| SUNNY OAKS, INC | 24.1% | 21.8% | 17.2% | 20.7% | 16.1% | 87 |
| TANDEM NORTHWEST | 41.4% | 20.7% | 19.0% | 12.1% | 6.9% | 58 |
| THRIVING LIVES CARE, INC | 64.3% | 35.7% | 0.0% | 0.0% | 0.0% | 14 |
| TRU COLLABORATIONS, LLC | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| UMPQUA HOMES, INC. | 10.1% | 23.2% | 28.3% | 11.1% | 27.3% | 99 |
| UP & OUT, INC | 67.7% | 9.7% | 19.4% | 0.0% | 3.2% | 31 |
| VALOR ASSOCIATES, LLC | 57.1% | 0.0% | 0.0% | 28.6% | 14.3% | 7 |
| WALKER SUPPORT SERVICES, INC | 68.2% | 31.8% | 0.0% | 0.0% | 0.0% | 44 |

| | Less than 6 months | 6-12 months | 12-24 months | 24-36 months | 36+ months | Number DSPs separated between 1/1 - 12/31/18 |
|-------------------------------|-------------------------------|------------------------|-------------------------|-------------------------|-----------------------|---|
| WESTERN IDAHO TRAINING CO INC | 41.7% | 25.0% | 16.7% | 16.7% | 0.0% | 12 |
| WESTSIDE COMMUNITY FOCUS | 33.3% | 40.0% | 10.0% | 6.7% | 10.0% | 30 |
| WORK UNLIMITED, INC | 52.7% | 15.4% | 12.8% | 5.3% | 13.8% | 188 |
| Report Average | 42.2% | 19.3% | 15.0% | 5.9% | 10.6% | |

Reasons for Separations

Table 7. *Reasons for separations*⁶

| AGENCY | Voluntary separation | Employment was terminated | Don't know reason | Number DSPs separated between 1/1 - 12/31/18 |
|---|-----------------------------|----------------------------------|--------------------------|---|
| A.S.H., INC. | 85.0% | 15.0% | 0.0% | 13 |
| ACHIEVE LLC | 20.0% | 80.0% | 0.0% | 5 |
| ALBERTINA KERR CENTERS | 51.0% | 35.0% | 14.0% | 356 |
| ALSO | 78.0% | 22.0% | 0.0% | 147 |
| ALTERNATIVE SERVICES-OREGON, INC. | 54.0% | 46.0% | 0.0% | 227 |
| ALVORD-TAYLOR, INC. | 56.0% | 44.0% | 0.0% | 71 |
| ARCADIAN INCLUSION MANAGEMENT | 85.0% | 15.0% | 0.0% | 20 |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | 67.0% | 30.0% | 3.0% | 64 |
| BARCH, INC. | | | | |
| BENCO | 76.0% | 24.0% | 0.0% | 37 |
| BETHESDA LUTHERAN COMMUNITIES | 75.0% | 25.0% | 0.0% | 130 |
| BRIDGES ENTERPRISE, LLC | 100.0% | 0.0% | 0.0% | 2 |
| BRIGHTSIDE LIVING, LLC | 92.0% | 8.0% | 0.0% | 12 |
| C & C HOMES, INC | 50.0% | 50.0% | 0.0% | 4 |
| CATHOLIC COMMUNITY SERVICES | 85.0% | 15.0% | 0.0% | 78 |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | 72.0% | 28.0% | 0.0% | 32 |
| CENTRAL OREGON COLLECTIVE | 34.0% | 53.0% | 12.0% | 58 |
| CHAMBERLIN HOUSE, INC. | 55.0% | 45.0% | 0.0% | 29 |
| CHASTAIN SUPPORT CHOICES INC | 100.0% | 0.0% | 0.0% | 1 |
| CHOICES UNLIMITED, INC. | 20.0% | 80.0% | 0.0% | 5 |
| COMMUNITY ACCESS SERVICES II, INC. | 9.0% | 86.0% | 6.0% | 90 |
| COMMUNITY BASED GROUP HOME | 63.0% | 37.0% | 0.0% | 19 |
| COMMUNITY LIFE LLC | 100.0% | 0.0% | 0.0% | 2 |
| COMMUNITY SERVICES, INC. | 86.0% | 14.0% | 0.0% | 107 |
| COMMUNITY SUPPORT SERVICES, INC. | | | | 20 |
| CONNECTIONS RESIDENTIAL SERVICES | 85.0% | 15.0% | 0.0% | 13 |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | 63.0% | 37.0% | 0.0% | 43 |
| CORNERSTONE VALLEY INC | 88.0% | 13.0% | 0.0% | 16 |
| CROSSROADS RESIDENTIAL HOME | 0.0% | 100.0% | 0.0% | 3 |
| D & D FOSTER CARE, LLC | 60.0% | 40.0% | 0.0% | 5 |
| DAI S'LA | | | | 0 |

⁶ Based on DSPs providing support for adults with IDD and who left the agency between Jan. 1, 2018 and Dec. 31, 2018. Each percent is the percent of total separations between 1/1/18 and 12/31/18.

| AGENCY | Voluntary separation | Employment was terminated | Don't know reason | Number DSPs separated between 1/1 - 12/31/18 |
|--|-----------------------------|----------------------------------|--------------------------|---|
| DANVILLE SERVICES OF OREGON, LLC | 76.0% | 24.0% | 0.0% | 33 |
| DEGES CARE INC. | 100.0% | 0.0% | 0.0% | 2 |
| DOUGLAS RESIDENT TRAINING FACILITIES | 50.0% | 50.0% | 0.0% | 30 |
| DUNGARVIN OREGON, LLC | 64.0% | 36.0% | 0.0% | 290 |
| EASTCO DIVERSIFIED SERVICES | 52.0% | 48.0% | 0.0% | 25 |
| EDWARDS CENTER, INC. | 82.0% | 18.0% | 0.0% | 60 |
| ELYSIAN PURSUIT INCORPORATED | 60.0% | 40.0% | 0.0% | 5 |
| GIFTED HANDS RESIDENTIAL SERVICE | 100.0% | 0.0% | 0.0% | 2 |
| GRIFFITH 24 HR CARE, LLC | 100.0% | 0.0% | 0.0% | 2 |
| HAPPY HAVEN HOMES, INC | 50.0% | 50.0% | 0.0% | 2 |
| HARMONY HOUSING, INC | 75.0% | 25.0% | 0.0% | 40 |
| HAVEN CENTER LLC | | | | 0 |
| HENDRICKSON RESIDENTIAL, INC | 100.0% | 0.0% | 0.0% | 4 |
| HILDAH AND KAY'S, LLC | | | | 0 |
| HOME LIFE, INC | 0.0% | 0.0% | 100.0% | 45 |
| HORIZON PROJECT, INC | 54.0% | 42.0% | 3.0% | 59 |
| HUMMINGBIRD CARE HOME, LLC | | | | |
| INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | 86.0% | 14.0% | 0.0% | 65 |
| INDEPENDENT ENVIRONMENTS, INC | 75.0% | 25.0% | 0.0% | 48 |
| INTEGRATED SUPPORTS FOR LIVING, INC. | 100.0% | 0.0% | 0.0% | 30 |
| JACOB'S LIGHTHOUSE, LLC | 67.0% | 33.0% | 0.0% | 9 |
| LEMUEL, INC GROUP HOMES | 88.0% | 13.0% | 0.0% | 8 |
| LIVING OPPORTUNITIES, INC | 92.0% | 8.0% | 0.0% | 13 |
| MARIE MILLS CENTER, INC | 88.0% | 13.0% | 0.0% | 8 |
| MENTOR OREGON | 92.0% | 8.0% | 0.0% | 277 |
| MV ADVANCEMENTS | 78.0% | 22.0% | 0.0% | 49 |
| MY LIYU RESIDENTIAL SERVICES LLC | | | | 0 |
| NEW DAY ENTERPRISES | 89.0% | 11.0% | 0.0% | 37 |
| NEW DAY NORTHWEST INC. | 100.0% | 0.0% | 0.0% | 3 |
| NURU'S ADULT FOSTER HOME | 50.0% | 50.0% | 0.0% | 2 |
| NW COMMUNITY ALLIANCE, INC | 72.0% | 22.0% | 6.0% | 50 |
| NW MENTAL HEALTH MGMT SVCS | 90.0% | 10.0% | 0.0% | 39 |
| OPPORTUNITY FOUNDATION CENTRAL OR | 61.0% | 39.0% | 0.0% | 93 |
| OREGON MENNONITE RES SVCS | 60.0% | 24.0% | 16.0% | 92 |
| OREGON SUPPORTED LIVING PROGRAM | 72.0% | 28.0% | 0.0% | 72 |
| OUT AND ABOUT RESPITE SERVICES | 100.0% | 0.0% | 0.0% | 8 |

| AGENCY | Voluntary separation | Employment was terminated | Don't know reason | Number DSPs separated between 1/1 - 12/31/18 |
|--|-----------------------------|----------------------------------|--------------------------|---|
| PARTNERSHIPS IN COMMUNITY LIVING, INC | 81.0% | 19.0% | 0.0% | 248 |
| PATHWAY ENTERPRISES, INC | 60.0% | 40.0% | 0.0% | 25 |
| PERSONALIZED INDEPENDENCE, INC. | 97.0% | 3.0% | 0.0% | 34 |
| PINNACLE DEVELOPMENTAL CARE, LLC | 100.0% | 0.0% | 0.0% | 3 |
| PORTLAND METRO RESIDENTIAL SERVICES | 66.0% | 34.0% | 0.0% | 35 |
| PROF THERAPEUTIC COMMUNITY NETWORK | 83.0% | 17.0% | 0.0% | 18 |
| RAIN KING PROPERTIES | | | | 0 |
| RAINBOW ADULT LIVING FACILITIES | 33.0% | 67.0% | 0.0% | 6 |
| RENEW CONSULTING INC | 94.0% | 6.0% | 0.0% | 93 |
| RESIDE RESIDENTIAL CARE | 80.0% | 20.0% | 0.0% | 30 |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | 75.0% | 25.0% | 0.0% | 8 |
| RISE, INC | 82.0% | 18.0% | 0.0% | 142 |
| RISING SUN SUPPORTED LIVING | | | | 0 |
| RIVERS & ROADS RESI & CONSLT, INC | 0.0% | 0.0% | 100.0% | 12 |
| RIVERSIDE CENTERS | 50.0% | 31.0% | 19.0% | 26 |
| RON WILSON CENTER | 62.0% | 21.0% | 18.0% | 73 |
| S.A.C.U. | 7.0% | 0.0% | 93.0% | 94 |
| SAFECARE RESIDENTIAL SERVICES, INC | | | | 8 |
| SHANGRI-LA CORP | 57.0% | 28.0% | 15.0% | 141 |
| SISO | 97.0% | 3.0% | 0.0% | 62 |
| SOUTH COAST HORIZONS | 86.0% | 14.0% | 0.0% | 7 |
| SOUTHERN OREGON ASPIRE | 50.0% | 50.0% | 0.0% | 42 |
| STAR CORP GROUP HOME | 63.0% | 38.0% | 0.0% | 8 |
| STAR OF HOPE ACTIVITY CENTER INC | 36.0% | 64.0% | 0.0% | 25 |
| STEP FORWARD ACTIVITIES, INC | 77.0% | 23.0% | 0.0% | 30 |
| STEPPING STONE 24 HOURS HOME INC | 100.0% | 0.0% | 0.0% | 2 |
| STONEBROOKE RESIDENTIAL SERVICES | 92.0% | 8.0% | 0.0% | 13 |
| SUNNY MANOR, INC | 0.0% | 100.0% | 0.0% | 1 |
| SUNNY OAKS, INC | 92.0% | 8.0% | 0.0% | 87 |
| TANDEM NORTHWEST | 64.0% | 36.0% | 0.0% | 58 |
| THRIVING LIVES CARE, INC | 93.0% | 7.0% | 0.0% | 14 |
| TRU COLLABORATIONS, LLC | | | | 0 |
| UMPQUA HOMES, INC. | 67.0% | 30.0% | 3.0% | 99 |
| UP & OUT, INC | 65.0% | 35.0% | 0.0% | 31 |
| VALOR ASSOCIATES, LLC | 71.0% | 29.0% | 0.0% | 7 |
| WALKER SUPPORT SERVICES, INC | 64.0% | 16.0% | 20.0% | 44 |

| AGENCY | Voluntary separation | Employment was terminated | Don't know reason | Number DSPs separated between 1/1 - 12/31/18 |
|-------------------------------|-----------------------------|----------------------------------|--------------------------|---|
| WESTERN IDAHO TRAINING CO INC | 92.0% | 8.0% | 0.0% | 12 |
| WESTSIDE COMMUNITY FOCUS | 87.0% | 13.0% | 0.0% | 30 |
| WORK UNLIMITED, INC | 86.0% | 14.0% | 0.0% | 188 |
| Report Average | 69.9% | 25.6% | 4.5% | |

Full-Time and Part-Time DSPs

Table 8. *Percent of DSPs that are full-time and part-time⁷*

| AGENCY | Full-Time | Part-Time | AGENCY | Full-Time | Part-Time |
|---|------------------|------------------|--|------------------|------------------|
| A.S.H., INC. | 72.0% | 28.0% | DANVILLE SERVICES OF OREGON, LLC | 100.0% | 0.0% |
| ACHIEVE LLC | | | DEGES CARE INC. | 66.7% | 33.3% |
| ALBERTINA KERR CENTERS | 93.6% | 6.4% | DOUGLAS RESIDENT TRAINING FACILITIES | 95.5% | 4.6% |
| ALSO | 57.1% | 42.9% | DUNGARVIN OREGON, LLC | 65.6% | 34.4% |
| ALTERNATIVE SERVICES-OREGON, INC. | 92.6% | 7.4% | EASTCO DIVERSIFIED SERVICES | 86.3% | 13.7% |
| ALVORD-TAYLOR, INC. | 83.4% | 16.6% | EDWARDS CENTER, INC. | 97.4% | 2.7% |
| ARCADIAN INCLUSION MANAGEMENT | 87.5% | 12.5% | ELYSIAN PURSUIT INCORPORATED | | |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | 71.2% | 28.8% | GIFTED HANDS RESIDENTIAL SERVICE | | |
| BARCH, INC. | | | GRIFFITH 24 HR CARE, LLC | | |
| BENCO | 73.1% | 26.9% | HAPPY HAVEN HOMES, INC | 100.0% | 0.0% |
| BETHESDA LUTHERAN COMMUNITIES | 68.5% | 31.5% | HARMONY HOUSING, INC | | |
| BRIDGES ENTERPRISE, LLC | 100.0% | 0.0% | HAVEN CENTER LLC | 79.0% | 21.1% |
| BRIGHTSIDE LIVING, LLC | 84.2% | 15.8% | HENDRICKSON RESIDENTIAL, INC | | |
| C & C HOMES, INC | 88.9% | 11.1% | HILDAH AND KAY'S, LLC | 83.3% | 16.7% |
| CATHOLIC COMMUNITY SERVICES | 94.4% | 5.6% | HOME LIFE, INC | 71.4% | 28.6% |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | 97.6% | 2.4% | HORIZON PROJECT, INC | 93.2% | 6.8% |
| CENTRAL OREGON COLLECTIVE | 100.0% | 0.0% | HUMMINGBIRD CARE HOME, LLC | | |
| CHAMBERLIN HOUSE, INC. | 94.8% | 5.2% | INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | | |
| CHASTAIN SUPPORT CHOICES INC | 100.0% | 0.0% | INDEPENDENT ENVIRONMENTS, INC | 88.1% | 11.9% |
| CHOICES UNLIMITED, INC. | | | INTEGRATED SUPPORTS FOR LIVING, INC. | 86.2% | 13.8% |
| COMMUNITY ACCESS SERVICES II, INC. | 91.1% | 8.9% | JACOB'S LIGHTHOUSE, LLC | | |
| COMMUNITY BASED GROUP HOME | | | LEMUEL, INC GROUP HOMES | 65.5% | 34.5% |
| COMMUNITY LIFE LLC | 80.0% | 20.0% | LIVING OPPORTUNITIES, INC | 95.0% | 5.0% |
| COMMUNITY SERVICES, INC. | 89.4% | 10.6% | MARIE MILLS CENTER, INC | 100.0% | 0.0% |
| COMMUNITY SUPPORT SERVICES, INC. | | | MENTOR OREGON | 85.1% | 14.9% |
| CONNECTIONS RESIDENTIAL SERVICES | | | MV ADVANCEMENTS | 84.0% | 16.0% |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | | | MY LIYU RESIDENTIAL SERVICES LLC | 100.0% | 0.0% |
| CORNERSTONE VALLEY INC | 52.0% | 48.0% | NEW DAY ENTERPRISES | 65.7% | 34.3% |
| CROSSROADS RESIDENTIAL HOME | | | NEW DAY NORTHWEST INC. | 69.2% | 30.8% |
| D & D FOSTER CARE, LLC | | | NURU'S ADULT FOSTER HOME | | |
| DAI S'LA | | | NW COMMUNITY ALLIANCE, INC | 94.0% | 6.0% |

