



2019

**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 2019 Staff Stability Survey data from 26 states including 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 127 group home provider agencies in Oregon that completed the 2019 Staff Stability Survey. This report includes data from one public agency. (The data from this public agency was not included in the national 2019 Staff Stability Survey report.) ORS 443.434 requires group home providers (residential training facilities serving 6 or more, and residential training homes-serving 5 or fewer) to submit annual staffing data to a nationally standardized reporting survey organization specified by the Oregon Department of Human Services.

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 2019 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 127 residential provider agencies in Oregon that completed the 2019 survey.

The aggregate results for the agencies in this report are indicated by "Report Average." Please note that the Report Average does not include missing data.

ORS 443.434 requires group home providers (residential training facilities serving 6 or more, and residential training homes-serving 5 or fewer) to submit annual staffing data to a nationally standardized reporting survey organization specified by the Oregon Department of Human Services.

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)

PLEASE NOTE: All report averages are averages of provider averages.

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	Yes	
AEGIS RESIDENTIAL CARE, LLC	Yes	
ALBERTINA KERR CENTERS	No	Yes
ALSO	Yes	
ALTERNATIVE SERVICES-OREGON, INC.	No	Yes
ALVORD-TAYLOR, INC.	Yes	
ARCADIAN INCLUSION MANAGEMENT	Yes	
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	
BARCH, INC.	Yes	
BEINGROUP, LLC	Yes	
BENCO	Yes	
BETHESDA LUTHERAN COMMUNITIES	Yes	
BEYOND ABILITY SUPPORT SERVICES	Yes	
BLESSED RESIDENTIAL CARE LLC	Yes	
BRIDGES ENTERPRISE, LLC	Yes	
BRIGHTSIDE LIVING, LLC	Yes	
CARING HANDS RESIDENTIAL SERVICES LLC	Yes	
CASCADE RESIDENTIAL CARE, INC.	Yes	
CATHOLIC COMMUNITY SERVICES	Yes	
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	Yes
CENTRAL OREGON COLLECTIVE	Yes	
CHAMBERLIN HOUSE, INC.	Yes	
CHOICES UNLIMITED, INC.	Yes	
COFFELT CARE HOMES, INC	Yes	
COMMUNITY ACCESS SERVICES II, INC.	No	Yes
COMMUNITY BASED GROUP HOME	Yes	
COMMUNITY LIFE LLC	Yes	
COMMUNITY 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
COMMUNITY SUPPORT SERVICES, INC.	Yes	
CONNECTIONS RESIDENTIAL SERVICES	Yes	
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	
CORNERSTONE VALLEY INC	Yes	
CROSSROADS RESIDENTIAL HOME	Yes	
D & D FOSTER CARE, LLC	Yes	
DAI S'LA	Yes	
DAIZY CORPORATION	Yes	
DANVILLE SERVICES OF OREGON, LLC	No	Yes
DEAR HEART SUPPORT SERVICES LLC	Yes	
DEGES CARE INC.	Yes	
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	
DUNGARVIN OREGON, LLC	Yes	
EASTCO DIVERSIFIED SERVICES	Yes	
EDWARDS CENTER, INC.	Yes	
ELYSIAN PURSUIT INCORPORATED	Yes	
FAITH 24-HOUR RESIDENTIAL HOME INC	Yes	
GRAY SERVICES LLC	Yes	
GRIFFITH 24 HR CARE, LLC	Yes	
GWB HOUSE INC	Yes	
HAPPY HAVEN HOMES, INC	Yes	
HARMONY HOUSING, INC	Yes	
HAVEN CENTER LLC	Yes	
HENDRICKSON RESIDENTIAL, INC	Yes	
HOME LIFE, INC	Yes	
HORIZON PROJECT, INC	Yes	
HUMMINGBIRD CARE HOME, LLC	Yes	
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	
INDEPENDENT ENVIRONMENTS, INC	Yes	
IS LIVING	No	Yes
JACOB'S LIGHTHOUSE, LLC	Yes	
LAILAH'S LIVING CENTER	Yes	
LAILAHS LIVING CENTER II	Yes	
LEMUEL, INC GROUP HOMES	Yes	
LENSA RESIDENTIAL SERVICE LLC	Yes	
LIA'S CARE HOME INC	Yes	
LIBERTY LIVING LLC	Yes	

AGENCY	ONLY supports adults with IDD	Can report out separately on DSPs who work only with adults with IDD
LIMES ADULT FOSTER CARE	Yes	
LIVING OPPORTUNITIES, INC	Yes	
MARIE MILLS CENTER, INC	Yes	
MIMI 24HRS RESIDENTIAL HOME 1 INC	Yes	
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	
OHANA FIRST LLC	Yes	
OPPORTUNITY CONNECTIONS, INC	Yes	
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	
OREGON MENNONITE RES SVCS	Yes	
OREGON SUPPORTED LIVING PROGRAM	Yes	
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	Yes	
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	
PREMIER COMMUNITY SUPPORTS, LLC	No	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	
RAIN KING PROPERTIES	Yes	
RAINBOW ADULT LIVING FACILITIES	Yes	
RENAISSANCE CARE, INC	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	No	Yes
RIVERSIDE TRAINING CENTER, INC	Yes	
RON WILSON CENTER	Yes	
S.A.C.U.	No	Yes
S.I.S.O.	Yes	

AGENCY	ONLY supports adults with IDD	Can report out separately on DSPs who work only with adults with IDD
SAFECARE RESIDENTIAL SERVICES, INC	Yes	
SHANGRI-LA CORP	No	Yes
SILVER SPRING GROUP HOME, INC	Yes	
SOLODA ACH INC.	Yes	
SOUTH COAST HORIZONS	Yes	
SOUTHERN OREGON ASPIRE	Yes	
STAR CORP GROUP HOME	Yes	
STAR OF HOPE ACTIVITY CENTER INC	No	Yes
STEP FORWARD ACTIVITIES, INC	Yes	
STEPPING STONE 24 HOURS HOME INC	Yes	
STONEBROOKE RESIDENTIAL SERVICES	No	Yes
SUNNY MANOR, INC	Yes	
SUNNY OAKS, INC	Yes	
TANDEM NORTHWEST	Yes	
THRIVING LIVES CARE, INC	Yes	
TRUECARE HOMES, LLC	Yes	
UMPQUA HOMES, INC.	Yes	
UP & OUT, INC	Yes	
VALOR ASSOCIATES, LLC	Yes	
WALKER SUPPORT SERVICES, INC	Yes	
WESTERN IDAHO TRAINING CO INC	Yes	
WESTSIDE COMMUNITY FOCUS	Yes	
WINGS OF HOPE	Yes	
WORK UNLIMITED, INC	No	Yes
Report average²	86.6% Yes	70.6% Yes