⁷ 5 Includes agencies that reported differentiating between full- and part-time DSPs and agencies that reported number of full-time and number of part-time DSPs (or reported "0")

| AGENCY | Full-Time | Part-Time |
|--|------------------|------------------|
| NW MENTAL HEALTH MGMT SVCS | 84.7% | 15.3% |
| OPPORTUNITY FOUNDATION CENTRAL OR | 81.6% | 18.4% |
| OREGON MENNONITE RES SVCS | 98.2% | 1.8% |
| OREGON SUPPORTED LIVING PROGRAM | 67.1% | 32.9% |
| OUT AND ABOUT RESPITE SERVICES | 83.3% | 16.7% |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | 84.9% | 15.2% |
| PATHWAY ENTERPRISES, INC | 100.0% | 0.0% |
| PERSONALIZED INDEPENDENCE, INC. | 81.8% | 18.2% |
| PINNACLE DEVELOPMENTAL CARE, LLC | 85.7% | 14.3% |
| PORTLAND METRO RESIDENTIAL SERVICES | 95.7% | 4.3% |
| PROF THERAPEUTIC COMMUNITY NETWORK | 75.6% | 24.4% |
| RAIN KING PROPERTIES | | |
| RAINBOW ADULT LIVING FACILITIES | 100.0% | 0.0% |
| RENEW CONSULTING INC | | |
| RESIDE RESIDENTIAL CARE | | |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | 92.3% | 7.7% |
| RISE, INC | 41.1% | 58.9% |
| RISING SUN SUPPORTED LIVING | | |
| RIVERS & ROADS RESI & CONSLT, INC | 33.3% | 66.7% |
| RIVERSIDE CENTERS | 77.8% | 22.2% |
| RON WILSON CENTER | 69.4% | 30.6% |
| S.A.C.U. | 99.8% | 0.2% |
| SAFECARE RESIDENTIAL SERVICES, INC | | |

| AGENCY | Full-Time | Part-Time |
|----------------------------------|------------------|------------------|
| SHANGRI-LA CORP | 94.5% | 5.5% |
| SISO | 73.6% | 26.4% |
| SOUTH COAST HORIZONS | 92.3% | 7.7% |
| SOUTHERN OREGON ASPIRE | 86.7% | 13.3% |
| STAR CORP GROUP HOME | 62.5% | 37.5% |
| STAR OF HOPE ACTIVITY CENTER INC | 100.0% | 0.0% |
| STEP FORWARD ACTIVITIES, INC | 81.4% | 18.6% |
| STEPPING STONE 24 HOURS HOME INC | | |
| STONEBROOKE RESIDENTIAL SERVICES | 93.3% | 6.7% |
| SUNNY MANOR, INC | 75.0% | 25.0% |
| SUNNY OAKS, INC | 94.1% | 5.9% |
| TANDEM NORTHWEST | 78.4% | 21.6% |
| THRIVING LIVES CARE, INC | | |
| TRU COLLABORATIONS, LLC | | |
| UMPQUA HOMES, INC. | 80.5% | 19.5% |
| UP & OUT, INC | 61.2% | 38.8% |
| VALOR ASSOCIATES, LLC | 92.9% | 7.1% |
| WALKER SUPPORT SERVICES, INC | | |
| WESTERN IDAHO TRAINING CO INC | 96.0% | 4.0% |
| WESTSIDE COMMUNITY FOCUS | 76.4% | 23.6% |
| WORK UNLIMITED, INC | 68.0% | 32.0% |
| Report Average | 83.4% | 16.6% |

Vacancy Rates

Table 9. Full-Time DSP and Part-Time DSP Vacancy Rates (as of Dec. 31, 2018)⁸

| AGENCY | Full-Time | Part-Time | AGENCY | Full-Time | Part-Time |
|---|-----------|-----------|--|-----------|-----------|
| A.S.H., INC. | 0.0% | 0.0% | CROSSROADS RESIDENTIAL HOME | | |
| ACHIEVE LLC | | | D & D FOSTER CARE, LLC | | |
| ALBERTINA KERR CENTERS | 13.6% | 0.0% | DAI S'LA | | |
| ALSO | 12.1% | 12.8% | DANVILLE SERVICES OF OREGON, LLC | 19.6% | 0.0% |
| ALTERNATIVE SERVICES-OREGON, INC. | 21.6% | 0.0% | DEGES CARE INC. | 33.3% | 40.0% |
| ALVORD-TAYLOR, INC. | | 24.4% | DOUGLAS RESIDENT TRAINING FACILITIES | 8.7% | 57.1% |
| ARCADIAN INCLUSION MANAGEMENT | 0.0% | 0.0% | DUNGARVIN OREGON, LLC | 19.4% | 6.7% |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | 12.5% | 10.5% | EASTCO DIVERSIFIED SERVICES | 10.2% | 0.0% |
| BARCH, INC. | | | EDWARDS CENTER, INC. | 0.9% | 0.0% |
| BENCO | 3.4% | 22.2% | ELYSIAN PURSUIT INCORPORATED | | |
| BETHESDA LUTHERAN COMMUNITIES | 19.6% | 40.4% | GIFTED HANDS RESIDENTIAL SERVICE | | |
| BRIDGES ENTERPRISE, LLC | 9.1% | 100.0% | GRIFFITH 24 HR CARE, LLC | | |
| BRIGHTSIDE LIVING, LLC | 15.8% | 50.0% | HAPPY HAVEN HOMES, INC | 0.0% | 0.0% |
| C & C HOMES, INC | 0.0% | 0.0% | HARMONY HOUSING, INC | | |
| CATHOLIC COMMUNITY SERVICES | 15.7% | 50.0% | HAVEN CENTER LLC | 13.5% | 0.0% |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | 18.0% | 0.0% | HENDRICKSON RESIDENTIAL, INC | | |
| CENTRAL OREGON COLLECTIVE | 8.0% | 0.0% | HILDAH AND KAY'S, LLC | 0.0% | 0.0% |
| CHAMBERLIN HOUSE, INC. | 0.0% | 0.0% | HOME LIFE, INC | 4.4% | 13.3% |
| CHASTAIN SUPPORT CHOICES INC | 0.0% | 0.0% | HORIZON PROJECT, INC | 6.3% | 0.0% |
| CHOICES UNLIMITED, INC. | | | HUMMINGBIRD CARE HOME, LLC | | |
| COMMUNITY ACCESS SERVICES II, INC. | 0.0% | 0.0% | INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | | |
| COMMUNITY BASED GROUP HOME | | | INDEPENDENT ENVIRONMENTS, INC | 1.3% | 0.0% |
| COMMUNITY LIFE LLC | 0.0% | 0.0% | INTEGRATED SUPPORTS FOR LIVING, INC. | 13.8% | 0.0% |
| COMMUNITY SERVICES, INC. | 13.5% | 36.7% | JACOB'S LIGHTHOUSE, LLC | | |
| COMMUNITY SUPPORT SERVICES, INC. | | | LEMUEL, INC GROUP HOMES | 0.0% | |
| CONNECTIONS RESIDENTIAL SERVICES | | | LIVING OPPORTUNITIES, INC | 3.4% | 0.0% |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | | | MARIE MILLS CENTER, INC | 6.0% | 0.0% |
| CORNERSTONE VALLEY INC | 0.0% | 0.0% | MENTOR OREGON | 20.0% | 14.0% |

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, 2018.

| AGENCY | Full-Time | Part-Time |
|--|------------------|------------------|
| MV ADVANCEMENTS | 2.2% | 19.1% |
| MY LIYU RESIDENTIAL SERVICES LLC | 15.4% | 0.0% |
| NEW DAY ENTERPRISES | 19.3% | 0.0% |
| NEW DAY NORTHWEST INC. | 57.1% | 0.0% |
| NURU'S ADULT FOSTER HOME | | |
| NW COMMUNITY ALLIANCE, INC | 8.7% | 0.0% |
| NW MENTAL HEALTH MGMT SVCS | 14.1% | 0.0% |
| OPPORTUNITY FOUNDATION CENTRAL OR | 5.3% | 0.0% |
| OREGON MENNONITE RES SVCS | 2.7% | 33.3% |
| OREGON SUPPORTED LIVING PROGRAM | 15.2% | 14.1% |
| OUT AND ABOUT RESPITE SERVICES | 9.1% | 33.3% |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | 15.4% | 34.1% |
| PATHWAY ENTERPRISES, INC | 13.8% | 0.0% |
| PERSONALIZED INDEPENDENCE, INC. | 6.9% | 14.3% |
| PINNACLE DEVELOPMENTAL CARE, LLC | 25.0% | 50.0% |
| PORTLAND METRO RESIDENTIAL SERVICES | 21.2% | 57.1% |
| PROF THERAPEUTIC COMMUNITY NETWORK | 3.1% | 9.1% |
| RAIN KING PROPERTIES | | |
| RAINBOW ADULT LIVING FACILITIES | 9.4% | 0.0% |
| RENEW CONSULTING INC | | |
| RESIDE RESIDENTIAL CARE | | |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | 0.0% | 0.0% |
| RISE, INC | | |
| RISING SUN SUPPORTED LIVING | | |
| RIVERS & ROADS RESI & CONSLT, INC | 0.0% | 0.0% |
| RIVERSIDE CENTERS | 5.8% | 0.0% |

| AGENCY | Full-Time | Part-Time |
|------------------------------------|------------------|------------------|
| RON WILSON CENTER | 25.0% | 0.0% |
| S.A.C.U. | 9.5% | 0.0% |
| SAFECARE RESIDENTIAL SERVICES, INC | | |
| SHANGRI-LA CORP | 5.2% | 0.0% |
| SISO | 0.0% | 0.0% |
| SOUTH COAST HORIZONS | 0.0% | 0.0% |
| SOUTHERN OREGON ASPIRE | 3.4% | 38.1% |
| STAR CORP GROUP HOME | 0.0% | 25.0% |
| STAR OF HOPE ACTIVITY CENTER INC | 0.0% | 0.0% |
| STEP FORWARD ACTIVITIES, INC | 0.0% | 0.0% |
| STEPPING STONE 24 HOURS HOME INC | | |
| STONEBROOKE RESIDENTIAL SERVICES | 0.0% | 0.0% |
| SUNNY MANOR, INC | 0.0% | 0.0% |
| SUNNY OAKS, INC | 5.9% | 53.3% |
| TANDEM NORTHWEST | 8.0% | 0.0% |
| THRIVING LIVES CARE, INC | | |
| TRU COLLABORATIONS, LLC | | |
| UMPQUA HOMES, INC. | 0.0% | 0.0% |
| UP & OUT, INC | 14.3% | 5.0% |
| VALOR ASSOCIATES, LLC | 18.8% | 0.0% |
| WALKER SUPPORT SERVICES, INC | | |
| WESTERN IDAHO TRAINING CO INC | 0.0% | 0.0% |
| WESTSIDE COMMUNITY FOCUS | 10.6% | 0.0% |
| WORK UNLIMITED, INC | 16.7% | 28.6% |
| Report Average | 9.1% | 11.7% |

Wages

Table 10. *Average Starting and Average Hourly Wages for Residential Services⁹*

| AGENCY | Avg. Starting(\$) | Avg. Hourly(\$) | AGENCY | Avg. Starting(\$) | Avg. Hourly(\$) |
|---|--------------------------|------------------------|--|--------------------------|------------------------|
| A.S.H., INC. | 12.50 | 13.57 | DAI S'LA | 13.00 | 15.00 |
| ACHIEVE LLC | 10.25 | 10.25 | DANVILLE SERVICES OF OREGON, LLC | 12.25 | 13.35 |
| ALBERTINA KERR CENTERS | 12.78 | 13.81 | DEGES CARE INC. | 13.00 | 13.00 |
| ALSO | 12.50 | 13.45 | DOUGLAS RESIDENT TRAINING FACILITIES | 11.50 | 14.33 |
| ALTERNATIVE SERVICES-OREGON, INC. | 14.50 | 17.18 | DUNGARVIN OREGON, LLC | 13.00 | 13.31 |
| ALVORD-TAYLOR, INC. | 11.55 | 13.58 | EASTCO DIVERSIFIED SERVICES | 13.00 | 14.45 |
| ARCADIAN INCLUSION MANAGEMENT | 12.00 | 12.66 | EDWARDS CENTER, INC. | 12.40 | 15.68 |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | 12.00 | 13.00 | ELYSIAN PURSUIT INCORPORATED | | |
| BARCH, INC. | 10.50 | 10.50 | GIFTED HANDS RESIDENTIAL SERVICE | 16.00 | 16.00 |
| BENCO | 12.22 | 14.04 | GRIFFITH 24 HR CARE, LLC | 11.75 | 12.00 |
| BETHESDA LUTHERAN COMMUNITIES | | 14.31 | HAPPY HAVEN HOMES, INC | 10.75 | 12.75 |
| BRIDGES ENTERPRISE, LLC | 15.00 | 18.20 | HARMONY HOUSING, INC | 12.50 | 13.54 |
| BRIGHTSIDE LIVING, LLC | 11.55 | 11.55 | HAVEN CENTER LLC | | |
| C & C HOMES, INC | 11.50 | 11.50 | HENDRICKSON RESIDENTIAL, INC | 12.00 | 13.33 |
| CATHOLIC COMMUNITY SERVICES | 12.01 | 12.85 | HILDAH AND KAY'S, LLC | 15.00 | 16.26 |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | 12.20 | 13.42 | HOME LIFE, INC | 11.44 | 13.56 |
| CENTRAL OREGON COLLECTIVE | 12.00 | 13.95 | HORIZON PROJECT, INC | 11.30 | 11.90 |
| CHAMBERLIN HOUSE, INC. | 13.50 | 15.02 | HUMMINGBIRD CARE HOME, LLC | 12.00 | 12.00 |
| CHASTAIN SUPPORT CHOICES INC | 13.00 | | INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | 11.00 | 11.00 |
| CHOICES UNLIMITED, INC. | 13.00 | 14.50 | INDEPENDENT ENVIRONMENTS, INC | 12.26 | 12.26 |
| COMMUNITY ACCESS SERVICES II, INC. | 13.55 | 13.85 | INTEGRATED SUPPORTS FOR LIVING, INC. | 11.55 | 12.53 |
| COMMUNITY BASED GROUP HOME | 13.00 | 14.12 | JACOB'S LIGHTHOUSE, LLC | | |
| COMMUNITY LIFE LLC | 12.50 | 13.16 | LEMUEL, INC GROUP HOMES | 10.75 | 12.39 |
| COMMUNITY SERVICES, INC. | 13.79 | 14.58 | LIVING OPPORTUNITIES, INC | 11.50 | 11.50 |
| COMMUNITY SUPPORT SERVICES, INC. | 12.00 | 12.00 | MARIE MILLS CENTER, INC | 11.77 | 12.98 |
| CONNECTIONS RESIDENTIAL SERVICES | 12.00 | 12.00 | MENTOR OREGON | 11.61 | 11.61 |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | 12.50 | 13.10 | MV ADVANCEMENTS | 12.52 | 14.50 |
| CORNERSTONE VALLEY INC | | 12.50 | MY LIYU RESIDENTIAL SERVICES LLC | 14.00 | 14.27 |
| CROSSROADS RESIDENTIAL HOME | 12.25 | 14.39 | NEW DAY ENTERPRISES | 11.50 | 11.87 |
| D & D FOSTER CARE, LLC | 11.50 | 12.00 | NEW DAY NORTHWEST INC. | 12.50 | 13.55 |

⁹ 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).

| AGENCY | Avg. Starting(\$) | Avg. Hourly(\$) | AGENCY | Avg. Starting(\$) | Avg. Hourly(\$) |
|--|--------------------------|------------------------|------------------------------------|--------------------------|------------------------|
| NURU'S ADULT FOSTER HOME | 11.50 | 11.50 | SAFECARE RESIDENTIAL SERVICES, INC | 11.50 | 12.25 |
| NW COMMUNITY ALLIANCE, INC | 12.50 | 13.83 | SHANGRI-LA CORP | 12.00 | 13.47 |
| NW MENTAL HEALTH MGMT SVCS | 12.25 | 12.82 | SISO | 11.25 | 12.77 |
| OPPORTUNITY FOUNDATION CENTRAL OR | 11.88 | 14.86 | SOUTH COAST HORIZONS | 11.00 | 12.60 |
| OREGON MENNONITE RES SVCS | 13.02 | 14.02 | SOUTHERN OREGON ASPIRE | 12.17 | 12.96 |
| OREGON SUPPORTED LIVING PROGRAM | 12.04 | 12.72 | STAR CORP GROUP HOME | 13.00 | 14.18 |
| OUT AND ABOUT RESPITE SERVICES | 12.00 | 13.59 | STAR OF HOPE ACTIVITY CENTER INC | 10.50 | 13.08 |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | 12.00 | 13.42 | STEP FORWARD ACTIVITIES, INC | 11.92 | 13.23 |
| PATHWAY ENTERPRISES, INC | 13.00 | 13.98 | STEPPING STONE 24 HOURS HOME INC | 12.00 | 13.00 |
| PERSONALIZED INDEPENDENCE, INC. | 11.25 | 12.20 | STONEBROOKE RESIDENTIAL SERVICES | 13.23 | 13.23 |
| PINNACLE DEVELOPMENTAL CARE, LLC | 13.00 | 14.00 | SUNNY MANOR, INC | 10.75 | 11.91 |
| PORTLAND METRO RESIDENTIAL SERVICES | 12.25 | | SUNNY OAKS, INC | 12.00 | 12.75 |
| PROF THERAPEUTIC COMMUNITY NETWORK | | | TANDEM NORTHWEST | 12.00 | 13.33 |
| RAIN KING PROPERTIES | 10.75 | 14.35 | THRIVING LIVES CARE, INC | 12.50 | 12.50 |
| RAINBOW ADULT LIVING FACILITIES | 14.25 | 16.19 | TRU COLLABORATIONS, LLC | 12.00 | 14.00 |
| RENEW CONSULTING INC | 12.46 | 12.57 | UMPQUA HOMES, INC. | 11.15 | 11.50 |
| RESIDE RESIDENTIAL CARE | 12.50 | 12.68 | UP & OUT, INC | 13.50 | 15.43 |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | | 12.00 | VALOR ASSOCIATES, LLC | 11.75 | |
| RISE, INC | 12.22 | 12.22 | WALKER SUPPORT SERVICES, INC | 12.00 | 12.00 |
| RISING SUN SUPPORTED LIVING | | | WESTERN IDAHO TRAINING CO INC | 10.25 | 10.68 |
| RIVERS & ROADS RESI & CONSLT, INC | 12.00 | 12.00 | WESTSIDE COMMUNITY FOCUS | 15.00 | 16.00 |
| RIVERSIDE CENTERS | 12.00 | 12.46 | WORK UNLIMITED, INC | 12.00 | 13.62 |
| RON WILSON CENTER | 11.50 | 12.72 | | | |
| S.A.C.U. | 15.55 | 18.39 | | | |
| | | | Report Average | 12.27 | 13.32 |

Bonuses

Table 11. *Bonuses Given to DSPs Working with Adults with IDD between 1/1/18-12/31/18¹⁰*

| AGENCY | Gave Bonus | AGENCY | Gave Bonus |
|---|-------------------|--|-------------------|
| A.S.H., INC. | Yes | DEGES CARE INC. | Yes |
| ACHIEVE LLC | Yes | DOUGLAS RESIDENT TRAINING FACILITIES | Yes |
| ALBERTINA KERR CENTERS | No | DUNGARVIN OREGON, LLC | Yes |
| ALSO | Yes | EASTCO DIVERSIFIED SERVICES | Yes |
| ALTERNATIVE SERVICES-OREGON, INC. | Yes | EDWARDS CENTER, INC. | No |
| ALVORD-TAYLOR, INC. | Yes | ELYSIAN PURSUIT INCORPORATED | Yes |
| ARCADIAN INCLUSION MANAGEMENT | Yes | GIFTED HANDS RESIDENTIAL SERVICE | Yes |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | No | GRIFFITH 24 HR CARE, LLC | No |
| BARCH, INC. | Yes | HAPPY HAVEN HOMES, INC | No |
| BENCO | Yes | HARMONY HOUSING, INC | No |
| BETHESDA LUTHERAN COMMUNITIES | Yes | HAVEN CENTER LLC | Yes |
| BRIDGES ENTERPRISE, LLC | No | HENDRICKSON RESIDENTIAL, INC | No |
| BRIGHTSIDE LIVING, LLC | Yes | HILDAH AND KAY'S, LLC | No |
| C & C HOMES, INC | No | HOME LIFE, INC | Yes |
| CATHOLIC COMMUNITY SERVICES | No | HORIZON PROJECT, INC | No |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | No | HUMMINGBIRD CARE HOME, LLC | |
| CENTRAL OREGON COLLECTIVE | Yes | INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | No |
| CHAMBERLIN HOUSE, INC. | Yes | INDEPENDENT ENVIRONMENTS, INC | Yes |
| CHASTAIN SUPPORT CHOICES INC | No | INTEGRATED SUPPORTS FOR LIVING, INC. | No |
| CHOICES UNLIMITED, INC. | Yes | JACOB'S LIGHTHOUSE, LLC | Yes |
| COMMUNITY ACCESS SERVICES II, INC. | Yes | LEMUEL, INC GROUP HOMES | Yes |
| COMMUNITY BASED GROUP HOME | No | LIVING OPPORTUNITIES, INC | No |
| COMMUNITY LIFE LLC | Yes | MARIE MILLS CENTER, INC | Yes |
| COMMUNITY SERVICES, INC. | No | MENTOR OREGON | Yes |
| COMMUNITY SUPPORT SERVICES, INC. | Yes | MV ADVANCEMENTS | No |
| CONNECTIONS RESIDENTIAL SERVICES | No | MY LIYU RESIDENTIAL SERVICES LLC | Yes |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | Yes | NEW DAY ENTERPRISES | No |
| CORNERSTONE VALLEY INC | Yes | NEW DAY NORTHWEST INC. | Yes |
| CROSSROADS RESIDENTIAL HOME | No | NURU'S ADULT FOSTER HOME | No |
| D & D FOSTER CARE, LLC | No | NW COMMUNITY ALLIANCE, INC | No |
| DAI S'LA | No | NW MENTAL HEALTH MGMT SVCS | Yes |
| DANVILLE SERVICES OF OREGON, LLC | No | OPPORTUNITY FOUNDATION CENTRAL OR | Yes |

¹⁰ A bonus is wage compensation supplemental to salary or wages. Bonuses are typically given at intervals less frequent than payroll.

| AGENCY | Gave Bonus |
|--|-------------------|
| OREGON MENNONITE RES SVCS | Yes |
| OREGON SUPPORTED LIVING PROGRAM | Yes |
| OUT AND ABOUT RESPITE SERVICES | Yes |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | Yes |
| PATHWAY ENTERPRISES, INC | Yes |
| PERSONALIZED INDEPENDENCE, INC. | Yes |
| PINNACLE DEVELOPMENTAL CARE, LLC | Yes |
| PORTLAND METRO RESIDENTIAL SERVICES | Yes |
| PROF THERAPEUTIC COMMUNITY NETWORK | No |
| RAIN KING PROPERTIES | No |
| RAINBOW ADULT LIVING FACILITIES | Yes |
| RENEW CONSULTING INC | Yes |
| RESIDE RESIDENTIAL CARE | No |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | No |
| RISE, INC | Yes |
| RISING SUN SUPPORTED LIVING | |
| RIVERS & ROADS RESI & CONSLT, INC | No |
| RIVERSIDE CENTERS | Yes |
| RON WILSON CENTER | Yes |
| S.A.C.U. | No |
| SAFECARE RESIDENTIAL SERVICES, INC | No |
| SHANGRI-LA CORP | No |

| AGENCY | Gave Bonus |
|----------------------------------|-------------------|
| SISO | No |
| SOUTH COAST HORIZONS | No |
| SOUTHERN OREGON ASPIRE | No |
| STAR CORP GROUP HOME | Yes |
| STAR OF HOPE ACTIVITY CENTER INC | No |
| STEP FORWARD ACTIVITIES, INC | Yes |
| STEPPING STONE 24 HOURS HOME INC | Yes |
| STONEBROOKE RESIDENTIAL SERVICES | Yes |
| SUNNY MANOR, INC | Yes |
| SUNNY OAKS, INC | Yes |
| TANDEM NORTHWEST | Yes |
| THRIVING LIVES CARE, INC | No |
| TRU COLLABORATIONS, LLC | No |
| UMPQUA HOMES, INC. | No |
| UP & OUT, INC | Yes |
| VALOR ASSOCIATES, LLC | Yes |
| WALKER SUPPORT SERVICES, INC | Yes |
| WESTERN IDAHO TRAINING CO INC | Yes |
| WESTSIDE COMMUNITY FOCUS | Yes |
| WORK UNLIMITED, INC | Yes |
| Report Average | 58.7% |

Regular/Overtime Hours

Table 12. Percentage of total hours paid to DSPs working with adults with IDD that were regular hours and overtime hours in 2018

| AGENCY | Regular hours | Overtime hours | AGENCY | Regular hours | Overtime hours |
|---|---------------|----------------|--|---------------|----------------|
| A.S.H., INC. | 98.7% | 1.4% | DEGES CARE INC. | 100.0% | 0.0% |
| ACHIEVE LLC | 96.0% | 4.0% | DOUGLAS RESIDENT TRAINING FACILITIES | 98.5% | 1.5% |
| ALBERTINA KERR CENTERS | 89.3% | 10.7% | DUNGARVIN OREGON, LLC | 87.5% | 12.5% |
| ALSO | 99.4% | 0.6% | EASTCO DIVERSIFIED SERVICES | 89.0% | 11.0% |
| ALTERNATIVE SERVICES-OREGON, INC. | 33.7% | 66.3% | EDWARDS CENTER, INC. | 99.4% | 0.6% |
| ALVORD-TAYLOR, INC. | 97.2% | 2.8% | ELYSIAN PURSUIT INCORPORATED | 99.4% | 0.6% |
| ARCADIAN INCLUSION MANAGEMENT | 91.5% | 8.5% | GIFTED HANDS RESIDENTIAL SERVICE | 93.5% | 6.6% |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | 98.7% | 1.3% | GRIFFITH 24 HR CARE, LLC | 100.0% | 0.0% |
| BARCH, INC. | | | HAPPY HAVEN HOMES, INC | | |
| BENCO | 99.1% | 0.9% | HARMONY HOUSING, INC | 91.1% | 9.0% |
| BETHESDA LUTHERAN COMMUNITIES | 85.8% | 14.2% | HAVEN CENTER LLC | 100.0% | 0.0% |
| BRIDGES ENTERPRISE, LLC | 97.4% | 2.6% | HENDRICKSON RESIDENTIAL, INC | 91.1% | 8.9% |
| BRIGHTSIDE LIVING, LLC | 93.6% | 6.4% | HILDAH AND KAY'S, LLC | 98.7% | 1.3% |
| C & C HOMES, INC | 98.7% | 1.3% | HOME LIFE, INC | | |
| CATHOLIC COMMUNITY SERVICES | 88.7% | 11.3% | HORIZON PROJECT, INC | 90.0% | 10.0% |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | 76.4% | 23.6% | HUMMINGBIRD CARE HOME, LLC | 95.6% | 4.4% |
| CENTRAL OREGON COLLECTIVE | 85.7% | 14.3% | INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | 98.2% | 1.8% |
| CHAMBERLIN HOUSE, INC. | 95.4% | 4.6% | INDEPENDENT ENVIRONMENTS, INC | 90.8% | 9.2% |
| CHASTAIN SUPPORT CHOICES INC | | | INTEGRATED SUPPORTS FOR LIVING, INC. | | |
| CHOICES UNLIMITED, INC. | | | JACOB'S LIGHTHOUSE, LLC | 99.8% | 0.2% |
| COMMUNITY ACCESS SERVICES II, INC. | 89.4% | 10.6% | LEMUEL, INC GROUP HOMES | 99.8% | 0.2% |
| COMMUNITY BASED GROUP HOME | 92.2% | 7.8% | LIVING OPPORTUNITIES, INC | | |
| COMMUNITY LIFE LLC | 100.0% | 0.0% | MARIE MILLS CENTER, INC | 93.4% | 6.6% |
| COMMUNITY SERVICES, INC. | 6.4% | 93.6% | MENTOR OREGON | 93.0% | 7.0% |
| COMMUNITY SUPPORT SERVICES, INC. | 93.2% | 6.8% | MV ADVANCEMENTS | 95.6% | 4.4% |
| CONNECTIONS RESIDENTIAL SERVICES | 93.3% | 6.7% | MY LIYU RESIDENTIAL SERVICES LLC | 76.6% | 23.4% |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | | | NEW DAY ENTERPRISES | 98.1% | 1.9% |
| CORNERSTONE VALLEY INC | 97.9% | 2.2% | NEW DAY NORTHWEST INC. | 64.9% | 35.1% |
| CROSSROADS RESIDENTIAL HOME | 99.9% | 0.1% | NURU'S ADULT FOSTER HOME | 100.0% | 0.0% |
| D & D FOSTER CARE, LLC | 96.0% | 4.1% | NW COMMUNITY ALLIANCE, INC | 89.2% | 10.8% |
| DAI S'LA | 95.1% | 4.9% | NW MENTAL HEALTH MGMT SVCS | 85.0% | 15.0% |
| DANVILLE SERVICES OF OREGON, LLC | 92.9% | 7.1% | OPPORTUNITY FOUNDATION CENTRAL OR | 96.5% | 3.5% |

| AGENCY | Regular hours | Overtime hours |
|--|----------------------|-----------------------|
| OREGON MENNONITE RES SVCS | 97.6% | 2.4% |
| OREGON SUPPORTED LIVING PROGRAM | 96.7% | 3.3% |
| OUT AND ABOUT RESPITE SERVICES | 97.7% | 2.3% |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | 90.8% | 9.2% |
| PATHWAY ENTERPRISES, INC | 93.4% | 6.6% |
| PERSONALIZED INDEPENDENCE, INC. | 97.8% | 2.3% |
| PINNACLE DEVELOPMENTAL CARE, LLC | | |
| PORTLAND METRO RESIDENTIAL SERVICES | 76.7% | 23.3% |
| PROF THERAPEUTIC COMMUNITY NETWORK | 96.7% | 3.3% |
| RAIN KING PROPERTIES | 97.9% | 2.1% |
| RAINBOW ADULT LIVING FACILITIES | 98.0% | 2.0% |
| RENEW CONSULTING INC | 87.3% | 12.7% |
| RESIDE RESIDENTIAL CARE | 95.9% | 4.2% |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | | |
| RISE, INC | 99.8% | 0.2% |
| RISING SUN SUPPORTED LIVING | | |
| RIVERS & ROADS RESI & CONSLT, INC | 100.0% | 0.0% |
| RIVERSIDE CENTERS | 96.2% | 3.8% |
| RON WILSON CENTER | 92.7% | 7.3% |
| S.A.C.U. | 82.6% | 17.4% |
| SAFECARE RESIDENTIAL SERVICES, INC | 97.7% | 2.3% |
| SHANGRI-LA CORP | 95.1% | 5.0% |

| AGENCY | Regular hours | Overtime hours |
|----------------------------------|----------------------|-----------------------|
| SISO | 90.6% | 9.4% |
| SOUTH COAST HORIZONS | 95.4% | 4.6% |
| SOUTHERN OREGON ASPIRE | 89.5% | 10.5% |
| STAR CORP GROUP HOME | 94.1% | 5.9% |
| STAR OF HOPE ACTIVITY CENTER INC | 99.4% | 0.6% |
| STEP FORWARD ACTIVITIES, INC | 99.2% | 0.8% |
| STEPPING STONE 24 HOURS HOME INC | 90.9% | 9.1% |
| STONEBROOKE RESIDENTIAL SERVICES | 92.8% | 7.2% |
| SUNNY MANOR, INC | 92.1% | 7.9% |
| SUNNY OAKS, INC | 99.7% | 0.3% |
| TANDEM NORTHWEST | | |
| THRIVING LIVES CARE, INC | 99.6% | 0.4% |
| TRU COLLABORATIONS, LLC | 95.2% | 4.9% |
| UMPQUA HOMES, INC. | 78.2% | 21.9% |
| UP & OUT, INC | 94.7% | 5.3% |
| VALOR ASSOCIATES, LLC | 94.8% | 5.2% |
| WALKER SUPPORT SERVICES, INC | 93.4% | 6.6% |
| WESTERN IDAHO TRAINING CO INC | 95.6% | 4.4% |
| WESTSIDE COMMUNITY FOCUS | 96.3% | 3.8% |
| WORK UNLIMITED, INC | 99.7% | 0.3% |
| Report Average | 92.3% | 7.7% |