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, 2019³*

AGENCY	Number of DSPs on payroll	AGENCY	Number of DSPs on payroll
A.S.H., INC.	22	D & D FOSTER CARE, LLC	7
ACHIEVE LLC	17	DAI S'LA	2
AEGIS RESIDENTIAL CARE, LLC	10	DAIZY CORPORATION	6
ALBERTINA KERR CENTERS	448	DANVILLE SERVICES OF OREGON, LLC	98
ALSO	246	DEAR HEART SUPPORT SERVICES LLC	9
ALTERNATIVE SERVICES-OREGON, INC.	260	DEGES CARE INC.	9
ALVORD-TAYLOR, INC.	162	DOUGLAS RESIDENT TRAINING FACILITIES	90
ARCADIAN INCLUSION MANAGEMENT	18	DUNGARVIN OREGON, LLC	187
AROUND THE CLOCK SUPPORT SERVICES, LLC	58	EASTCO DIVERSIFIED SERVICES	52
BARCH, INC.	21	EDWARDS CENTER, INC.	156
BEINGROUP, LLC	4	ELYSIAN PURSUIT INCORPORATED	38
BENCO	68	FAITH 24-HOUR RESIDENTIAL HOME INC	6
BETHESDA LUTHERAN COMMUNITIES	217	GRAY SERVICES LLC	4
BEYOND ABILITY SUPPORT SERVICES	13	GRIFFITH 24 HR CARE, LLC	5
BLESSED RESIDENTIAL CARE LLC	9	GWB HOUSE INC	5
BRIDGES ENTERPRISE, LLC	12	HAPPY HAVEN HOMES, INC	8
BRIGHTSIDE LIVING, LLC	23	HARMONY HOUSING, INC	37
CARING HANDS RESIDENTIAL SERVICES LLC	4	HAVEN CENTER LLC	73
CASCADE RESIDENTIAL CARE, INC.	21	HENDRICKSON RESIDENTIAL, INC	13
CATHOLIC COMMUNITY SERVICES	116	HOME LIFE, INC	95
CENTER FOR CONTINUOUS IMPROVEMENT, INC	39	HORIZON PROJECT, INC	174
CENTRAL OREGON COLLECTIVE	56	HUMMINGBIRD CARE HOME, LLC	69
CHAMBERLIN HOUSE, INC.	62	INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	14
CHOICES UNLIMITED, INC.	8	INDEPENDENT ENVIRONMENTS, INC	72
COFFELT CARE HOMES, INC	5	IS LIVING	70
COMMUNITY ACCESS SERVICES II, INC.	145	JACOB'S LIGHTHOUSE, LLC	5
COMMUNITY BASED GROUP HOME	8	LAILAH'S LIVING CENTER	7
COMMUNITY LIFE LLC	10	LAILAHS LIVING CENTER II	6
COMMUNITY SERVICES, INC.	184	LEMUEL, INC GROUP HOMES	26
COMMUNITY SUPPORT SERVICES, INC.	42	LENSA RESIDENTIAL SERVICE LLC	12
CONNECTIONS RESIDENTIAL SERVICES	20	LIA'S CARE HOME INC	10
COOPER HOLLOW RESIDENTIAL SERVICES, INC	36	LIBERTY LIVING LLC	10
CORNERSTONE VALLEY INC	50	LIMES ADULT FOSTER CARE	6
CROSSROADS RESIDENTIAL HOME	8	LIVING OPPORTUNITIES, INC	117

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

AGENCY	Number of DSPs on payroll
MARIE MILLS CENTER, INC	52
MIMI 24HRS RESIDENTIAL HOME 1 INC	3
MV ADVANCEMENTS	107
MY LIYU RESIDENTIAL SERVICES LLC	17
NEW DAY ENTERPRISES	61
NEW DAY NORTHWEST INC.	15
NURU'S ADULT FOSTER HOME	5
NW COMMUNITY ALLIANCE, INC	125
NW MENTAL HEALTH MGMT SVCS	72
OHANA FIRST LLC	7
OPPORTUNITY CONNECTIONS, INC	26
OPPORTUNITY FOUNDATION CENTRAL OR	103
OREGON MENNONITE RES SVCS	89
OREGON SUPPORTED LIVING PROGRAM	154
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	2
PARTNERSHIPS IN COMMUNITY LIVING, INC	380
PATHWAY ENTERPRISES, INC	50
PERSONALIZED INDEPENDENCE, INC.	39
PINNACLE DEVELOPMENTAL CARE, LLC	9
PORTLAND METRO RESIDENTIAL SERVICES	65
PREMIER COMMUNITY SUPPORTS, LLC	453
PROF THERAPEUTIC COMMUNITY NETWORK	21
RAIN KING PROPERTIES	5
RAINBOW ADULT LIVING FACILITIES	28
RENAISSANCE CARE, INC	11
RENEW CONSULTING INC	100
RESIDE RESIDENTIAL CARE	41
REVA'S NEW BEGINNINGS CARE HOMES, INC.	11
RISE, INC	278
RISING SUN SUPPORTED LIVING	9
RIVERS & ROADS RESI & CONSLT, INC	9
RIVERSIDE TRAINING CENTER, INC	64
RON WILSON CENTER	98
S.A.C.U.	455
S.I.S.O.	65
SAFECARE RESIDENTIAL SERVICES, INC	17
SHANGRI-LA CORP	192
SILVER SPRING GROUP HOME, INC	5

AGENCY	Number of DSPs on payroll
SOLODA ACH INC.	4
SOUTH COAST HORIZONS	36
SOUTHERN OREGON ASPIRE	107
STAR CORP GROUP HOME	10
STAR OF HOPE ACTIVITY CENTER INC	94
STEP FORWARD ACTIVITIES, INC	90
STEPPING STONE 24 HOURS HOME INC	12
STONEBROOKE RESIDENTIAL SERVICES	28
SUNNY MANOR, INC	8
SUNNY OAKS, INC	93
TANDEM NORTHWEST	78
THRIVING LIVES CARE, INC	35
TRUECARE HOMES, LLC	8
UMPQUA HOMES, INC.	109
UP & OUT, INC	45
VALOR ASSOCIATES, LLC	21
WALKER SUPPORT SERVICES, INC	25
WESTERN IDAHO TRAINING CO INC	24
WESTSIDE COMMUNITY FOCUS	48
WINGS OF HOPE	8
WORK UNLIMITED, INC	113
Report Average:	64.24

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, or ICF/ID.
 - 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, 51-99, 100-499, 500-999, 1000+) Note: All agencies listed below provide residential supports.