Benefits

Table 13. Offered Pooled Paid Time Off (PTO) Between January 1, 2018 - December 31, 2018—And Eligibility Requirements for Pooled PTO¹¹

| AGENCY | Offer pooled PTO to some or all DSPs | DSP must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|---|---|------------------------------|---|--|------------------------------|
| A.S.H., INC. | No | | | | |
| ACHIEVE LLC | | | | | |
| ALBERTINA KERR CENTERS | Yes | No | No | Yes | No |
| ALSO | No | | | | |
| ALTERNATIVE SERVICES-OREGON, INC. | No | | | | |
| ALVORD-TAYLOR, INC. | No | | | | |
| ARCADIAN INCLUSION MANAGEMENT | No | | | | |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | Yes | No | No | Yes | No |
| BARCH, INC. | No | | | | |
| BENCO | No | | | | |
| BETHESDA LUTHERAN COMMUNITIES | Yes | No | Yes | No | No |
| BRIDGES ENTERPRISE, LLC | No | | | | |
| BRIGHTSIDE LIVING, LLC | No | | | | |
| C & C HOMES, INC | 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, INC. | No | | | | |
| CHASTAIN SUPPORT CHOICES INC | No | | | | |
| CHOICES UNLIMITED, INC. | | | | | |
| COMMUNITY ACCESS SERVICES II, INC. | Yes | No | No | Yes | No |
| COMMUNITY BASED GROUP HOME | | | | | |
| COMMUNITY LIFE LLC | Yes | Yes | No | Yes | No |
| COMMUNITY SERVICES, INC. | No | | | | |
| COMMUNITY SUPPORT SERVICES, INC. | No | | | | |
| CONNECTIONS RESIDENTIAL SERVICES | | | | | |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | 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 PTO to some or all DSPs | DSP must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|--|---|------------------------------|---|--|------------------------------|
| CORNERSTONE VALLEY INC | No | | | | |
| CROSSROADS RESIDENTIAL HOME | No | | | | |
| D & D FOSTER CARE, LLC | Yes | No | No | Yes | No |
| DAI S'LA | No | | | | |
| DANVILLE SERVICES OF OREGON, LLC | Yes | Yes | No | Yes | No |
| DEGES CARE INC. | | | | | |
| DOUGLAS RESIDENT TRAINING FACILITIES | Yes | No | No | No | Yes |
| DUNGARVIN OREGON, LLC | No | | | | |
| EASTCO DIVERSIFIED SERVICES | No | | | | |
| EDWARDS CENTER, INC. | No | | | | |
| ELYSIAN PURSUIT INCORPORATED | | | | | |
| GIFTED HANDS RESIDENTIAL SERVICE | Yes | No | No | No | Yes |
| GRIFFITH 24 HR CARE, LLC | | | | | |
| HAPPY HAVEN HOMES, INC | No | | | | |
| HARMONY HOUSING, INC | Yes | No | No | No | Yes |
| HAVEN CENTER LLC | Yes | Yes | Yes | Yes | No |
| HENDRICKSON RESIDENTIAL, INC | Yes | No | No | No | Yes |
| HILDAH AND KAY'S, LLC | No | | | | |
| HOME LIFE, INC | Yes | No | Yes | Yes | No |
| HORIZON PROJECT, INC | No | | | | |
| HUMMINGBIRD CARE HOME, LLC | No | | | | |
| INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | No | | | | |
| INDEPENDENT ENVIRONMENTS, INC | Yes | No | No | Yes | No |
| INTEGRATED SUPPORTS FOR LIVING, INC. | No | | | | |
| JACOB'S LIGHTHOUSE, LLC | | | | | |
| LEMUEL, INC GROUP HOMES | No | | | | |
| LIVING OPPORTUNITIES, INC | Yes | No | No | No | Yes |
| MARIE MILLS CENTER, INC | No | | | | |
| MENTOR OREGON | Yes | Yes | No | No | No |
| MV ADVANCEMENTS | Yes | Yes | No | Yes | No |
| MY LIYU RESIDENTIAL SERVICES LLC | No | | | | |
| NEW DAY ENTERPRISES | No | | | | |
| NEW DAY NORTHWEST INC. | Yes | No | No | Yes | No |

| AGENCY | Offer pooled PTO to some or all DSPs | DSP must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|--|---|------------------------------|---|--|------------------------------|
| NURU'S ADULT FOSTER HOME | | | | | |
| NW COMMUNITY ALLIANCE, INC | Yes | No | No | No | No |
| NW MENTAL HEALTH MGMT SVCS | No | | | | |
| OPPORTUNITY FOUNDATION CENTRAL OR | Yes | Yes | 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 | No | Yes |
| PATHWAY ENTERPRISES, INC | Yes | No | No | No | Yes |
| PERSONALIZED INDEPENDENCE, INC. | Yes | No | No | No | Yes |
| PINNACLE DEVELOPMENTAL CARE, LLC | Yes | Yes | No | No | No |
| PORTLAND METRO RESIDENTIAL SERVICES | No | | | | |
| PROF THERAPEUTIC COMMUNITY NETWORK | Yes | No | Yes | No | No |
| RAIN KING PROPERTIES | No | | | | |
| RAINBOW ADULT LIVING FACILITIES | No | | | | |
| RENEW CONSULTING INC | Yes | No | No | No | Yes |
| RESIDE RESIDENTIAL CARE | No | | | | |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | | | | | |
| RISE, INC | No | | | | |
| RISING SUN SUPPORTED LIVING | | | | | |
| RIVERS & ROADS RESI & CONSLT, INC | No | | | | |
| RIVERSIDE CENTERS | Yes | Yes | No | Yes | No |
| RON WILSON CENTER | No | | | | |
| S.A.C.U. | No | | | | |
| SAFECARE RESIDENTIAL SERVICES, INC | | | | | |
| SHANGRI-LA CORP | No | | | | |
| SISO | No | | | | |
| SOUTH COAST HORIZONS | No | | | | |
| SOUTHERN OREGON ASPIRE | Yes | No | No | No | Yes |
| STAR CORP GROUP HOME | No | | | | |
| STAR OF HOPE ACTIVITY CENTER INC | No | | | | |
| STEP FORWARD ACTIVITIES, INC | Yes | Yes | No | Yes | No |
| STEPPING STONE 24 HOURS HOME INC | Yes | No | Yes | No | No |

| AGENCY | Offer pooled PTO to some or all DSPs | DSP must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|----------------------------------|---|------------------------------|---|--|------------------------------|
| STONEBROOKE RESIDENTIAL SERVICES | No | | | | |
| SUNNY MANOR, INC | Yes | No | No | No | Yes |
| SUNNY OAKS, INC | No | | | | |
| TANDEM NORTHWEST | Yes | Yes | No | Yes | No |
| THRIVING LIVES CARE, INC | Yes | No | No | No | Yes |
| TRU COLLABORATIONS, LLC | | | | | |
| UMPQUA HOMES, INC. | | | | | |
| UP & OUT, INC | No | | | | |
| VALOR ASSOCIATES, LLC | Yes | No | No | Yes | No |
| WALKER SUPPORT SERVICES, INC | No | | | | |
| WESTERN IDAHO TRAINING CO INC | No | | | | |
| WESTSIDE COMMUNITY FOCUS | Yes | No | No | No | Yes |
| WORK UNLIMITED, INC | Yes | No | No | Yes | No |
| Report Average | 45.7% | 23.8% | 16.7% | 45.2% | 40.5% |

Table 14. Offered Paid Vacation Time between January 1, 2018 - December 31, 2018—And Eligibility Requirements for Paid Vacation Time

| AGENCY | Offer paid vacation to some or all DSPs | DSP must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|---|--|------------------------------|---|--|------------------------------|
| A.S.H., INC. | Yes | Yes | No | Yes | No |
| ACHIEVE LLC | | | | | |
| ALBERTINA KERR CENTERS | | | | | |
| ALSO | Yes | Yes | No | Yes | No |
| ALTERNATIVE SERVICES-OREGON, INC. | Yes | No | No | Yes | No |
| ALVORD-TAYLOR, INC. | Yes | No | No | Yes | No |
| ARCADIAN INCLUSION MANAGEMENT | No | | | | |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | Yes | No | No | Yes | No |
| BARCH, INC. | Yes | No | No | Yes | No |
| BENCO | Yes | Yes | Yes | Yes | No |
| BETHESDA LUTHERAN COMMUNITIES | Yes | No | Yes | No | No |
| BRIDGES ENTERPRISE, LLC | Yes | No | No | Yes | No |
| BRIGHTSIDE LIVING, LLC | Yes | Yes | No | No | No |
| C & C HOMES, INC | Yes | No | No | Yes | No |
| CATHOLIC COMMUNITY SERVICES | No | | | | |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | | | | | |
| CENTRAL OREGON COLLECTIVE | | | | | |
| CHAMBERLIN HOUSE, INC. | Yes | No | No | Yes | No |
| CHASTAIN SUPPORT CHOICES INC | No | | | | |
| CHOICES UNLIMITED, INC. | Yes | No | No | Yes | No |
| COMMUNITY ACCESS SERVICES II, INC. | Yes | No | No | Yes | No |
| COMMUNITY BASED GROUP HOME | | | | | |
| COMMUNITY LIFE LLC | No | | | | |
| COMMUNITY SERVICES, INC. | Yes | No | No | No | Yes |
| COMMUNITY SUPPORT SERVICES, INC. | Yes | No | No | No | Yes |
| CONNECTIONS RESIDENTIAL SERVICES | | | | | |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | No | | | | |
| CORNERSTONE VALLEY INC | Yes | No | No | No | Yes |
| CROSSROADS RESIDENTIAL HOME | No | | | | |
| D & D FOSTER CARE, LLC | | | | | |
| DAI S'LA | No | | | | |

| AGENCY | Offer paid vacation to some or all DSPs | DSP must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|--|--|------------------------------|---|--|------------------------------|
| DANVILLE SERVICES OF OREGON, LLC | No | | | | |
| DEGES CARE INC. | | | | | |
| DOUGLAS RESIDENT TRAINING FACILITIES | | | | | |
| DUNGARVIN OREGON, LLC | Yes | No | Yes | Yes | No |
| EASTCO DIVERSIFIED SERVICES | Yes | Yes | No | No | No |
| EDWARDS CENTER, INC. | Yes | Yes | Yes | Yes | No |
| ELYSIAN PURSUIT INCORPORATED | Yes | No | No | Yes | No |
| GIFTED HANDS RESIDENTIAL SERVICE | | | | | |
| GRIFFITH 24 HR CARE, LLC | | | | | |
| HAPPY HAVEN HOMES, INC | No | | | | |
| HARMONY HOUSING, INC | | | | | |
| HAVEN CENTER LLC | Yes | Yes | Yes | Yes | No |
| HENDRICKSON RESIDENTIAL, INC | | | | | |
| HILDAH AND KAY'S, LLC | Yes | No | No | Yes | No |
| HOME LIFE, INC | No | | | | |
| HORIZON PROJECT, INC | Yes | Yes | No | Yes | No |
| HUMMINGBIRD CARE HOME, LLC | No | | | | |
| INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | No | | | | |
| INDEPENDENT ENVIRONMENTS, INC | | | | | |
| INTEGRATED SUPPORTS FOR LIVING, INC. | Yes | Yes | No | Yes | No |
| JACOB'S LIGHTHOUSE, LLC | | | | | |
| LEMUEL, INC GROUP HOMES | Yes | Yes | Yes | Yes | No |
| LIVING OPPORTUNITIES, INC | | | | | |
| MARIE MILLS CENTER, INC | Yes | Yes | Yes | Yes | No |
| MENTOR OREGON | Yes | Yes | No | No | No |
| MV ADVANCEMENTS | No | | | | |
| MY LIYU RESIDENTIAL SERVICES LLC | Yes | Yes | Yes | Yes | No |
| NEW DAY ENTERPRISES | Yes | Yes | No | Yes | No |
| NEW DAY NORTHWEST INC. | Yes | No | No | Yes | No |
| NURU'S ADULT FOSTER HOME | | | | | |
| NW COMMUNITY ALLIANCE, INC | Yes | No | No | Yes | No |
| NW MENTAL HEALTH MGMT SVCS | Yes | Yes | No | Yes | No |
| OPPORTUNITY FOUNDATION CENTRAL OR | Yes | No | Yes | Yes | No |

| AGENCY | Offer paid vacation to some or all DSPs | DSP must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|--|--|------------------------------|---|--|------------------------------|
| OREGON MENNONITE RES SVCS | | | | | |
| OREGON SUPPORTED LIVING PROGRAM | | | | | |
| OUT AND ABOUT RESPITE SERVICES | | | | | |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | | | | | |
| PATHWAY ENTERPRISES, INC | | | | | |
| PERSONALIZED INDEPENDENCE, INC. | | | | | |
| PINNACLE DEVELOPMENTAL CARE, LLC | Yes | Yes | Yes | Yes | 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 | | | | |
| RENEW CONSULTING INC | | | | | |
| RESIDE RESIDENTIAL CARE | Yes | Yes | No | Yes | No |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | | | | | |
| RISE, INC | Yes | Yes | No | No | No |
| RISING SUN SUPPORTED LIVING | | | | | |
| RIVERS & ROADS RESI & CONSLT, INC | No | | | | |
| RIVERSIDE CENTERS | Yes | Yes | No | Yes | No |
| RON WILSON CENTER | Yes | No | No | No | Yes |
| S.A.C.U. | Yes | No | Yes | No | No |
| SAFECARE RESIDENTIAL SERVICES, INC | | | | | |
| SHANGRI-LA CORP | Yes | No | No | No | Yes |
| SISO | Yes | Yes | No | Yes | No |
| SOUTH COAST HORIZONS | Yes | Yes | No | No | No |
| SOUTHERN OREGON ASPIRE | | | | | |
| STAR CORP GROUP HOME | Yes | No | Yes | No | No |
| STAR OF HOPE ACTIVITY CENTER INC | Yes | Yes | No | No | No |
| STEP FORWARD ACTIVITIES, INC | No | | | | |
| STEPPING STONE 24 HOURS HOME INC | No | | | | |
| STONEBROOKE RESIDENTIAL SERVICES | Yes | Yes | Yes | Yes | No |
| SUNNY MANOR, INC | | | | | |
| SUNNY OAKS, INC | Yes | No | Yes | No | No |
| TANDEM NORTHWEST | Yes | Yes | No | Yes | No |

| AGENCY | Offer paid vacation to some or all DSPs | DSP must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|-------------------------------|--|------------------------------|---|--|------------------------------|
| THRIVING LIVES CARE, INC | | | | | |
| TRU COLLABORATIONS, LLC | | | | | |
| UMPQUA HOMES, INC. | | | | | |
| UP & OUT, INC | Yes | No | Yes | Yes | No |
| VALOR ASSOCIATES, LLC | | | | | |
| WALKER SUPPORT SERVICES, INC | No | | | | |
| WESTERN IDAHO TRAINING CO INC | Yes | No | No | No | Yes |
| WESTSIDE COMMUNITY FOCUS | | | | | |
| WORK UNLIMITED, INC | Yes | No | No | Yes | No |
| Report Average | 75.0% | 48.1% | 27.8% | 68.5% | 11.1% |

Table 15. Offered Paid Sick Time between January 1, 2018 and December 31, 2018—And Eligibility Requirements for Paid Sick Time

| AGENCY | Offer paid sick time to some or all DSPs | Must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|---|---|--------------------------|---|--|------------------------------|
| A.S.H., INC. | Yes | No | No | No | Yes |
| ACHIEVE LLC | | | | | |
| ALBERTINA KERR CENTERS | | | | | |
| ALSO | Yes | No | No | Yes | No |
| ALTERNATIVE SERVICES-OREGON, INC. | Yes | No | No | Yes | No |
| ALVORD-TAYLOR, INC. | Yes | No | No | No | Yes |
| ARCADIAN INCLUSION MANAGEMENT | Yes | No | Yes | Yes | No |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | 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 | Yes | No | No | No |
| C & C HOMES, INC | Yes | No | No | No | Yes |
| CATHOLIC COMMUNITY SERVICES | Yes | No | No | No | Yes |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | | | | | |
| CENTRAL OREGON COLLECTIVE | | | | | |
| CHAMBERLIN HOUSE, INC. | Yes | No | No | Yes | No |
| CHASTAIN SUPPORT CHOICES INC | No | | | | |
| CHOICES UNLIMITED, INC. | Yes | No | No | No | Yes |
| COMMUNITY ACCESS SERVICES II, INC. | Yes | No | No | No | Yes |
| COMMUNITY BASED GROUP HOME | | | | | |
| COMMUNITY LIFE LLC | No | | | | |
| COMMUNITY SERVICES, INC. | Yes | No | No | No | Yes |
| COMMUNITY SUPPORT SERVICES, INC. | Yes | No | No | No | Yes |
| CONNECTIONS RESIDENTIAL SERVICES | | | | | |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | Yes | No | No | No | Yes |
| CORNERSTONE VALLEY INC | Yes | No | No | No | Yes |
| CROSSROADS RESIDENTIAL HOME | Yes | No | No | Yes | No |
| D & D FOSTER CARE, LLC | No | | | | |
| DAI S'LA | Yes | No | No | No | Yes |

| AGENCY | Offer paid sick time to some or all DSPs | Must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|--|---|--------------------------|---|--|------------------------------|
| DANVILLE SERVICES OF OREGON, LLC | No | | | | |
| DEGES CARE INC. | | | | | |
| DOUGLAS RESIDENT TRAINING FACILITIES | | | | | |
| DUNGARVIN OREGON, LLC | Yes | No | Yes | No | No |
| EASTCO DIVERSIFIED SERVICES | Yes | No | No | Yes | No |
| EDWARDS CENTER, INC. | Yes | No | No | No | Yes |
| ELYSIAN PURSUIT INCORPORATED | Yes | No | No | Yes | No |
| GIFTED HANDS RESIDENTIAL SERVICE | | | | | |
| GRIFFITH 24 HR CARE, LLC | | | | | |
| HAPPY HAVEN HOMES, INC | Yes | No | No | No | Yes |
| HARMONY HOUSING, INC | | | | | |
| HAVEN CENTER LLC | Yes | Yes | Yes | Yes | No |
| HENDRICKSON RESIDENTIAL, INC | | | | | |
| HILDAH AND KAY'S, LLC | Yes | No | No | Yes | No |
| HOME LIFE, INC | No | | | | |
| HORIZON PROJECT, INC | Yes | No | No | No | Yes |
| HUMMINGBIRD CARE HOME, LLC | Yes | Yes | Yes | Yes | No |
| INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | Yes | No | No | No | Yes |
| INDEPENDENT ENVIRONMENTS, INC | | | | | |
| INTEGRATED SUPPORTS FOR LIVING, INC. | Yes | Yes | No | No | No |
| JACOB'S LIGHTHOUSE, LLC | | | | | |
| LEMUEL, INC GROUP HOMES | Yes | No | No | No | Yes |
| LIVING OPPORTUNITIES, INC | | | | | |
| MARIE MILLS CENTER, INC | Yes | No | No | No | Yes |
| MENTOR OREGON | Yes | No | No | No | Yes |
| MV ADVANCEMENTS | Yes | No | No | No | Yes |
| MY LIYU RESIDENTIAL SERVICES LLC | Yes | Yes | Yes | Yes | No |
| NEW DAY ENTERPRISES | Yes | No | No | No | Yes |
| NEW DAY NORTHWEST INC. | Yes | No | No | Yes | No |
| NURU'S ADULT FOSTER HOME | | | | | |
| NW COMMUNITY ALLIANCE, INC | Yes | No | No | No | Yes |
| NW MENTAL HEALTH MGMT SVCS | Yes | No | No | Yes | No |
| OPPORTUNITY FOUNDATION CENTRAL OR | Yes | No | No | No | Yes |

| AGENCY | Offer paid sick time to some or all DSPs | Must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|--|---|--------------------------|---|--|------------------------------|
| OREGON MENNONITE RES SVCS | | | | | |
| OREGON SUPPORTED LIVING PROGRAM | | | | | |
| OUT AND ABOUT RESPITE SERVICES | | | | | |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | | | | | |
| PATHWAY ENTERPRISES, INC | | | | | |
| PERSONALIZED INDEPENDENCE, INC. | | | | | |
| PINNACLE DEVELOPMENTAL CARE, LLC | | | | | |
| PORTLAND METRO RESIDENTIAL SERVICES | Yes | No | No | No | Yes |
| PROF THERAPEUTIC COMMUNITY NETWORK | No | | | | |
| RAIN KING PROPERTIES | Yes | No | No | No | Yes |
| RAINBOW ADULT LIVING FACILITIES | Yes | No | No | No | Yes |
| RENEW CONSULTING INC | | | | | |
| RESIDE RESIDENTIAL CARE | Yes | No | No | No | Yes |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | | | | | |
| RISE, INC | Yes | Yes | No | No | No |
| RISING SUN SUPPORTED LIVING | | | | | |
| RIVERS & ROADS RESI & CONSLT, INC | No | | | | |
| RIVERSIDE CENTERS | Yes | No | Yes | Yes | No |
| RON WILSON CENTER | Yes | No | No | No | Yes |
| S.A.C.U. | Yes | No | Yes | No | No |
| SAFECARE RESIDENTIAL SERVICES, INC | | | | | |
| SHANGRI-LA CORP | Yes | No | No | No | Yes |
| SISO | Yes | No | No | Yes | No |
| SOUTH COAST HORIZONS | Yes | No | No | No | Yes |
| SOUTHERN OREGON ASPIRE | | | | | |
| STAR CORP GROUP HOME | Yes | No | Yes | No | No |
| STAR OF HOPE ACTIVITY CENTER INC | Yes | No | No | No | Yes |
| STEP FORWARD ACTIVITIES, INC | Yes | No | Yes | No | No |
| STEPPING STONE 24 HOURS HOME INC | Yes | No | Yes | No | No |
| STONEBROOKE RESIDENTIAL SERVICES | Yes | No | No | No | Yes |
| SUNNY MANOR, INC | | | | | |
| SUNNY OAKS, INC | Yes | No | Yes | No | No |
| TANDEM NORTHWEST | Yes | Yes | No | Yes | No |

| AGENCY | Offer paid sick time to some or all DSPs | Must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|-------------------------------|---|--------------------------|---|--|------------------------------|
| THRIVING LIVES CARE, INC | | | | | |
| TRU COLLABORATIONS, LLC | | | | | |
| UMPQUA HOMES, INC. | | | | | |
| UP & OUT, INC | Yes | No | No | No | Yes |
| VALOR ASSOCIATES, LLC | | | | | |
| WALKER SUPPORT SERVICES, INC | Yes | No | No | No | Yes |
| WESTERN IDAHO TRAINING CO INC | Yes | No | No | No | Yes |
| WESTSIDE COMMUNITY FOCUS | | | | | |
| WORK UNLIMITED, INC | Yes | No | No | Yes | No |
| Report Average | 90.3% | 10.8% | 18.5% | 27.7% | 56.9% |

Table 16. Offered Paid Personal Time between January 1, 2018 and December 31, 2018—And Eligibility Requirements for Paid Personal Time

| AGENCY | Offer paid personal time to some or all DSPs | Must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|---|---|--------------------------|---|--|------------------------------|
| A.S.H., INC. | No | | | | |
| ACHIEVE LLC | | | | | |
| ALBERTINA KERR CENTERS | | | | | |
| ALSO | No | | | | |
| ALTERNATIVE SERVICES-OREGON, INC. | No | | | | |
| ALVORD-TAYLOR, INC. | No | | | | |
| ARCADIAN INCLUSION MANAGEMENT | No | | | | |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | Yes | No | No | Yes | No |
| BARCH, INC. | No | | | | |
| BENCO | No | | | | |
| BETHESDA LUTHERAN COMMUNITIES | Yes | No | Yes | No | No |
| BRIDGES ENTERPRISE, LLC | Yes | No | No | No | Yes |
| BRIGHTSIDE LIVING, LLC | No | | | | |
| C & C HOMES, INC | No | | | | |
| CATHOLIC COMMUNITY SERVICES | No | | | | |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | | | | | |
| CENTRAL OREGON COLLECTIVE | | | | | |
| CHAMBERLIN HOUSE, INC. | No | | | | |
| CHASTAIN SUPPORT CHOICES INC | Yes | No | No | Yes | No |
| CHOICES UNLIMITED, INC. | No | | | | |
| COMMUNITY ACCESS SERVICES II, INC. | Yes | No | No | Yes | No |
| COMMUNITY BASED GROUP HOME | | | | | |
| COMMUNITY LIFE LLC | No | | | | |
| COMMUNITY SERVICES, INC. | No | | | | |
| COMMUNITY SUPPORT SERVICES, INC. | Yes | No | No | No | Yes |
| CONNECTIONS RESIDENTIAL SERVICES | | | | | |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | No | | | | |
| CORNERSTONE VALLEY INC | No | | | | |
| CROSSROADS RESIDENTIAL HOME | No | | | | |
| D & D FOSTER CARE, LLC | No | | | | |
| DAI S'LA | Yes | No | No | No | Yes |

| AGENCY | Offer paid personal time to some or all DSPs | Must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|--|---|--------------------------|---|--|------------------------------|
| DANVILLE SERVICES OF OREGON, LLC | No | | | | |
| DEGES CARE INC. | | | | | |
| DOUGLAS RESIDENT TRAINING FACILITIES | | | | | |
| DUNGARVIN OREGON, LLC | Yes | No | Yes | Yes | No |
| EASTCO DIVERSIFIED SERVICES | No | | | | |
| EDWARDS CENTER, INC. | Yes | Yes | Yes | Yes | No |
| ELYSIAN PURSUIT INCORPORATED | No | | | | |
| GIFTED HANDS RESIDENTIAL SERVICE | | | | | |
| GRIFFITH 24 HR CARE, LLC | | | | | |
| HAPPY HAVEN HOMES, INC | No | | | | |
| HARMONY HOUSING, INC | | | | | |
| HAVEN CENTER LLC | Yes | Yes | Yes | Yes | No |
| HENDRICKSON RESIDENTIAL, INC | | | | | |
| HILDAH AND KAY'S, LLC | No | | | | |
| HOME LIFE, INC | No | | | | |
| HORIZON PROJECT, INC | No | | | | |
| HUMMINGBIRD CARE HOME, LLC | No | | | | |
| INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | No | | | | |
| INDEPENDENT ENVIRONMENTS, INC | | | | | |
| INTEGRATED SUPPORTS FOR LIVING, INC. | Yes | Yes | No | Yes | No |
| JACOB'S LIGHTHOUSE, LLC | | | | | |
| LEMUEL, INC GROUP HOMES | No | | | | |
| LIVING OPPORTUNITIES, INC | | | | | |
| MARIE MILLS CENTER, INC | No | | | | |
| MENTOR OREGON | No | | | | |
| MV ADVANCEMENTS | No | | | | |
| MY LIYU RESIDENTIAL SERVICES LLC | Yes | Yes | Yes | Yes | No |
| NEW DAY ENTERPRISES | No | | | | |
| NEW DAY NORTHWEST INC. | Yes | No | No | Yes | No |
| NURU'S ADULT FOSTER HOME | | | | | |
| NW COMMUNITY ALLIANCE, INC | Yes | No | No | Yes | No |
| NW MENTAL HEALTH MGMT SVCS | No | | | | |
| OPPORTUNITY FOUNDATION CENTRAL OR | Yes | No | Yes | Yes | No |

| AGENCY | Offer paid personal time to some or all DSPs | Must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|--|---|--------------------------|---|--|------------------------------|
| OREGON MENNONITE RES SVCS | | | | | |
| OREGON SUPPORTED LIVING PROGRAM | | | | | |
| OUT AND ABOUT RESPITE SERVICES | | | | | |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | | | | | |
| PATHWAY ENTERPRISES, INC | | | | | |
| PERSONALIZED INDEPENDENCE, INC. | | | | | |
| PINNACLE DEVELOPMENTAL CARE, LLC | | | | | |
| PORTLAND METRO RESIDENTIAL SERVICES | No | | | | |
| PROF THERAPEUTIC COMMUNITY NETWORK | No | | | | |
| RAIN KING PROPERTIES | No | | | | |
| RAINBOW ADULT LIVING FACILITIES | Yes | No | Yes | Yes | No |
| RENEW CONSULTING INC | | | | | |
| RESIDE RESIDENTIAL CARE | Yes | Yes | No | Yes | No |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | | | | | |
| RISE, INC | No | | | | |
| RISING SUN SUPPORTED LIVING | | | | | |
| RIVERS & ROADS RESI & CONSLT, INC | No | | | | |
| RIVERSIDE CENTERS | Yes | Yes | No | Yes | No |
| RON WILSON CENTER | No | | | | |
| S.A.C.U. | Yes | No | Yes | Yes | No |
| SAFECARE RESIDENTIAL SERVICES, INC | | | | | |
| SHANGRI-LA CORP | Yes | No | No | No | Yes |
| SISO | No | | | | |
| SOUTH COAST HORIZONS | Yes | Yes | No | No | No |
| SOUTHERN OREGON ASPIRE | | | | | |
| STAR CORP GROUP HOME | Yes | Yes | No | Yes | No |
| 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 | | | | | |
| SUNNY OAKS, INC | No | | | | |
| TANDEM NORTHWEST | Yes | Yes | No | Yes | No |

| AGENCY | Offer paid personal time to some or all DSPs | Must be full time | Must work a minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|-------------------------------|---|------------------------------|---|--|----------------------------------|
| THRIVING LIVES CARE, INC | | | | | |
| TRU COLLABORATIONS, LLC | | | | | |
| UMPQUA HOMES, INC. | | | | | |
| UP & OUT, INC | No | | | | |
| VALOR ASSOCIATES, LLC | | | | | |
| WALKER SUPPORT SERVICES, INC | No | | | | |
| WESTERN IDAHO TRAINING CO INC | No | | | | |
| WESTSIDE COMMUNITY FOCUS | | | | | |
| WORK UNLIMITED, INC | Yes | No | No | Yes | No |
| Report Average | 33.3% | 37.5% | 33.3% | 75.0% | 16.7% |