AGENCY	Numbers Served	AGENCY	Numbers Served
A.S.H., INC.	11-20 Adults	DAIZY CORPORATION	1-10 Adults
ACHIEVE LLC	1-10 Adults	DANVILLE SERVICES OF OREGON, LLC	21-50 Adults
AEGIS RESIDENTIAL CARE, LLC	1-10 Adults	DEAR HEART SUPPORT SERVICES LLC	1-10 Adults
ALBERTINA KERR CENTERS	51-99 Adults	DEGES CARE INC.	1-10 Adults
ALSO	51-99 Adults	DOUGLAS RESIDENT TRAINING FACILITIES	21-50 Adults
ALTERNATIVE SERVICES-OREGON, INC.	100-499 Adults	DUNGARVIN OREGON, LLC	51-99 Adults
ALVORD-TAYLOR, INC.	21-50 Adults	EASTCO DIVERSIFIED SERVICES	21-50 Adults
ARCADIAN INCLUSION MANAGEMENT	1-10 Adults	EDWARDS CENTER, INC.	100-499 Adults
AROUND THE CLOCK SUPPORT SERVICES, LLC	11-20 Adults	ELYSIAN PURSUIT INCORPORATED	1-10 Adults
BARCH, INC.	11-20 Adults	FAITH 24-HOUR RESIDENTIAL HOME INC	1-10 Adults
BEINGROUP, LLC	1-10 Adults	GRAY SERVICES LLC	1-10 Adults
BENCO	51-99 Adults	GRIFFITH 24 HR CARE, LLC	1-10 Adults
BETHESDA LUTHERAN COMMUNITIES	100-499 Adults	GWB HOUSE INC	1-10 Adults
BEYOND ABILITY SUPPORT SERVICES	1-10 Adults	HAPPY HAVEN HOMES, INC	1-10 Adults
BLESSED RESIDENTIAL CARE LLC	1-10 Adults	HARMONY HOUSING, INC	11-20 Adults
BRIDGES ENTERPRISE, LLC	1-10 Adults	HAVEN CENTER LLC	21-50 Adults
BRIGHTSIDE LIVING, LLC	11-20 Adults	HENDRICKSON RESIDENTIAL, INC	11-20 Adults
CARING HANDS RESIDENTIAL SERVICES LLC	1-10 Adults	HOME LIFE, INC	21-50 Adults
CASCADE RESIDENTIAL CARE, INC.	1-10 Adults	HORIZON PROJECT, INC	51-99 Adults
CATHOLIC COMMUNITY SERVICES	51-99 Adults	HUMMINGBIRD CARE HOME, LLC	21-50 Adults
CENTER FOR CONTINUOUS IMPROVEMENT, INC	11-20 Adults	INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	1-10 Adults
CENTRAL OREGON COLLECTIVE	21-50 Adults	INDEPENDENT ENVIRONMENTS, INC	21-50 Adults
CHAMBERLIN HOUSE, INC.	21-50 Adults	IS LIVING	21-50 Adults
CHOICES UNLIMITED, INC.	1-10 Adults	JACOB'S LIGHTHOUSE, LLC	1-10 Adults
COFFELT CARE HOMES, INC	1-10 Adults	LAILAH'S LIVING CENTER	1-10 Adults
COMMUNITY ACCESS SERVICES II, INC.	51-99 Adults	LAILAHS LIVING CENTER II	1-10 Adults
COMMUNITY BASED GROUP HOME	1-10 Adults	LEMUEL, INC GROUP HOMES	11-20 Adults
COMMUNITY LIFE LLC	1-10 Adults	LENSA RESIDENTIAL SERVICE LLC	1-10 Adults
COMMUNITY SERVICES, INC.	51-99 Adults	LIA'S CARE HOME INC	1-10 Adults
COMMUNITY SUPPORT SERVICES, INC.	21-50 Adults	LIBERTY LIVING LLC	1-10 Adults
CONNECTIONS RESIDENTIAL SERVICES	1-10 Adults	LIMES ADULT FOSTER CARE	1-10 Adults
COOPER HOLLOW RESIDENTIAL SERVICES, INC	11-20 Adults	LIVING OPPORTUNITIES, INC	11-20 Adults
CORNERSTONE VALLEY INC	1-10 Adults	MARIE MILLS CENTER, INC	11-20 Adults
CROSSROADS RESIDENTIAL HOME	1-10 Adults	MIMI 24HRS RESIDENTIAL HOME 1 INC	1-10 Adults
D & D FOSTER CARE, LLC	1-10 Adults	MV ADVANCEMENTS	21-50 Adults
DAI S'LA	1-10 Adults	MY LIYU RESIDENTIAL SERVICES LLC	1-10 Adults

AGENCY	Numbers Served
NEW DAY ENTERPRISES	21-50 Adults
NEW DAY NORTHWEST INC.	1-10 Adults
NURU'S ADULT FOSTER HOME	1-10 Adults
NW COMMUNITY ALLIANCE, INC	51-99 Adults
NW MENTAL HEALTH MGMT SVCS	21-50 Adults
OHANA FIRST LLC	1-10 Adults
OPPORTUNITY CONNECTIONS, INC	11-20 Adults
OPPORTUNITY FOUNDATION CENTRAL OR	21-50 Adults
OREGON MENNONITE RES SVCS	51-99 Adults
OREGON SUPPORTED LIVING PROGRAM	21-50 Adults
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	1-10 Adults
PARTNERSHIPS IN COMMUNITY LIVING, INC	100-499 Adults
PATHWAY ENTERPRISES, INC	21-50 Adults
PERSONALIZED INDEPENDENCE, INC.	1-10 Adults
PINNACLE DEVELOPMENTAL CARE, LLC	1-10 Adults
PORTLAND METRO RESIDENTIAL SERVICES	21-50 Adults
PREMIER COMMUNITY SUPPORTS, LLC	1-10 Adults
PROF THERAPEUTIC COMMUNITY NETWORK	1-10 Adults
RAIN KING PROPERTIES	1-10 Adults
RAINBOW ADULT LIVING FACILITIES	21-50 Adults
RENAISSANCE CARE, INC	1-10 Adults
RENEW CONSULTING INC	21-50 Adults
RESIDE RESIDENTIAL CARE	11-20 Adults
REVA'S NEW BEGINNINGS CARE HOMES, INC.	1-10 Adults
RISE, INC	51-99 Adults
RISING SUN SUPPORTED LIVING	1-10 Adults
RIVERS & ROADS RESI & CONSLT, INC	1-10 Adults
RIVERSIDE TRAINING CENTER, INC	21-50 Adults

AGENCY	Numbers Served
RON WILSON CENTER	51-99 Adults
S.A.C.U.	51-99 Adults
S.I.S.O.	11-20 Adults
SAFECARE RESIDENTIAL SERVICES, INC	1-10 Adults
SHANGRI-LA CORP	51-99 Adults
SILVER SPRING GROUP HOME, INC	1-10 Adults
SOLODA ACH INC.	1-10 Adults
SOUTH COAST HORIZONS	11-20 Adults
SOUTHERN OREGON ASPIRE	21-50 Adults
STAR CORP GROUP HOME	1-10 Adults
STAR OF HOPE ACTIVITY CENTER INC	21-50 Adults
STEP FORWARD ACTIVITIES, INC	21-50 Adults
STEPPING STONE 24 HOURS HOME INC	1-10 Adults
STONEBROOKE RESIDENTIAL SERVICES	11-20 Adults
SUNNY MANOR, INC	11-20 Adults
SUNNY OAKS, INC	21-50 Adults
TANDEM NORTHWEST	21-50 Adults
THRIVING LIVES CARE, INC	11-20 Adults
TRUECARE HOMES, LLC	1-10 Adults
UMPQUA HOMES, INC.	51-99 Adults
UP & OUT, INC	21-50 Adults
VALOR ASSOCIATES, LLC	1-10 Adults
WALKER SUPPORT SERVICES, INC	11-20 Adults
WESTERN IDAHO TRAINING CO INC	1-10 Adults
WESTSIDE COMMUNITY FOCUS	11-20 Adults
WINGS OF HOPE	1-10 Adults
WORK UNLIMITED, INC	21-50 Adults

Report Average:

1-10 Adults with IDD	46.5%
11-20 Adults with IDD	15.7%
21-50 Adults with IDD	22.8%
51-99 Adults with IDD	11.8%
100-499 Adults with IDD	3.1%

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, 2019.

Some agencies reported turnover rates that exceeded 100%. This means that the number of DSPs that separated from the agency payroll in 2019 was greater than the number of DSPs employed as of December 31, 2019. 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 12/31/19	Number who left between 1/1 - 12/31/19	Turnover rate⁴
A.S.H., INC.	22	9	40.9%
ACHIEVE LLC	17	7	41.2%
AEGIS RESIDENTIAL CARE, LLC	10	0	0.0%
ALBERTINA KERR CENTERS	448	259	57.8%
ALSO	246	132	53.7%
ALTERNATIVE SERVICES-OREGON, INC.	260	218	83.9%
ALVORD-TAYLOR, INC.	162	71	43.8%
ARCADIAN INCLUSION MANAGEMENT	18	11	61.1%
AROUND THE CLOCK SUPPORT SERVICES, LLC	58		n/a
BARCH, INC.	21	1	4.8%
BEINGROUP, LLC	4	0	0.0%
BENCO	68	11	16.2%
BETHESDA LUTHERAN COMMUNITIES	217	110	50.7%
BEYOND ABILITY SUPPORT SERVICES	13	11	84.6%
BLESSED RESIDENTIAL CARE LLC	9		n/a
BRIDGES ENTERPRISE, LLC	12	2	16.7%
BRIGHTSIDE LIVING, LLC	23		n/a
CARING HANDS RESIDENTIAL SERVICES LLC	4		n/a
CASCADE RESIDENTIAL CARE, INC.	21	18	85.7%
CATHOLIC COMMUNITY SERVICES	116	48	41.4%
CENTER FOR CONTINUOUS IMPROVEMENT, INC	39	32	82.1%
CENTRAL OREGON COLLECTIVE	56	66	117.9%
CHAMBERLIN HOUSE, INC.	62	35	56.5%

⁴ A turnover rate was calculated for an agency if they reported the length of tenure of all DSPs reported employed as of 12/31/2019 (or left the questions about length of tenure blank). Agencies were excluded if the number of DSPs indicated in the "length of employment" section did not add up to the number of DSPs employed as of 12/31/19. Also, agencies were included if they reported the length of tenure of all DSPs reported to have separated in 2019 (or left it blank). Agencies were excluded if the number of separated DSPs indicated in the "length of employment of separated DSPs" section did not add up to the number of DSPs separated in 2019.

AGENCY	Number on payroll on 12/31/19	Number who left between 1/1 - 12/31/19	Turnover rate⁴
CHOICES UNLIMITED, INC.	8	8	100.0%
COFFELT CARE HOMES, INC	5	1	20.0%
COMMUNITY ACCESS SERVICES II, INC.	145	85	58.6%
COMMUNITY BASED GROUP HOME	8	28	350.0%
COMMUNITY LIFE LLC	10	3	30.0%
COMMUNITY SERVICES, INC.	184	92	50.0%
COMMUNITY SUPPORT SERVICES, INC.	42	13	31.0%
CONNECTIONS RESIDENTIAL SERVICES	20	21	105.0%
COOPER HOLLOW RESIDENTIAL SERVICES, INC	36	59	163.9%
CORNERSTONE VALLEY INC	50	16	32.0%
CROSSROADS RESIDENTIAL HOME	8	2	25.0%
D & D FOSTER CARE, LLC	7	4	57.1%
DAI S'LA	2	5	250.0%
DAIZY CORPORATION	6	1	16.7%
DANVILLE SERVICES OF OREGON, LLC	98	51	52.0%
DEAR HEART SUPPORT SERVICES LLC	9		n/a
DEGES CARE INC.	9	3	33.3%
DOUGLAS RESIDENT TRAINING FACILITIES	90	25	27.8%
DUNGARVIN OREGON, LLC	187	249	133.2%
EASTCO DIVERSIFIED SERVICES	52	25	48.1%
EDWARDS CENTER, INC.	156	51	32.7%
ELYSIAN PURSUIT INCORPORATED	38	26	68.4%
FAITH 24-HOUR RESIDENTIAL HOME INC	6	3	50.0%
GRAY SERVICES LLC	4	0	0.0%
GRIFFITH 24 HR CARE, LLC	5	1	20.0%
GWB HOUSE INC	5	3	60.0%
HAPPY HAVEN HOMES, INC	8	12	150.0%
HARMONY HOUSING, INC	37	13	35.1%
HAVEN CENTER LLC	73	2	2.7%
HENDRICKSON RESIDENTIAL, INC	13	4	30.8%
HOME LIFE, INC	95	55	57.9%
HORIZON PROJECT, INC	174	106	60.9%
HUMMINGBIRD CARE HOME, LLC	69	15	21.7%
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	14	28	200.0%
INDEPENDENT ENVIRONMENTS, INC	72	30	41.7%
IS LIVING	70	41	58.6%
JACOB'S LIGHTHOUSE, LLC	5	7	140.0%

AGENCY	Number on payroll on 12/31/19	Number who left between 1/1 - 12/31/19	Turnover rate⁴
LAILAH'S LIVING CENTER	7	2	28.6%
LAILAHS LIVING CENTER II	6	2	33.3%
LEMUEL, INC GROUP HOMES	26	16	61.5%
LENSA RESIDENTIAL SERVICE LLC	12	0	0.0%
LIA'S CARE HOME INC	10	4	40.0%
LIBERTY LIVING LLC	10	3	30.0%
LIMES ADULT FOSTER CARE	6	3	50.0%
LIVING OPPORTUNITIES, INC	117	52	44.4%
MARIE MILLS CENTER, INC	52	9	17.3%
MIMI 24HRS RESIDENTIAL HOME 1 INC	3	0	0.0%
MV ADVANCEMENTS	107	39	36.5%
MY LIYU RESIDENTIAL SERVICES LLC	17	2	11.8%
NEW DAY ENTERPRISES	61	31	50.8%
NEW DAY NORTHWEST INC.	15	1	6.7%
NURU'S ADULT FOSTER HOME	5	3	60.0%
NW COMMUNITY ALLIANCE, INC	125	64	51.2%
NW MENTAL HEALTH MGMT SVCS	72	38	52.8%
OHANA FIRST LLC	7	6	85.7%
OPPORTUNITY CONNECTIONS, INC	26	10	38.5%
OPPORTUNITY FOUNDATION CENTRAL OR	103	69	67.0%
OREGON MENNONITE RES SVCS	89	82	92.1%
OREGON SUPPORTED LIVING PROGRAM	154	73	47.4%
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	2	0	0.0%
PARTNERSHIPS IN COMMUNITY LIVING, INC	380	245	64.5%
PATHWAY ENTERPRISES, INC	50	25	50.0%
PERSONALIZED INDEPENDENCE, INC.	39	26	66.7%
PINNACLE DEVELOPMENTAL CARE, LLC	9	2	22.2%
PORTLAND METRO RESIDENTIAL SERVICES	65	33	50.8%
PREMIER COMMUNITY SUPPORTS, LLC	453	146	32.2%
PROF THERAPEUTIC COMMUNITY NETWORK	21	6	28.6%
RAIN KING PROPERTIES	5	0	0.0%
RAINBOW ADULT LIVING FACILITIES	28	11	39.3%
RENAISSANCE CARE, INC	11	2	18.2%
RENEW CONSULTING INC	100	111	111.0%
RESIDE RESIDENTIAL CARE	41	39	95.1%
REVA'S NEW BEGINNINGS CARE HOMES, INC.	11	4	36.4%
RISE, INC	278	325	116.9%