Table 17. Offered Health Insurance between January 1, 2018 and December 31, 2018—And Eligibility Requirements for Health Insurance

| AGENCY | Offer health insurance to some or all DSPs | Must be full time | Must work minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|---|---|--------------------------|---|--|------------------------------|
| A.S.H., INC. | Yes | Yes | No | Yes | No |
| ACHIEVE LLC | No | | | | |
| ALBERTINA KERR CENTERS | Yes | Yes | No | Yes | No |
| ALSO | Yes | No | Yes | Yes | No |
| ALTERNATIVE SERVICES-OREGON, INC. | Yes | Yes | No | Yes | No |
| ALVORD-TAYLOR, INC. | Yes | Yes | No | Yes | No |
| ARCADIAN INCLUSION MANAGEMENT | No | | | | |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | Yes | No | Yes | Yes | No |
| BARCH, INC. | No | | | | |
| BENCO | Yes | Yes | Yes | Yes | No |
| BETHESDA LUTHERAN COMMUNITIES | Yes | No | Yes | No | No |
| BRIDGES ENTERPRISE, LLC | Yes | Yes | No | No | No |
| BRIGHTSIDE LIVING, LLC | Yes | Yes | No | No | No |
| C & C HOMES, INC | No | | | | |
| CATHOLIC COMMUNITY SERVICES | Yes | Yes | No | Yes | No |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | Yes | Yes | No | Yes | No |
| CENTRAL OREGON COLLECTIVE | Yes | Yes | No | No | No |
| CHAMBERLIN HOUSE, INC. | Yes | No | No | Yes | No |
| CHASTAIN SUPPORT CHOICES INC | No | | | | |
| CHOICES UNLIMITED, INC. | Yes | No | No | No | No |
| COMMUNITY ACCESS SERVICES II, INC. | Yes | Yes | No | No | No |
| COMMUNITY BASED GROUP HOME | No | | | | |
| COMMUNITY LIFE LLC | Yes | Yes | No | Yes | No |
| COMMUNITY SERVICES, INC. | Yes | Yes | No | Yes | No |
| COMMUNITY SUPPORT SERVICES, INC. | Yes | No | No | No | Yes |
| CONNECTIONS RESIDENTIAL SERVICES | No | | | | |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | No | | | | |
| CORNERSTONE VALLEY INC | Yes | No | No | No | Yes |
| CROSSROADS RESIDENTIAL HOME | No | | | | |
| D & D FOSTER CARE, LLC | No | | | | |
| DAI S'LA | No | | | | |

| AGENCY | Offer health insurance to some or all DSPs | Must be full time | Must work minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|--|---|--------------------------|---|--|------------------------------|
| DANVILLE SERVICES OF OREGON, LLC | Yes | Yes | No | Yes | No |
| DEGES CARE INC. | No | | | | |
| DOUGLAS RESIDENT TRAINING FACILITIES | Yes | No | Yes | No | No |
| DUNGARVIN OREGON, LLC | Yes | Yes | Yes | Yes | No |
| EASTCO DIVERSIFIED SERVICES | Yes | No | Yes | No | No |
| EDWARDS CENTER, INC. | Yes | Yes | Yes | Yes | No |
| ELYSIAN PURSUIT INCORPORATED | No | | | | |
| GIFTED HANDS RESIDENTIAL SERVICE | Yes | No | No | No | No |
| GRIFFITH 24 HR CARE, LLC | No | | | | |
| HAPPY HAVEN HOMES, INC | No | | | | |
| HARMONY HOUSING, INC | No | | | | |
| HAVEN CENTER LLC | Yes | Yes | Yes | Yes | No |
| HENDRICKSON RESIDENTIAL, INC | No | | | | |
| HILDAH AND KAY'S, LLC | Yes | Yes | No | Yes | No |
| HOME LIFE, INC | Yes | Yes | No | Yes | No |
| HORIZON PROJECT, INC | Yes | Yes | No | Yes | No |
| HUMMINGBIRD CARE HOME, LLC | Yes | No | No | No | No |
| INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | No | | | | |
| INDEPENDENT ENVIRONMENTS, INC | Yes | Yes | No | Yes | No |
| INTEGRATED SUPPORTS FOR LIVING, INC. | Yes | Yes | No | Yes | No |
| JACOB'S LIGHTHOUSE, LLC | No | | | | |
| LEMUEL, INC GROUP HOMES | Yes | Yes | Yes | Yes | No |
| LIVING OPPORTUNITIES, INC | Yes | No | Yes | No | No |
| MARIE MILLS CENTER, INC | Yes | No | Yes | Yes | No |
| MENTOR OREGON | Yes | Yes | No | No | No |
| MV ADVANCEMENTS | Yes | Yes | No | Yes | No |
| MY LIYU RESIDENTIAL SERVICES LLC | No | | | | |
| NEW DAY ENTERPRISES | Yes | Yes | No | Yes | No |
| NEW DAY NORTHWEST INC. | Yes | Yes | No | Yes | No |
| NURU'S ADULT FOSTER HOME | No | | | | |
| NW COMMUNITY ALLIANCE, INC | Yes | Yes | No | Yes | No |
| NW MENTAL HEALTH MGMT SVCS | Yes | Yes | No | No | No |
| OPPORTUNITY FOUNDATION CENTRAL OR | Yes | Yes | Yes | Yes | No |

| AGENCY | Offer health insurance to some or all DSPs | Must be full time | Must work minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|--|---|--------------------------|---|--|------------------------------|
| OREGON MENNONITE RES SVCS | Yes | Yes | No | Yes | No |
| OREGON SUPPORTED LIVING PROGRAM | Yes | No | Yes | No | No |
| OUT AND ABOUT RESPITE SERVICES | No | | | | |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | Yes | Yes | Yes | Yes | No |
| PATHWAY ENTERPRISES, INC | Yes | No | Yes | Yes | No |
| PERSONALIZED INDEPENDENCE, INC. | No | | | | |
| PINNACLE DEVELOPMENTAL CARE, LLC | Yes | Yes | No | No | No |
| PORTLAND METRO RESIDENTIAL SERVICES | Yes | Yes | No | Yes | No |
| PROF THERAPEUTIC COMMUNITY NETWORK | Yes | Yes | No | No | No |
| RAIN KING PROPERTIES | No | | | | |
| RAINBOW ADULT LIVING FACILITIES | Yes | Yes | No | Yes | No |
| RENEW CONSULTING INC | Yes | No | Yes | No | No |
| RESIDE RESIDENTIAL CARE | Yes | No | No | No | No |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | No | | | | |
| RISE, INC | Yes | No | Yes | No | No |
| RISING SUN SUPPORTED LIVING | | | | | |
| RIVERS & ROADS RESI & CONSLT, INC | No | | | | |
| RIVERSIDE CENTERS | Yes | Yes | Yes | Yes | No |
| RON WILSON CENTER | Yes | Yes | Yes | No | No |
| S.A.C.U. | Yes | No | No | No | Yes |
| SAFECARE RESIDENTIAL SERVICES, INC | No | | | | |
| SHANGRI-LA CORP | Yes | No | Yes | Yes | No |
| SISO | No | | | | |
| SOUTH COAST HORIZONS | Yes | Yes | No | No | No |
| SOUTHERN OREGON ASPIRE | Yes | Yes | No | No | No |
| STAR CORP GROUP HOME | Yes | Yes | No | No | No |
| STAR OF HOPE ACTIVITY CENTER INC | Yes | No | No | No | Yes |
| STEP FORWARD ACTIVITIES, INC | Yes | Yes | No | Yes | No |
| STEPPING STONE 24 HOURS HOME INC | No | | | | |
| STONEBROOKE RESIDENTIAL SERVICES | Yes | Yes | Yes | Yes | No |
| SUNNY MANOR, INC | No | | | | |
| SUNNY OAKS, INC | Yes | No | Yes | No | No |
| TANDEM NORTHWEST | Yes | Yes | No | Yes | No |

| AGENCY | Offer health insurance to some or all DSPs | Must be full time | Must work minimum amount of time in a defined period | Must be employed at agency a certain length of time | All DSPs are eligible |
|-------------------------------|---|--------------------------|---|--|------------------------------|
| THRIVING LIVES CARE, INC | No | | | | |
| TRU COLLABORATIONS, LLC | No | | | | |
| UMPQUA HOMES, INC. | Yes | Yes | No | No | No |
| UP & OUT, INC | Yes | No | Yes | Yes | No |
| VALOR ASSOCIATES, LLC | Yes | Yes | Yes | No | No |
| WALKER SUPPORT SERVICES, INC | No | | | | |
| WESTERN IDAHO TRAINING CO INC | Yes | Yes | Yes | Yes | No |
| WESTSIDE COMMUNITY FOCUS | Yes | Yes | No | No | No |
| WORK UNLIMITED, INC | Yes | Yes | No | No | No |
| Report Average | 68.6% | 68.1% | 36.1% | 55.6% | 5.6% |

Table 18. *Offered Dental Insurance and/or Vision Coverage between January 1, 2018 and December 31, 2018 to some or all DSPs supporting adults with IDD*

| AGENCY | Offered Dental | Offered Vision | AGENCY | Offered Dental | Offered Vision |
|---|---------------------------|---------------------------|--|---------------------------|---------------------------|
| A.S.H., INC. | Yes | Yes | DEGES CARE INC. | No | No |
| ACHIEVE LLC | No | No | DOUGLAS RESIDENT TRAINING FACILITIES | Yes | Yes |
| ALBERTINA KERR CENTERS | Yes | Yes | DUNGARVIN OREGON, LLC | Yes | Yes |
| ALSO | Yes | Yes | EASTCO DIVERSIFIED SERVICES | Yes | Yes |
| ALTERNATIVE SERVICES-OREGON, INC. | Yes | Yes | EDWARDS CENTER, INC. | Yes | Yes |
| ALVORD-TAYLOR, INC. | Yes | Yes | ELYSIAN PURSUIT INCORPORATED | No | No |
| ARCADIAN INCLUSION MANAGEMENT | No | No | GIFTED HANDS RESIDENTIAL SERVICE | No | No |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | Yes | Yes | GRIFFITH 24 HR CARE, LLC | No | No |
| BARCH, INC. | No | No | HAPPY HAVEN HOMES, INC | No | No |
| BENCO | Yes | Yes | HARMONY HOUSING, INC | No | No |
| BETHESDA LUTHERAN COMMUNITIES | Yes | Yes | HAVEN CENTER LLC | Yes | Yes |
| BRIDGES ENTERPRISE, LLC | Yes | Yes | HENDRICKSON RESIDENTIAL, INC | No | No |
| BRIGHTSIDE LIVING, LLC | Yes | No | HILDAH AND KAY'S, LLC | Yes | Yes |
| C & C HOMES, INC | No | No | HOME LIFE, INC | Yes | Yes |
| CATHOLIC COMMUNITY SERVICES | Yes | Yes | HORIZON PROJECT, INC | Yes | No |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | Yes | Yes | HUMMINGBIRD CARE HOME, LLC | Yes | Yes |
| CENTRAL OREGON COLLECTIVE | Yes | Yes | INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | No | No |
| CHAMBERLIN HOUSE, INC. | Yes | Yes | INDEPENDENT ENVIRONMENTS, INC | Yes | Yes |
| CHASTAIN SUPPORT CHOICES INC | No | No | INTEGRATED SUPPORTS FOR LIVING, INC. | Yes | Yes |
| CHOICES UNLIMITED, INC. | Yes | Yes | JACOB'S LIGHTHOUSE, LLC | No | No |
| COMMUNITY ACCESS SERVICES II, INC. | Yes | Yes | LEMUEL, INC GROUP HOMES | Yes | Yes |
| COMMUNITY BASED GROUP HOME | No | No | LIVING OPPORTUNITIES, INC | Yes | Yes |
| COMMUNITY LIFE LLC | Yes | Yes | MARIE MILLS CENTER, INC | Yes | No |
| COMMUNITY SERVICES, INC. | Yes | Yes | MENTOR OREGON | Yes | Yes |
| COMMUNITY SUPPORT SERVICES, INC. | Yes | Yes | MV ADVANCEMENTS | Yes | Yes |
| CONNECTIONS RESIDENTIAL SERVICES | No | No | MY LIYU RESIDENTIAL SERVICES LLC | No | No |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | No | No | NEW DAY ENTERPRISES | Yes | Yes |
| CORNERSTONE VALLEY INC | Yes | Yes | NEW DAY NORTHWEST INC. | Yes | Yes |
| CROSSROADS RESIDENTIAL HOME | No | No | NURU'S ADULT FOSTER HOME | No | No |
| D & D FOSTER CARE, LLC | No | No | NW COMMUNITY ALLIANCE, INC | Yes | Yes |
| DAI S'LA | No | No | NW MENTAL HEALTH MGMT SVCS | Yes | Yes |
| DANVILLE SERVICES OF OREGON, LLC | Yes | Yes | OPPORTUNITY FOUNDATION CENTRAL OR | Yes | Yes |

| AGENCY | Offered Dental | Offered Vision |
|--|---------------------------|---------------------------|
| 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 |
| RENEW CONSULTING INC | Yes | No |
| RESIDE RESIDENTIAL CARE | Yes | No |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | No | No |
| RISE, INC | Yes | Yes |
| RISING SUN SUPPORTED LIVING | | |
| RIVERS & ROADS RESI & CONSLT, INC | Yes | Yes |
| RIVERSIDE CENTERS | Yes | Yes |
| RON WILSON CENTER | Yes | Yes |
| S.A.C.U. | Yes | Yes |
| SAFECARE RESIDENTIAL SERVICES, INC | No | No |
| SHANGRI-LA CORP | Yes | No |

| AGENCY | Offered Dental | Offered Vision |
|----------------------------------|---------------------------|---------------------------|
| SISO | No | No |
| SOUTH COAST HORIZONS | Yes | Yes |
| 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 | No |
| STONEBROOKE RESIDENTIAL SERVICES | Yes | Yes |
| SUNNY MANOR, INC | Yes | Yes |
| SUNNY OAKS, INC | Yes | Yes |
| TANDEM NORTHWEST | Yes | Yes |
| THRIVING LIVES CARE, INC | No | No |
| TRU COLLABORATIONS, LLC | No | No |
| UMPQUA HOMES, INC. | No | No |
| UP & OUT, INC | Yes | No |
| VALOR ASSOCIATES, LLC | No | No |
| WALKER SUPPORT SERVICES, INC | No | No |
| WESTERN IDAHO TRAINING CO INC | Yes | Yes |
| WESTSIDE COMMUNITY FOCUS | Yes | Yes |
| WORK UNLIMITED, INC | Yes | Yes |
| Report Average | 66.7% | 57.1% |

Table 19. Offered an Employer-sponsored Retirement Plan (401K, 403B or other plan) to some or all DSPs

| AGENCY | Offered Sponsored Retirement Plan | AGENCY | Offered Sponsored Retirement Plan |
|---|--|--|--|
| A.S.H., INC. | Yes | DOUGLAS RESIDENT TRAINING FACILITIES | Yes |
| ACHIEVE LLC | No | DUNGARVIN OREGON, LLC | Yes |
| ALBERTINA KERR CENTERS | Yes | EASTCO DIVERSIFIED SERVICES | No |
| ALSO | Yes | EDWARDS CENTER, INC. | Yes |
| ALTERNATIVE SERVICES-OREGON, INC. | Yes | ELYSIAN PURSUIT INCORPORATED | No |
| ALVORD-TAYLOR, INC. | Yes | GIFTED HANDS RESIDENTIAL SERVICE | No |
| ARCADIAN INCLUSION MANAGEMENT | Yes | GRIFFITH 24 HR CARE, LLC | No |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | No | HAPPY HAVEN HOMES, INC | No |
| BARCH, INC. | No | HARMONY HOUSING, INC | No |
| BENCO | Yes | HAVEN CENTER LLC | Yes |
| BETHESDA LUTHERAN COMMUNITIES | Yes | HENDRICKSON RESIDENTIAL, INC | Yes |
| BRIDGES ENTERPRISE, LLC | No | HILDAH AND KAY'S, LLC | No |
| BRIGHTSIDE LIVING, LLC | No | HOME LIFE, INC | Yes |
| C & C HOMES, INC | No | HORIZON PROJECT, INC | Yes |
| CATHOLIC COMMUNITY SERVICES | Yes | HUMMINGBIRD CARE HOME, LLC | Yes |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | No | INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | No |
| CENTRAL OREGON COLLECTIVE | Yes | INDEPENDENT ENVIRONMENTS, INC | Yes |
| CHAMBERLIN HOUSE, INC. | Yes | INTEGRATED SUPPORTS FOR LIVING, INC. | Yes |
| CHASTAIN SUPPORT CHOICES INC | No | JACOB'S LIGHTHOUSE, LLC | No |
| CHOICES UNLIMITED, INC. | No | LEMUEL, INC GROUP HOMES | No |
| COMMUNITY ACCESS SERVICES II, INC. | Yes | LIVING OPPORTUNITIES, INC | Yes |
| COMMUNITY BASED GROUP HOME | No | MARIE MILLS CENTER, INC | Yes |
| COMMUNITY LIFE LLC | Yes | MENTOR OREGON | Yes |
| COMMUNITY SERVICES, INC. | Yes | MV ADVANCEMENTS | Yes |
| COMMUNITY SUPPORT SERVICES, INC. | Yes | MY LIYU RESIDENTIAL SERVICES LLC | No |
| CONNECTIONS RESIDENTIAL SERVICES | No | NEW DAY ENTERPRISES | No |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | Yes | NEW DAY NORTHWEST INC. | No |
| CORNERSTONE VALLEY INC | No | NURU'S ADULT FOSTER HOME | No |
| CROSSROADS RESIDENTIAL HOME | Yes | NW COMMUNITY ALLIANCE, INC | Yes |
| D & D FOSTER CARE, LLC | No | NW MENTAL HEALTH MGMT SVCS | No |
| DAI S'LA | No | OPPORTUNITY FOUNDATION CENTRAL OR | Yes |
| DANVILLE SERVICES OF OREGON, LLC | Yes | OREGON MENNONITE RES SVCS | Yes |
| DEGES CARE INC. | No | OREGON SUPPORTED LIVING PROGRAM | Yes |