AGENCY	Number on payroll on 12/31/19	Number who left between 1/1 - 12/31/19	Turnover rate⁴
RISING SUN SUPPORTED LIVING	9	2	22.2%
RIVERS & ROADS RESI & CONSLT, INC	9	0	0.0%
RIVERSIDE TRAINING CENTER, INC	64	24	37.5%
RON WILSON CENTER	98	76	77.6%
S.A.C.U.	455	6	1.3%
S.I.S.O.	65		n/a
SAFECARE RESIDENTIAL SERVICES, INC	17	6	35.3%
SHANGRI-LA CORP	192	107	55.7%
SILVER SPRING GROUP HOME, INC	5	2	40.0%
SOLODA ACH INC.	4		n/a
SOUTH COAST HORIZONS	36	13	36.1%
SOUTHERN OREGON ASPIRE	107	59	55.1%
STAR CORP GROUP HOME	10	8	80.0%
STAR OF HOPE ACTIVITY CENTER INC	94	45	47.9%
STEP FORWARD ACTIVITIES, INC	90		n/a
STEPPING STONE 24 HOURS HOME INC	12	2	16.7%
STONEBROOKE RESIDENTIAL SERVICES	28	24	85.7%
SUNNY MANOR, INC	8	1	12.5%
SUNNY OAKS, INC	93	45	48.4%
TANDEM NORTHWEST	78	39	50.0%
THRIVING LIVES CARE, INC	35	24	68.6%
TRUECARE HOMES, LLC	8		n/a
UMPQUA HOMES, INC.	109	58	53.2%
UP & OUT, INC	45	37	82.2%
VALOR ASSOCIATES, LLC	21	5	23.8%
WALKER SUPPORT SERVICES, INC	25	37	148.0%
WESTERN IDAHO TRAINING CO INC	24	11	45.8%
WESTSIDE COMMUNITY FOCUS	48	17	35.4%
WINGS OF HOPE	8	4	50.0%
WORK UNLIMITED, INC	113	102	90.3%
Report Average⁵	64.2	37.0	55.0%⁶

⁵ This is an average of the provider data

⁶ This is an average of provider turnover rates

Tenure

Table 5. *Tenure among DSPs employed as of Dec. 31, 2019⁷*

AGENCY	Less than 6 months	6-12 months	12-24 months	24-36 months	36+ months	Number DSPs on payroll on 12/31/19⁸
A.S.H., INC.	22.7%	22.7%	9.1%	9.1%	36.4%	22
ACHIEVE LLC	41.2%	5.9%	52.9%	0.0%	0.0%	17
AEGIS RESIDENTIAL CARE, LLC	50.0%	50.0%	0.0%	0.0%	0.0%	10
ALBERTINA KERR CENTERS	20.3%	14.7%	19.9%	9.4%	35.7%	448
ALSO	20.3%	13.0%	19.9%	11.8%	35.0%	246
ALTERNATIVE SERVICES-OREGON, INC.	16.5%	15.0%	25.8%	18.5%	24.2%	260
ALVORD-TAYLOR, INC.	10.5%	8.6%	10.5%	12.4%	58.0%	162
ARCADIAN INCLUSION MANAGEMENT	11.1%	22.2%	38.9%	27.8%	0.0%	18
AROUND THE CLOCK SUPPORT SERVICES, LLC						
BARCH, INC.	9.5%	0.0%	19.1%	9.5%	61.9%	21
BEINGROUP, LLC	0.0%	100.0%	0.0%	0.0%	0.0%	4
BENCO	16.2%	5.9%	8.8%	14.7%	54.4%	68
BETHESDA LUTHERAN COMMUNITIES	14.8%	18.4%	14.8%	5.5%	46.5%	217
BEYOND ABILITY SUPPORT SERVICES	100.0%	0.0%	0.0%	0.0%	0.0%	13
BLESSED RESIDENTIAL CARE LLC	88.9%	11.1%	0.0%	0.0%	0.0%	9
BRIDGES ENTERPRISE, LLC	16.7%	8.3%	25.0%	8.3%	41.7%	12
BRIGHTSIDE LIVING, LLC	26.1%	34.8%	21.7%	8.7%	8.7%	23
CARING HANDS RESIDENTIAL SERVICES LLC						
CASCADE RESIDENTIAL CARE, INC.	47.6%	47.6%	4.8%	0.0%	0.0%	21
CATHOLIC COMMUNITY SERVICES	2.6%	9.5%	22.4%	16.4%	49.1%	116
CENTER FOR CONTINUOUS IMPROVEMENT, INC	28.2%	0.0%	15.4%	10.3%	46.2%	39
CENTRAL OREGON COLLECTIVE	23.2%	30.4%	10.7%	5.4%	30.4%	56
CHAMBERLIN HOUSE, INC.	24.2%	17.7%	16.1%	14.5%	27.4%	62
CHOICES UNLIMITED, INC.	12.5%	12.5%	12.5%	37.5%	25.0%	8
COFFELT CARE HOMES, INC	0.0%	0.0%	40.0%	0.0%	60.0%	5
COMMUNITY ACCESS SERVICES II, INC.	15.9%	12.4%	15.9%	11.7%	44.1%	145
COMMUNITY BASED GROUP HOME	50.0%	25.0%	0.0%	12.5%	12.5%	8
COMMUNITY LIFE LLC	40.0%	0.0%	30.0%	20.0%	10.0%	10
COMMUNITY SERVICES, INC.	14.1%	15.8%	12.5%	10.3%	47.3%	184
COMMUNITY SUPPORT SERVICES, INC.	4.8%	16.7%	9.5%	19.1%	50.0%	42
CONNECTIONS RESIDENTIAL SERVICES	65.0%	0.0%	25.0%	10.0%	0.0%	20

⁷ Tenure rates were only calculated for agencies that provided information on both the total number of DSPs employed as of December 31, 2019 and the tenure of those DSPs.

⁸ Only includes those for whom tenure rates were reported

AGENCY	Less than 6 months	6-12 months	12-24 months	24-36 months	36+ months	Number DSPs on payroll on 12/31/19⁸
COOPER HOLLOW RESIDENTIAL SERVICES, INC	36.1%	44.4%	11.1%	2.8%	5.6%	36
CORNERSTONE VALLEY INC	20.0%	24.0%	32.0%	10.0%	14.0%	50
CROSSROADS RESIDENTIAL HOME	12.5%	0.0%	12.5%	50.0%	25.0%	8
D & D FOSTER CARE, LLC	28.6%	42.9%	0.0%	14.3%	14.3%	7
DAI S'LA	0.0%	50.0%	0.0%	0.0%	50.0%	2
DAIZY CORPORATION	100.0%	0.0%	0.0%	0.0%	0.0%	6
DANVILLE SERVICES OF OREGON, LLC	36.7%	14.3%	14.3%	7.1%	27.6%	98
DEAR HEART SUPPORT SERVICES LLC						
DEGES CARE INC.	0.0%	33.3%	33.3%	0.0%	33.3%	9
DOUGLAS RESIDENT TRAINING FACILITIES	11.1%	22.2%	16.7%	16.7%	33.3%	90
DUNGARVIN OREGON, LLC	41.7%	16.6%	11.2%	9.6%	20.9%	187
EASTCO DIVERSIFIED SERVICES	21.2%	5.8%	23.1%	0.0%	50.0%	52
EDWARDS CENTER, INC.	15.4%	5.8%	11.5%	9.6%	57.7%	156
ELYSIAN PURSUIT INCORPORATED	31.6%	21.1%	29.0%	13.2%	5.3%	38
FAITH 24-HOUR RESIDENTIAL HOME INC	100.0%	0.0%	0.0%	0.0%	0.0%	6
GRAY SERVICES LLC	0.0%	0.0%	50.0%	25.0%	25.0%	4
GRIFFITH 24 HR CARE, LLC	0.0%	60.0%	40.0%	0.0%	0.0%	5
GWB HOUSE INC	40.0%	0.0%	20.0%	20.0%	20.0%	5
HAPPY HAVEN HOMES, INC	12.5%	50.0%	12.5%	0.0%	25.0%	8
HARMONY HOUSING, INC	24.3%	27.0%	27.0%	5.4%	16.2%	37
HAVEN CENTER LLC	0.0%	5.5%	8.2%	0.0%	86.3%	73
HENDRICKSON RESIDENTIAL, INC	30.8%	0.0%	23.1%	7.7%	38.5%	13
HOME LIFE, INC	27.4%	10.5%	13.7%	15.8%	32.6%	95
HORIZON PROJECT, INC	98.3%	1.2%	0.6%	0.0%	0.0%	174
HUMMINGBIRD CARE HOME, LLC	0.0%	92.8%	0.0%	7.3%	0.0%	69
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	57.1%	14.3%	7.1%	7.1%	14.3%	14
INDEPENDENT ENVIRONMENTS, INC	19.4%	4.2%	20.8%	20.8%	34.7%	72
IS LIVING	30.0%	15.7%	18.6%	4.3%	31.4%	70
JACOB'S LIGHTHOUSE, LLC	0.0%	0.0%	40.0%	20.0%	40.0%	5
LAILAH'S LIVING CENTER	28.6%	71.4%	0.0%	0.0%	0.0%	7
LAILAHS LIVING CENTER II	33.3%	66.7%	0.0%	0.0%	0.0%	6
LEMUEL, INC GROUP HOMES	15.4%	7.7%	23.1%	11.5%	42.3%	26
LENSA RESIDENTIAL SERVICE LLC	33.3%	33.3%	33.3%	0.0%	0.0%	12
LIA'S CARE HOME INC	30.0%	30.0%	40.0%	0.0%	0.0%	10
LIBERTY LIVING LLC	50.0%	50.0%	0.0%	0.0%	0.0%	10
LIMES ADULT FOSTER CARE	0.0%	0.0%	100.0%	0.0%	0.0%	6
LIVING OPPORTUNITIES, INC	10.3%	27.4%	23.9%	20.5%	18.0%	117
MARIE MILLS CENTER, INC	11.5%	11.5%	21.2%	7.7%	48.1%	52

AGENCY	Less than 6 months	6-12 months	12-24 months	24-36 months	36+ months	Number DSPs on payroll on 12/31/19⁸
MIMI 24HRS RESIDENTIAL HOME 1 INC	0.0%	0.0%	100.0%	0.0%	0.0%	3
MV ADVANCEMENTS	11.2%	12.2%	12.2%	13.1%	51.4%	107
MY LIYU RESIDENTIAL SERVICES LLC	11.8%	17.7%	52.9%	5.9%	11.8%	17
NEW DAY ENTERPRISES	3.3%	19.7%	21.3%	6.6%	49.2%	61
NEW DAY NORTHWEST INC.	20.0%	20.0%	13.3%	26.7%	20.0%	15
NURU'S ADULT FOSTER HOME	0.0%	100.0%	0.0%	0.0%	0.0%	5
NW COMMUNITY ALLIANCE, INC	11.2%	22.4%	14.4%	15.2%	36.8%	125
NW MENTAL HEALTH MGMT SVCS	25.0%	6.9%	23.6%	19.4%	25.0%	72
OHANA FIRST LLC	28.6%	0.0%	71.4%	0.0%	0.0%	7
OPPORTUNITY CONNECTIONS, INC	19.2%	11.5%	11.5%	3.9%	53.9%	26
OPPORTUNITY FOUNDATION CENTRAL OR	15.5%	13.6%	17.5%	17.5%	35.9%	103
OREGON MENNONITE RES SVCS	28.1%	0.0%	24.7%	10.1%	37.1%	89
OREGON SUPPORTED LIVING PROGRAM	13.6%	4.6%	15.6%	8.4%	57.8%	154
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	0.0%	100.0%	0.0%	0.0%	0.0%	2
PARTNERSHIPS IN COMMUNITY LIVING, INC	16.8%	9.7%	16.6%	9.0%	47.9%	380
PATHWAY ENTERPRISES, INC	22.0%	24.0%	14.0%	6.0%	34.0%	50
PERSONALIZED INDEPENDENCE, INC.	33.3%	25.6%	15.4%	10.3%	15.4%	39
PINNACLE DEVELOPMENTAL CARE, LLC	22.2%	0.0%	11.1%	33.3%	33.3%	9
PORTLAND METRO RESIDENTIAL SERVICES	7.7%	7.7%	9.2%	12.3%	63.1%	65
PREMIER COMMUNITY SUPPORTS, LLC	44.6%	43.9%	11.5%	0.0%	0.0%	453
PROF THERAPEUTIC COMMUNITY NETWORK	0.0%	0.0%	23.8%	14.3%	61.9%	21
RAIN KING PROPERTIES	0.0%	0.0%	20.0%	0.0%	80.0%	5
RAINBOW ADULT LIVING FACILITIES	10.7%	3.6%	17.9%	17.9%	50.0%	28
RENAISSANCE CARE, INC	18.2%	9.1%	18.2%	18.2%	36.4%	11
RENEW CONSULTING INC	6.0%	19.0%	20.0%	15.0%	40.0%	100
RESIDE RESIDENTIAL CARE	26.8%	24.4%	9.8%	9.8%	29.3%	41
REVA'S NEW BEGINNINGS CARE HOMES, INC.	54.6%	0.0%	36.4%	9.1%	0.0%	11
RISE, INC	35.3%	14.4%	20.1%	7.2%	23.0%	278
RISING SUN SUPPORTED LIVING	22.2%	22.2%	55.6%	0.0%	0.0%	9
RIVERS & ROADS RESI & CONSLT, INC	22.2%	33.3%	22.2%	0.0%	22.2%	9
RIVERSIDE TRAINING CENTER, INC	18.8%	10.9%	17.2%	17.2%	35.9%	64
RON WILSON CENTER	20.4%	10.2%	17.4%	15.3%	36.7%	98
S.A.C.U.	9.9%	6.2%	10.1%	12.3%	61.5%	455
S.I.S.O.						
SAFECARE RESIDENTIAL SERVICES, INC	23.5%	29.4%	29.4%	0.0%	17.7%	17
SHANGRI-LA CORP	20.8%	10.4%	18.2%	11.5%	39.1%	192
SILVER SPRING GROUP HOME, INC	40.0%	0.0%	0.0%	0.0%	60.0%	5
SOLODA ACH INC.	100.0%	0.0%	0.0%	0.0%	0.0%	4