| AGENCY | Offered Sponsored Retirement Plan |
|--|--|
| OUT AND ABOUT RESPITE SERVICES | No |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | Yes |
| PATHWAY ENTERPRISES, INC | Yes |
| PERSONALIZED INDEPENDENCE, INC. | Yes |
| PINNACLE DEVELOPMENTAL CARE, LLC | No |
| PORTLAND METRO RESIDENTIAL SERVICES | No |
| PROF THERAPEUTIC COMMUNITY NETWORK | Yes |
| RAIN KING PROPERTIES | No |
| RAINBOW ADULT LIVING FACILITIES | Yes |
| RENEW CONSULTING INC | Yes |
| RESIDE RESIDENTIAL CARE | Yes |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | No |
| RISE, INC | Yes |
| RISING SUN SUPPORTED LIVING | |
| RIVERS & ROADS RESI & CONSLT, INC | No |
| RIVERSIDE CENTERS | Yes |
| RON WILSON CENTER | Yes |
| S.A.C.U. | Yes |
| SAFECARE RESIDENTIAL SERVICES, INC | No |
| SHANGRI-LA CORP | No |
| SISO | No |

| AGENCY | Offered Sponsored Retirement Plan |
|----------------------------------|--|
| SOUTH COAST HORIZONS | Yes |
| SOUTHERN OREGON ASPIRE | Yes |
| STAR CORP GROUP HOME | No |
| STAR OF HOPE ACTIVITY CENTER INC | Yes |
| STEP FORWARD ACTIVITIES, INC | Yes |
| STEPPING STONE 24 HOURS HOME INC | No |
| STONEBROOKE RESIDENTIAL SERVICES | No |
| SUNNY MANOR, INC | No |
| SUNNY OAKS, INC | Yes |
| TANDEM NORTHWEST | Yes |
| THRIVING LIVES CARE, INC | No |
| TRU COLLABORATIONS, LLC | No |
| UMPQUA HOMES, INC. | Yes |
| UP & OUT, INC | Yes |
| VALOR ASSOCIATES, LLC | Yes |
| WALKER SUPPORT SERVICES, INC | No |
| WESTERN IDAHO TRAINING CO INC | Yes |
| WESTSIDE COMMUNITY FOCUS | Yes |
| WORK UNLIMITED, INC | Yes |
| Report Average | 56.2% |

Table 20. *Additional types of benefits offered between January 1, 2018 and December 31, 2018*

| AGENCY | Post-secondary education assistance* | Employer paid job-related training | Employer-sponsored disability insurance | Flexible spending accounts | Health incentive programs* | Life insurance | Other | Other - Please describe |
|--|---|---|--|-----------------------------------|-----------------------------------|-----------------------|--------------|--|
| A.S.H., INC. | No | No | No | No | No | No | No | |
| ACHIEVE LLC | No | No | No | No | No | No | No | |
| ALBERTINA KERR CENTERS ALSO | No | No | Yes | Yes | Yes | Yes | No | |
| ALTERNATIVE SERVICES-OREGON, INC. | No | Yes | No | No | No | Yes | No | |
| ALVORD-TAYLOR, INC. | No | No | No | Yes | Yes | Yes | No | |
| ARCADIAN INCLUSION MANAGEMENT | No | Yes | No | No | No | No | No | |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | No | Yes | No | No | No | Yes | Yes | Pet insurance, Long-term disability, Short-term disability |
| BARCH, INC. | No | Yes | No | No | No | No | No | |
| BENCO | No | No | No | No | No | Yes | Yes | EAP program, Grief Counseling |
| BETHESDA LUTHERAN COMMUNITIES | Yes | Yes | Yes | Yes | Yes | Yes | No | |
| BRIDGES ENTERPRISE, LLC | Yes | Yes | No | No | No | No | Yes | paid expenses for numerous social, recreation activities |
| BRIGHTSIDE LIVING, LLC | No | No | No | No | No | No | No | |
| C & C HOMES, INC | No | Yes | No | No | No | No | No | |
| CATHOLIC COMMUNITY SERVICES | No | Yes | No | Yes | Yes | Yes | No | |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | No | No | No | No | No | No | No | |
| CENTRAL OREGON COLLECTIVE | No | No | No | No | No | No | No | |
| CHAMBERLIN HOUSE, INC. | Yes | No | Yes | No | No | Yes | No | |
| CHASTAIN SUPPORT CHOICES INC | No | No | No | No | No | No | No | |
| CHOICES UNLIMITED, INC. | No | No | No | No | No | No | No | |
| COMMUNITY ACCESS SERVICES II, INC. | No | Yes | Yes | Yes | No | Yes | Yes | HSA, EAP |

| AGENCY | Post-secondary education assistance* | Employer paid job-related training | Employer-sponsored disability insurance | Flexible spending accounts | Health incentive programs* | Life insurance | Other | Other - Please describe |
|---|---|---|--|-----------------------------------|-----------------------------------|-----------------------|--------------|----------------------------------|
| COMMUNITY BASED GROUP HOME | No | No | No | No | No | No | Yes | sick leave |
| COMMUNITY LIFE LLC | No | Yes | No | No | No | No | No | |
| COMMUNITY SERVICES, INC. | No | No | Yes | No | Yes | Yes | No | |
| COMMUNITY SUPPORT SERVICES, INC. | No | No | No | No | No | Yes | No | |
| CONNECTIONS RESIDENTIAL SERVICES | No | No | No | No | No | No | No | |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | No | No | No | No | No | No | No | |
| CORNERSTONE VALLEY INC | No | No | No | No | No | No | No | |
| CROSSROADS RESIDENTIAL HOME | No | Yes | No | No | No | No | No | |
| D & D FOSTER CARE, LLC | No | No | No | No | No | No | Yes | holiday pay for 6 major holidays |
| DAI S'LA | No | No | No | No | No | No | No | |
| DANVILLE SERVICES OF OREGON, LLC | Yes | Yes | No | Yes | No | Yes | Yes | Flex Spending |
| DEGES CARE INC. | No | Yes | No | No | No | No | No | |
| DOUGLAS RESIDENT TRAINING FACILITIES | No | No | No | No | No | Yes | No | |
| DUNGARVIN OREGON, LLC | No | Yes | Yes | Yes | No | Yes | No | |
| EASTCO DIVERSIFIED SERVICES | No | Yes | Yes | No | No | Yes | No | |
| EDWARDS CENTER, INC. | No | No | Yes | No | No | Yes | No | |
| 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 | |
| HAPPY HAVEN HOMES, INC | No | Yes | No | No | No | No | No | |
| HARMONY HOUSING, INC | No | No | No | No | No | No | Yes | 5 paid holidays |
| HAVEN CENTER LLC | No | No | Yes | No | Yes | Yes | No | |

| AGENCY | Post-secondary education assistance* | Employer paid job-related training | Employer-sponsored disability insurance | Flexible spending accounts | Health incentive programs* | Life insurance | Other | Other - Please describe |
|--|---|---|--|-----------------------------------|-----------------------------------|-----------------------|--------------|--|
| HENDRICKSON RESIDENTIAL, INC | No | No | No | No | No | No | No | |
| HILDAH AND KAY'S, LLC | No | Yes | No | No | No | No | Yes | Paid cell phone service and a Costco membership |
| HOME LIFE, INC | No | Yes | No | No | No | Yes | No | |
| HORIZON PROJECT, INC | No | Yes | No | No | No | Yes | Yes | Short-Term Disability, Long-Term Disability, Employee Assistance Program, Travel Assistance, Group Accident, Group Hospitalization |
| HUMMINGBIRD CARE HOME, LLC | No | No | No | No | No | No | No | |
| INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | No | No | No | No | No | No | No | |
| INDEPENDENT ENVIRONMENTS, INC | No | No | No | No | No | Yes | Yes | Heath Reimbursement Account |
| INTEGRATED SUPPORTS FOR LIVING, INC. | No | No | No | Yes | No | Yes | No | |
| JACOB'S LIGHTHOUSE, LLC | No | No | No | No | No | No | No | |
| LEMUEL, INC GROUP HOMES | No | No | No | No | No | No | No | |
| LIVING OPPORTUNITIES, INC | Yes | No | No | Yes | No | Yes | No | |
| MARIE MILLS CENTER, INC | No | Yes | No | No | No | No | No | |
| MENTOR OREGON | No | Yes | Yes | Yes | Yes | Yes | No | |
| MV ADVANCEMENTS | No | Yes | Yes | Yes | Yes | Yes | No | |
| MY LIYU RESIDENTIAL SERVICES LLC | No | Yes | No | No | No | No | No | |
| NEW DAY ENTERPRISES | No | No | No | No | Yes | No | No | |
| NEW DAY NORTHWEST INC. | No | Yes | Yes | No | No | No | No | |
| NURU'S ADULT FOSTER HOME | No | Yes | No | No | No | No | No | |

| AGENCY | Post-secondary education assistance* | Employer paid job-related training | Employer-sponsored disability insurance | Flexible spending accounts | Health incentive programs* | Life insurance | Other | Other - Please describe |
|--|---|---|--|-----------------------------------|-----------------------------------|-----------------------|--------------|--|
| NW COMMUNITY ALLIANCE, INC | No | No | Yes | Yes | No | Yes | No | |
| NW MENTAL HEALTH MGMT SVCS | No | No | Yes | No | No | Yes | No | |
| OPPORTUNITY FOUNDATION CENTRAL OR | Yes | No | Yes | No | Yes | Yes | No | |
| OREGON MENNONITE RES SVCS | No | No | No | Yes | Yes | No | No | |
| OREGON SUPPORTED LIVING PROGRAM | No | No | Yes | Yes | Yes | No | No | |
| OUT AND ABOUT RESPITE SERVICES | No | Yes | No | No | No | No | Yes | personal loan no interest |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | No | Yes | No | Yes | Yes | Yes | No | |
| PATHWAY ENTERPRISES, INC | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Mercy Flights membership |
| PERSONALIZED INDEPENDENCE, INC. | No | Yes | No | No | No | No | No | |
| PINNACLE DEVELOPMENTAL CARE, LLC | No | Yes | No | No | Yes | No | No | |
| PORTLAND METRO RESIDENTIAL SERVICES | No | Yes | No | No | No | No | Yes | AFLAC additional insurance |
| PROF THERAPEUTIC COMMUNITY NETWORK | No | Yes | Yes | No | No | Yes | No | |
| RAIN KING PROPERTIES | No | Yes | No | No | No | Yes | No | |
| RAINBOW ADULT LIVING FACILITIES | No | Yes | No | No | No | No | No | |
| RENEW CONSULTING INC | No | Yes | No | Yes | Yes | Yes | Yes | Short-Term Disability, Accident, Critical Care, EAP, HSA, Verizon phone discount |
| RESIDE RESIDENTIAL CARE | No | Yes | No | No | No | Yes | No | |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | No | Yes | No | No | No | No | No | |

| AGENCY | Post-secondary education assistance* | Employer paid job-related training | Employer-sponsored disability insurance | Flexible spending accounts | Health incentive programs* | Life insurance | Other | Other - Please describe |
|------------------------------------|---|---|--|-----------------------------------|-----------------------------------|-----------------------|--------------|---|
| RISE, INC | No | Yes | Yes | Yes | Yes | Yes | No | |
| RISING SUN SUPPORTED LIVING | | | | | | | | |
| RIVERS & ROADS RESI & CONSLT, INC | No | No | No | No | No | No | No | |
| RIVERSIDE CENTERS | No | Yes | Yes | Yes | Yes | Yes | Yes | 401K |
| RON WILSON CENTER | No | Yes | Yes | No | Yes | Yes | No | |
| S.A.C.U. | Yes | Yes | Yes | Yes | Yes | Yes | No | |
| SAFECARE RESIDENTIAL SERVICES, INC | No | No | No | No | No | No | No | |
| SHANGRI-LA CORP | Yes | Yes | No | Yes | Yes | Yes | No | |
| SISO | No | Yes | No | No | Yes | No | No | |
| SOUTH COAST HORIZONS | No | No | No | No | No | No | No | |
| SOUTHERN OREGON ASPIRE | No | Yes | Yes | Yes | No | Yes | Yes | Employee Assistance Program |
| STAR CORP GROUP HOME | No | Yes | No | No | No | No | No | |
| STAR OF HOPE ACTIVITY CENTER INC | Yes | Yes | No | No | No | No | No | |
| STEP FORWARD ACTIVITIES, INC | No | Yes | No | No | No | Yes | No | |
| STEPPING STONE 24 HOURS HOME INC | No | Yes | No | No | No | No | No | |
| STONEBROOKE RESIDENTIAL SERVICES | No | No | No | No | No | Yes | No | |
| SUNNY MANOR, INC | No | Yes | No | No | No | No | No | |
| SUNNY OAKS, INC | No | No | Yes | Yes | Yes | Yes | No | |
| TANDEM NORTHWEST | No | No | No | Yes | No | Yes | No | |
| THRIVING LIVES CARE, INC | No | Yes | No | No | No | No | No | |
| TRU COLLABORATIONS, LLC | No | Yes | No | No | No | No | No | |
| UMPQUA HOMES, INC. | No | Yes | No | No | No | No | No | |
| UP & OUT, INC | No | Yes | Yes | No | No | No | Yes | Health Reimbursement Account, Employee Assistance Program |
| VALOR ASSOCIATES, LLC | No | Yes | No | No | No | No | Yes | EAP |

| AGENCY | Post-secondary education assistance* | Employer paid job-related training | Employer-sponsored disability insurance | Flexible spending accounts | Health incentive programs* | Life insurance | Other | Other - Please describe |
|-------------------------------|---|---|--|-----------------------------------|-----------------------------------|-----------------------|--------------|---|
| WALKER SUPPORT SERVICES, INC | No | No | No | No | No | No | No | |
| WESTERN IDAHO TRAINING CO INC | Yes | Yes | Yes | Yes | No | Yes | No | |
| WESTSIDE COMMUNITY FOCUS | No | Yes | Yes | Yes | No | Yes | No | |
| WORK UNLIMITED, INC | No | No | No | No | Yes | Yes | Yes | EAP (Employee Assistance Program) and Holiday Pay (Pro-rated based on hours worked) and 5 Holiday pay |
| Report Average | 10.5% | 55.2% | 25.7% | 24.8% | 23.8% | 44.8% | 20.0% | |

* Post-secondary education assistance includes reimbursement or other support (such as tuition assistance); Health incentive programs include gyms, yoga, smoking cessation incentives, etc.