AGENCY	Less than 6 months	6-12 months	12-24 months	24-36 months	36+ months	Number DSPs on payroll on 12/31/19⁸
SOUTH COAST HORIZONS	0.0%	5.6%	30.6%	16.7%	47.2%	36
SOUTHERN OREGON ASPIRE	5.6%	16.8%	17.8%	15.9%	43.9%	107
STAR CORP GROUP HOME	40.0%	30.0%	0.0%	10.0%	20.0%	10
STAR OF HOPE ACTIVITY CENTER INC	12.8%	11.7%	12.8%	17.0%	45.7%	94
STEP FORWARD ACTIVITIES, INC						
STEPPING STONE 24 HOURS HOME INC	0.0%	0.0%	0.0%	16.7%	83.3%	12
STONEBROOKE RESIDENTIAL SERVICES	25.0%	17.9%	25.0%	14.3%	17.9%	28
SUNNY MANOR, INC	12.5%	0.0%	12.5%	0.0%	75.0%	8
SUNNY OAKS, INC	33.3%	10.8%	14.0%	10.8%	31.2%	93
TANDEM NORTHWEST	25.6%	14.1%	14.1%	7.7%	38.5%	78
THRIVING LIVES CARE, INC	60.0%	14.3%	17.1%	8.6%	0.0%	35
TRUECARE HOMES, LLC	50.0%	50.0%	0.0%	0.0%	0.0%	8
UMPQUA HOMES, INC.	15.6%	14.7%	19.3%	13.8%	36.7%	109
UP & OUT, INC	22.2%	6.7%	26.7%	8.9%	35.6%	45
VALOR ASSOCIATES, LLC	14.3%	9.5%	38.1%	0.0%	38.1%	21
WALKER SUPPORT SERVICES, INC	28.0%	20.0%	8.0%	28.0%	16.0%	25
WESTERN IDAHO TRAINING CO INC	29.2%	20.8%	8.3%	29.2%	12.5%	24
WESTSIDE COMMUNITY FOCUS	8.3%	20.8%	22.9%	10.4%	37.5%	48
WINGS OF HOPE						
WORK UNLIMITED, INC	16.8%	15.9%	19.5%	12.4%	35.4%	113
Report Average⁹	24.5%	18.9%	18.8%	9.7%	28.1%	65.5

⁹ These are averages of provider percentages.

Table 6. *Tenure among separated DSP employees (left between Jan. 1, 2019 and Dec. 31, 2019)*¹⁰

AGENCY	Less than 6 months	6-12 months	12-24 months	24-36 months	36+ months	Number DSPs separated between 1/1 - 12/31/19¹¹
A.S.H., INC.	55.6%	11.1%	11.1%	11.1%	11.1%	9
ACHIEVE LLC						
AEGIS RESIDENTIAL CARE, LLC						0
ALBERTINA KERR CENTERS	52.1%	13.5%	16.2%	6.9%	11.2%	259
ALSO	51.5%	22.0%	13.6%	5.3%	7.6%	132
ALTERNATIVE SERVICES-OREGON, INC.	53.7%	11.5%	22.0%	5.0%	7.8%	218
ALVORD-TAYLOR, INC.	9.9%	16.9%	25.4%	15.5%	32.4%	71
ARCADIAN INCLUSION MANAGEMENT	27.3%	18.2%	54.5%	0.0%	0.0%	11
AROUND THE CLOCK SUPPORT SERVICES, LLC						
BARCH, INC.	0.0%	0.0%	0.0%	0.0%	100.0%	1
BEINGROUP, LLC						0
BENCO	18.2%	18.2%	45.5%	9.1%	9.1%	11
BETHESDA LUTHERAN COMMUNITIES	50.0%	13.6%	12.7%	10.0%	13.6%	110
BEYOND ABILITY SUPPORT SERVICES	100.0%	0.0%	0.0%	0.0%	0.0%	11
BLESSED RESIDENTIAL CARE LLC						
BRIDGES ENTERPRISE, LLC	50.0%	0.0%	0.0%	0.0%	50.0%	2
BRIGHTSIDE LIVING, LLC						
CARING HANDS RESIDENTIAL SERVICES LLC						
CASCADE RESIDENTIAL CARE, INC.	94.4%	5.6%	0.0%	0.0%	0.0%	18
CATHOLIC COMMUNITY SERVICES	35.4%	25.0%	20.8%	4.2%	14.6%	48
CENTER FOR CONTINUOUS IMPROVEMENT, INC	21.9%	31.3%	21.9%	9.4%	15.6%	32
CENTRAL OREGON COLLECTIVE	15.2%	42.4%	21.2%	10.6%	10.6%	66
CHAMBERLIN HOUSE, INC.	51.4%	14.3%	25.7%	0.0%	8.6%	35
CHOICES UNLIMITED, INC.						
COFFELT CARE HOMES, INC	0.0%	100.0%	0.0%	0.0%	0.0%	1
COMMUNITY ACCESS SERVICES II, INC.	54.1%	9.4%	10.6%	11.8%	14.1%	85
COMMUNITY BASED GROUP HOME	71.4%	10.7%	10.7%	3.6%	3.6%	28
COMMUNITY LIFE LLC	100.0%	0.0%	0.0%	0.0%	0.0%	3
COMMUNITY SERVICES, INC.	37.0%	17.4%	9.8%	6.5%	29.3%	92
COMMUNITY SUPPORT SERVICES, INC.	30.8%	7.7%	30.8%	15.4%	15.4%	13
CONNECTIONS RESIDENTIAL SERVICES	42.9%	57.1%	0.0%	0.0%	0.0%	21
COOPER HOLLOW RESIDENTIAL SERVICES, INC	81.4%	8.5%	6.8%	3.4%	0.0%	59

¹⁰ Tenure rates were only calculated for agencies that provided information on both the total number of DSPs separated between 1/1/18-12/31/19 and the tenure of those DSPs. Agencies reporting 0 separations are included in the denominator.

¹¹ Only includes those for whom tenure rates were reported

AGENCY	Less than 6 months	6-12 months	12-24 months	24-36 months	36+ months	Number DSPs separated between 1/1 - 12/31/19¹¹
CORNERSTONE VALLEY INC	62.5%	37.5%	0.0%	0.0%	0.0%	16
CROSSROADS RESIDENTIAL HOME	0.0%	50.0%	50.0%	0.0%	0.0%	2
D & D FOSTER CARE, LLC						
DAI S'LA	0.0%	0.0%	20.0%	80.0%	0.0%	5
DAIZY CORPORATION	100.0%	0.0%	0.0%	0.0%	0.0%	1
DANVILLE SERVICES OF OREGON, LLC	68.6%	9.8%	5.9%	7.8%	7.8%	51
DEAR HEART SUPPORT SERVICES LLC						
DEGES CARE INC.	0.0%	66.7%	33.3%	0.0%	0.0%	3
DOUGLAS RESIDENT TRAINING FACILITIES	40.0%	40.0%	20.0%	0.0%	0.0%	25
DUNGARVIN OREGON, LLC	62.7%	12.9%	13.7%	4.8%	6.0%	249
EASTCO DIVERSIFIED SERVICES	48.0%	8.0%	12.0%	4.0%	28.0%	25
EDWARDS CENTER, INC.	11.8%	23.5%	33.3%	11.8%	19.6%	51
ELYSIAN PURSUIT INCORPORATED						
FAITH 24-HOUR RESIDENTIAL HOME INC	100.0%	0.0%	0.0%	0.0%	0.0%	3
GRAY SERVICES LLC						0
GRIFFITH 24 HR CARE, LLC						
GWB HOUSE INC	66.7%	33.3%	0.0%	0.0%	0.0%	3
HAPPY HAVEN HOMES, INC	41.7%	41.7%	16.7%	0.0%	0.0%	12
HARMONY HOUSING, INC	15.4%	30.8%	30.8%	7.7%	15.4%	13
HAVEN CENTER LLC	0.0%	0.0%	100.0%	0.0%	0.0%	2
HENDRICKSON RESIDENTIAL, INC	25.0%	0.0%	50.0%	25.0%	0.0%	4
HOME LIFE, INC	30.9%	21.8%	21.8%	9.1%	16.4%	55
HORIZON PROJECT, INC	52.8%	18.9%	14.2%	5.7%	8.5%	106
HUMMINGBIRD CARE HOME, LLC	60.0%	33.3%	0.0%	6.7%	0.0%	15
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	64.3%	21.4%	14.3%	0.0%	0.0%	28
INDEPENDENT ENVIRONMENTS, INC	10.0%	20.0%	43.3%	6.7%	20.0%	30
IS LIVING	22.0%	31.7%	19.5%	9.8%	17.1%	41
JACOB'S LIGHTHOUSE, LLC	57.1%	0.0%	42.9%	0.0%	0.0%	7
LAILAH'S LIVING CENTER	50.0%	50.0%	0.0%	0.0%	0.0%	2
LAILAHS LIVING CENTER II	50.0%	50.0%	0.0%	0.0%	0.0%	2
LEMUEL, INC GROUP HOMES	43.8%	12.5%	6.3%	12.5%	25.0%	16
LENSA RESIDENTIAL SERVICE LLC						0
LIA'S CARE HOME INC						
LIBERTY LIVING LLC	100.0%	0.0%	0.0%	0.0%	0.0%	3
LIMES ADULT FOSTER CARE	0.0%	100.0%	0.0%	0.0%	0.0%	3
LIVING OPPORTUNITIES, INC	3.8%	57.7%	38.5%	0.0%	0.0%	52
MARIE MILLS CENTER, INC	22.2%	0.0%	11.1%	33.3%	33.3%	9
MIMI 24HRS RESIDENTIAL HOME 1 INC						0