Recruitment and Retention

Table 21. *Recruitment (Referral Incentive) and Retention Strategies*

| AGENCY | Employee referral incentive* | Realistic job preview | Code of ethics training | DSP career ladder | Credential support |
|---|-------------------------------------|------------------------------|--------------------------------|--------------------------|---------------------------|
| A.S.H., INC. | Yes | Yes | Yes | Yes | No |
| ACHIEVE LLC | No | Yes | Yes | No | No |
| ALBERTINA KERR CENTERS | Yes | Yes | Yes | Yes | No |
| ALSO | Yes | Yes | Yes | Yes | No |
| ALTERNATIVE SERVICES-OREGON, INC. | No | Yes | Yes | No | No |
| ALVORD-TAYLOR, INC. | Yes | No | Yes | No | Yes |
| ARCADIAN INCLUSION MANAGEMENT | No | Yes | Yes | Yes | No |
| AROUND THE CLOCK SUPPORT SERVICES, LLC | Yes | Yes | No | Yes | No |
| BARCH, INC. | No | No | No | No | No |
| BENCO | Yes | Yes | Yes | No | No |
| BETHESDA LUTHERAN COMMUNITIES | Yes | Yes | Yes | No | Yes |
| BRIDGES ENTERPRISE, LLC | No | Yes | Yes | Yes | Yes |
| BRIGHTSIDE LIVING, LLC | No | Yes | Yes | No | No |
| C & C HOMES, INC | No | Yes | Yes | No | No |
| CATHOLIC COMMUNITY SERVICES | Yes | Yes | Yes | Yes | No |
| CENTER FOR CONTINUOUS IMPROVEMENT, INC | No | Yes | Yes | No | No |
| CENTRAL OREGON COLLECTIVE | Yes | Yes | Yes | Yes | No |
| CHAMBERLIN HOUSE, INC. | No | Yes | Yes | No | No |
| CHASTAIN SUPPORT CHOICES INC | No | Yes | Yes | No | Yes |
| CHOICES UNLIMITED, INC. | Yes | Yes | No | No | No |
| COMMUNITY ACCESS SERVICES II, INC. | Yes | Yes | Yes | Yes | Yes |
| COMMUNITY BASED GROUP HOME | No | No | Yes | No | No |
| COMMUNITY LIFE LLC | No | Yes | No | No | No |
| COMMUNITY SERVICES, INC. | Yes | Yes | Yes | Yes | No |
| COMMUNITY SUPPORT SERVICES, INC. | Yes | Yes | Yes | No | No |
| CONNECTIONS RESIDENTIAL SERVICES | No | Yes | Yes | Yes | No |
| COOPER HOLLOW RESIDENTIAL SERVICES, INC | | Yes | Yes | Yes | No |
| CORNERSTONE VALLEY INC | No | Yes | Yes | No | No |
| CROSSROADS RESIDENTIAL HOME | No | Yes | Yes | No | No |
| D & D FOSTER CARE, LLC | No | Yes | Yes | No | No |
| DAI S'LA | No | Yes | Yes | No | No |
| DANVILLE SERVICES OF OREGON, LLC | Yes | Yes | Yes | Yes | Yes |

| AGENCY | Employee referral incentive* | Realistic job preview | Code of ethics training | DSP career ladder | Credential support |
|--|---|----------------------------------|------------------------------------|------------------------------|-------------------------------|
| DEGES CARE INC. | Yes | Yes | Yes | No | No |
| DOUGLAS RESIDENT TRAINING FACILITIES | Yes | No | Yes | No | No |
| DUNGARVIN OREGON, LLC | Yes | Yes | Yes | Yes | No |
| EASTCO DIVERSIFIED SERVICES | Yes | No | Yes | No | No |
| EDWARDS CENTER, INC. | Yes | Yes | Yes | No | No |
| ELYSIAN PURSUIT INCORPORATED | Yes | Yes | Yes | Yes | Yes |
| GIFTED HANDS RESIDENTIAL SERVICE | Yes | Yes | Yes | Yes | Yes |
| GRIFFITH 24 HR CARE, LLC | No | No | No | No | No |
| HAPPY HAVEN HOMES, INC | No | No | No | No | No |
| HARMONY HOUSING, INC | No | Yes | Yes | No | No |
| HAVEN CENTER LLC | No | Yes | Yes | Yes | Yes |
| HENDRICKSON RESIDENTIAL, INC | No | Yes | Yes | No | No |
| HILDAH AND KAY'S, LLC | No | Yes | Yes | No | No |
| HOME LIFE, INC | Yes | No | Yes | No | No |
| HORIZON PROJECT, INC | Yes | Yes | Yes | No | No |
| HUMMINGBIRD CARE HOME, LLC | Yes | Yes | Yes | Yes | No |
| INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC | No | Yes | No | No | No |
| INDEPENDENT ENVIRONMENTS, INC | Yes | Yes | Yes | Yes | No |
| INTEGRATED SUPPORTS FOR LIVING, INC. | Yes | Yes | Yes | Yes | No |
| JACOB'S LIGHTHOUSE, LLC | No | No | Yes | Yes | Yes |
| LEMUEL, INC GROUP HOMES | No | Yes | Yes | No | No |
| LIVING OPPORTUNITIES, INC | Yes | Yes | Yes | No | No |
| MARIE MILLS CENTER, INC | Yes | Yes | Yes | No | No |
| MENTOR OREGON | Yes | Yes | Yes | No | No |
| MV ADVANCEMENTS | Yes | No | Yes | No | No |
| MY LIYU RESIDENTIAL SERVICES LLC | No | Yes | Yes | Yes | No |
| NEW DAY ENTERPRISES | No | No | No | No | No |
| NEW DAY NORTHWEST INC. | Yes | Yes | Yes | No | Yes |
| NURU'S ADULT FOSTER HOME | Yes | Yes | Yes | Yes | Yes |
| NW COMMUNITY ALLIANCE, INC | Yes | Yes | Yes | Yes | No |
| NW MENTAL HEALTH MGMT SVCS | Yes | No | No | No | No |
| OPPORTUNITY FOUNDATION CENTRAL OR | Yes | Yes | Yes | Yes | Yes |
| OREGON MENNONITE RES SVCS | No | No | No | No | No |
| OREGON SUPPORTED LIVING PROGRAM | No | Yes | Yes | Yes | Yes |
| OUT AND ABOUT RESPITE SERVICES | No | Yes | Yes | No | Yes |
| PARTNERSHIPS IN COMMUNITY LIVING, INC | Yes | Yes | Yes | No | Yes |

| AGENCY | Employee referral incentive* | Realistic job preview | Code of ethics training | DSP career ladder | Credential support |
|--|---|----------------------------------|------------------------------------|------------------------------|-------------------------------|
| PATHWAY ENTERPRISES, INC | Yes | Yes | Yes | Yes | No |
| PERSONALIZED INDEPENDENCE, INC. | Yes | No | Yes | Yes | No |
| PINNACLE DEVELOPMENTAL CARE, LLC | Yes | Yes | Yes | Yes | No |
| PORTLAND METRO RESIDENTIAL SERVICES | Yes | No | Yes | No | No |
| PROF THERAPEUTIC COMMUNITY NETWORK | Yes | Yes | Yes | No | Yes |
| RAIN KING PROPERTIES | No | Yes | Yes | No | No |
| RAINBOW ADULT LIVING FACILITIES | No | No | Yes | No | No |
| RENEW CONSULTING INC | Yes | Yes | Yes | Yes | No |
| RESIDE RESIDENTIAL CARE | Yes | Yes | Yes | No | No |
| REVA'S NEW BEGINNINGS CARE HOMES, INC. | No | No | No | No | No |
| RISE, INC | Yes | No | Yes | No | No |
| RISING SUN SUPPORTED LIVING | | | | | |
| RIVERS & ROADS RESI & CONSLT, INC | Yes | Yes | Yes | Yes | Yes |
| RIVERSIDE CENTERS | Yes | Yes | Yes | No | No |
| RON WILSON CENTER | Yes | Yes | No | No | No |
| S.A.C.U. | No | No | Yes | No | Yes |
| SAFECARE RESIDENTIAL SERVICES, INC | No | Yes | Yes | No | Yes |
| SHANGRI-LA CORP | No | No | Yes | No | No |
| SISO | Yes | Yes | No | Yes | No |
| SOUTH COAST HORIZONS | No | Yes | No | No | No |
| SOUTHERN OREGON ASPIRE | Yes | Yes | Yes | Yes | Yes |
| STAR CORP GROUP HOME | Yes | Yes | No | No | No |
| STAR OF HOPE ACTIVITY CENTER INC | Yes | Yes | Yes | Yes | No |
| STEP FORWARD ACTIVITIES, INC | No | Yes | Yes | No | No |
| STEPPING STONE 24 HOURS HOME INC | No | Yes | Yes | Yes | No |
| STONEBROOKE RESIDENTIAL SERVICES | No | Yes | Yes | No | Yes |
| SUNNY MANOR, INC | No | Yes | Yes | No | No |
| SUNNY OAKS, INC | Yes | Yes | Yes | Yes | No |
| TANDEM NORTHWEST | Yes | Yes | Yes | Yes | No |
| THRIVING LIVES CARE, INC | Yes | Yes | Yes | No | No |
| TRU COLLABORATIONS, LLC | No | Yes | Yes | No | No |
| UMPQUA HOMES, INC. | Yes | Yes | Yes | No | No |
| UP & OUT, INC | Yes | Yes | Yes | No | Yes |
| VALOR ASSOCIATES, LLC | No | No | Yes | No | No |
| WALKER SUPPORT SERVICES, INC | Yes | Yes | Yes | No | No |
| WESTERN IDAHO TRAINING CO INC | Yes | Yes | Yes | Yes | Yes |

| AGENCY | Employee referral incentive* | Realistic job preview | Code of ethics training | DSP career ladder | Credential support |
|--------------------------|---|----------------------------------|------------------------------------|------------------------------|-------------------------------|
| WESTSIDE COMMUNITY FOCUS | No | Yes | Yes | Yes | No |
| WORK UNLIMITED, INC | Yes | Yes | No | No | No |
| Report Average | 56.7% | 80.0% | 84.8% | 37.1% | 22.9% |

*Has a pay incentive program or referral bonus program for current DSP staff to bring in new recruits

Appendix A: Sampling

Oregon sent out a letter from the Director, along with an Action Request Transmittal, to all eligible providers via email. (The email addresses were provided by the ODDS Licensing Unit.) The letter and transmittal informed the providers that while only I/DD group home providers were required by statute and Oregon Administrative Rules to complete the survey, all were highly encouraged to participate. The survey invitations were then sent to all eligible providers. Initially, this was repeated every two to three weeks for all providers who did not click the survey link or start the survey. (If any emails bounced, the provider was contacted directly to obtain the current email address. The survey was then re-sent to the correct address.)

After the survey had been out for two months, the survey invitations were sent out weekly to all providers who had not yet finished the survey.

Starting in mid-May, personal emails were sent to all group home providers who had not completed the survey. (Reminder phone calls were made and correct email addresses were verified.)

Follow-up personal emails and phone calls to group home providers who had not completed the survey increased in the final month of the survey.

The national Staff Stability Survey report includes data from all providers (private entities only) that completed the survey.

This Oregon-specific report presents the results for the 106 group-home provider agencies in Oregon that completed the 2018 Staff Stability survey. This report also includes data from one public agency. (The data from this public agency is not included in the national Staff Stability Survey report.)

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.

Appendix B: Comparable Wage Tables

From the Bureau of Labor Statistics Occupational Employment Statistics, May 2018

Residential Advisors

Coordinate activities in resident facilities in secondary and college dormitories, group homes, or similar establishments. Order supplies and determine need for maintenance, repairs, and furnishings. May maintain household records and assign rooms. May assist residents with problem solving or refer them to counseling resources.

Mean Hourly Wage Estimate: \$14.41

| Percentile | 10% | 25% | 50% (Median) | 75% | 90% |
|-------------|--------|---------|-----------------|---------|---------|
| Hourly Wage | \$9.36 | \$10.96 | \$13.39 | \$16.79 | \$21.20 |

<http://www.bls.gov/oes/current/oes399041.htm>

Personal Care Aides

Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.

Mean Hourly Wage Estimate: \$12.06

| Percentile | 10% | 25% | 50% (Median) | 75% | 90% |
|-------------|--------|---------|-----------------|---------|---------|
| Hourly Wage | \$9.01 | \$10.48 | \$11.55 | \$13.22 | \$15.22 |

<http://www.bls.gov/oes/current/oes399021.htm>

Home Health Aides

Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.

Mean Hourly Wage Estimate: \$12.18

| Percentile | 10% | 25% | 50% (Median) | 75% | 90% |
|-------------|--------|---------|-----------------|---------|---------|
| Hourly Wage | \$9.16 | \$10.46 | \$11.63 | \$13.48 | \$15.47 |

<http://www.bls.gov/oes/current/oes311011.htm>

Psychiatric Aides

Assist mentally impaired or emotionally disturbed patients, working under direction of nursing and medical staff. May assist with daily living activities, lead patients in educational and recreational activities, or accompany patients to and from examinations and treatments. May restrain violent patients. Includes psychiatric orderlies.

Mean Hourly Wage Estimate: \$14.95

| Percentile | 10% | 25% | 50% (Median) | 75% | 90% |
|-------------|--------|---------|-----------------|---------|---------|
| Hourly Wage | \$9.53 | \$11.28 | \$14.03 | \$17.90 | \$22.35 |

<http://www.bls.gov/oes/current/oes311013.htm>

Nursing Assistants

Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants.

Mean Hourly Wage Estimate: \$14.22

| Percentile | 10% | 25% | 50% (Median) | 75% | 90% |
|-------------|---------|---------|-----------------|---------|---------|
| Hourly Wage | \$10.24 | \$11.70 | \$13.72 | \$16.15 | \$19.02 |

<http://www.bls.gov/oes/current/oes311014.htm>

Appendix C: Living Wage Table by State

Figures are in dollars (\$) and were retrieved from: <http://livingwage.mit.edu/>

| | 1 adult | 1 adult, 1 child | 2 adults (one working), 2 children | 2 working adults, 2 children |
|-----------|----------------|-----------------------------|---|---|
| OR | 13.12 | 25.93 | 27.34 | 17.38 |

Appendix D: Instructions Provided to Survey Respondents (Standard Survey)

STAFF STABILITY SURVEY 2018

December 2018



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, 2019**

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—paid workers 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. 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 INFORM 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, 2018 to December 31, 2018 and for whom your agency defines wages and benefits. (For further information on who is considered a DSP, see below under "Types of Workers to Consider")
 - Date of hire
 - Whether they are currently on staff or separated from the agency during 2018
 - Date of termination (if separated)

- 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 designed for completion by organizational staff in 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

Most of the questions on this survey are about people who are employed as **Direct Support Professionals (DSPs)**.

For the purposes of this survey, the category of DSP category includes paid workers whose primary job responsibility is direct support work and for whom your agency defines wages and benefits directly. Note: For the purposes of this survey, staff hired through a temporary personnel agency, contract or 1099 arrangement are not included in the DSP category.

Include these workers in your responses about DSPs:



- 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** people who have some supervisory responsibilities if more than 50% of their hours are spent doing direct support tasks.

Do not include these workers in your responses about DSPs:



- Licensed healthcare staff (therapists, nurses, social workers, psychologists, etc.)
- Those who **only** provide transportation, home modifications, and/or meal delivery
- Contract or 1099 workers
- On call or PRN 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.

Regarding Fiscal Intermediaries or Employers of Record for DSPs working for people who are self-directing their own services: If your agency functions solely as a Fiscal Intermediary or Employer of Record, please do not respond to this survey and contact your NCI Staff Stability State Contact listed above.

If your agency functions as a fiscal intermediary/employer of record **and also** provides direct support, please respond regarding the DSPs who are employed by your agency, and do not consider those DSPs who are hired and managed by people/families who are self-directing their services.

TYPES OF SUPPORTS

The survey asks about the following supports provided by the DSPs in your agency

| Residential Supports | In-Home Supports | Non-Residential Supports |
|---|--|---|
| <p>Residential Supports are supports provided to a person in a home or apartment that is owned and /or operated by your agency.</p> <ul style="list-style-type: none"> • <i>This includes residential services delivered to people who DO NOT live in their family’s home or their own private home/apartment which they rent or own.</i> • <i>Include in this category 24-hour supports such as a Group Home, Agency-Operated Apartments or ICFs/ID.</i> • <i>Host home or foster home services should also be included in this category.</i> • <i>If the service recipient holds a lease with your provider agency, this is considered a residential support or service.</i> | <p>Your agency does not own and/or operate the home in which the person lives.</p> <ul style="list-style-type: none"> • <i>Supports provided to a person in their own private home or apartment, or a private home/apartment they live in with their family, (only if their home or apartment is not owned or operated by your agency).</i> • <i>This category can include homemaker/personal care services in many states.</i> | <p>Non-residential supports can include:</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> |

Cover Art

Mary Poppins by Lyubov Rozenfeld



Lyubov Rozenfeld was born in 1984 and has lived in Allston, Massachusetts since her family came to the United States from Russia. She has attended Gateway Arts since 2005. Rozenfeld works primarily in weaving, pottery and fabric, making beautiful pieces using a needle and thread. She enjoys working with the other artists at Gateway and assisting in studio maintenance.

Rozenfeld has exhibited her artwork at Barneys in New York, in the Chestnut Hill Mall and Copley Place Mall in Boston, as well as at the Gateway Gallery in Brookline.

See more at www.gatewayarts.org



www.nationalcoreindicators.org

National Core Indicators® is a collaboration between:

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

www.nasddds.org

and

Human Services Research Institute (HSRI)

www.hsri.org

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