AGENCY	Less than 6 months	6-12 months	12-24 months	24-36 months	36+ months	Number DSPs separated between 1/1 - 12/31/19¹¹
MV ADVANCEMENTS	33.3%	17.9%	20.5%	12.8%	15.4%	39
MY LIYU RESIDENTIAL SERVICES LLC	0.0%	100.0%	0.0%	0.0%	0.0%	2
NEW DAY ENTERPRISES	32.3%	22.6%	19.4%	6.5%	19.4%	31
NEW DAY NORTHWEST INC.	0.0%	0.0%	0.0%	0.0%	100.0%	1
NURU'S ADULT FOSTER HOME	0.0%	100.0%	0.0%	0.0%	0.0%	3
NW COMMUNITY ALLIANCE, INC	45.3%	6.3%	12.5%	7.8%	28.1%	64
NW MENTAL HEALTH MGMT SVCS	15.8%	21.1%	42.1%	5.3%	15.8%	38
OHANA FIRST LLC	33.3%	50.0%	16.7%	0.0%	0.0%	6
OPPORTUNITY CONNECTIONS, INC	10.0%	20.0%	20.0%	20.0%	30.0%	10
OPPORTUNITY FOUNDATION CENTRAL OR	27.5%	18.8%	20.3%	8.7%	24.6%	69
OREGON MENNONITE RES SVCS	43.9%	8.5%	32.9%	9.8%	4.9%	82
OREGON SUPPORTED LIVING PROGRAM	45.2%	6.8%	16.4%	9.6%	21.9%	73
PACIFIC NORTHWEST ADULT FOSTER HOME LLC						0
PARTNERSHIPS IN COMMUNITY LIVING, INC	41.6%	15.9%	20.8%	8.2%	13.5%	245
PATHWAY ENTERPRISES, INC	44.0%	28.0%	8.0%	12.0%	8.0%	25
PERSONALIZED INDEPENDENCE, INC.	34.6%	26.9%	19.2%	7.7%	11.5%	26
PINNACLE DEVELOPMENTAL CARE, LLC	100.0%	0.0%	0.0%	0.0%	0.0%	2
PORTLAND METRO RESIDENTIAL SERVICES	60.6%	15.2%	12.1%	6.1%	6.1%	33
PREMIER COMMUNITY SUPPORTS, LLC	59.6%	39.0%	1.4%	0.0%	0.0%	146
PROF THERAPEUTIC COMMUNITY NETWORK	16.7%	0.0%	16.7%	33.3%	33.3%	6
RAIN KING PROPERTIES						0
RAINBOW ADULT LIVING FACILITIES	18.2%	18.2%	18.2%	18.2%	27.3%	11
RENAISSANCE CARE, INC	0.0%	0.0%	100.0%	0.0%	0.0%	2
RENEW CONSULTING INC	44.1%	16.2%	18.0%	9.0%	12.6%	111
RESIDE RESIDENTIAL CARE	74.4%	5.1%	10.3%	2.6%	7.7%	39
REVA'S NEW BEGINNINGS CARE HOMES, INC.	50.0%	50.0%	0.0%	0.0%	0.0%	4
RISE, INC	20.3%	32.9%	25.5%	6.2%	15.1%	325
RISING SUN SUPPORTED LIVING	100.0%	0.0%	0.0%	0.0%	0.0%	2
RIVERS & ROADS RESI & CONSLT, INC						0
RIVERSIDE TRAINING CENTER, INC	37.5%	12.5%	20.8%	20.8%	8.3%	24
RON WILSON CENTER	40.8%	22.4%	17.1%	7.9%	11.8%	76
S.A.C.U.	33.3%	16.7%	16.7%	0.0%	33.3%	6
S.I.S.O.						
SAFECARE RESIDENTIAL SERVICES, INC	50.0%	33.3%	16.7%	0.0%	0.0%	6
SHANGRI-LA CORP	18.7%	17.8%	23.4%	14.0%	26.2%	107
SILVER SPRING GROUP HOME, INC	100.0%	0.0%	0.0%	0.0%	0.0%	2
SOLODA ACH INC.						
SOUTH COAST HORIZONS	0.0%	23.1%	46.2%	7.7%	23.1%	13

AGENCY	Less than 6 months	6-12 months	12-24 months	24-36 months	36+ months	Number DSPs separated between 1/1 - 12/31/19¹¹
SOUTHERN OREGON ASPIRE	32.2%	25.4%	15.3%	8.5%	18.6%	59
STAR CORP GROUP HOME	50.0%	25.0%	0.0%	0.0%	25.0%	8
STAR OF HOPE ACTIVITY CENTER INC	42.2%	13.3%	17.8%	8.9%	17.8%	45
STEP FORWARD ACTIVITIES, INC						
STEPPING STONE 24 HOURS HOME INC	0.0%	100.0%	0.0%	0.0%	0.0%	2
STONEBROOKE RESIDENTIAL SERVICES	75.0%	8.3%	16.7%	0.0%	0.0%	24
SUNNY MANOR, INC	0.0%	0.0%	100.0%	0.0%	0.0%	1
SUNNY OAKS, INC	46.7%	22.2%	15.6%	8.9%	6.7%	45
TANDEM NORTHWEST	38.5%	23.1%	25.6%	7.7%	5.1%	39
THRIVING LIVES CARE, INC	66.7%	25.0%	8.3%	0.0%	0.0%	24
TRUECARE HOMES, LLC						
UMPQUA HOMES, INC.	41.4%	24.1%	13.8%	5.2%	15.5%	58
UP & OUT, INC	29.7%	13.5%	27.0%	8.1%	21.6%	37
VALOR ASSOCIATES, LLC	40.0%	40.0%	0.0%	0.0%	20.0%	5
WALKER SUPPORT SERVICES, INC	62.2%	21.6%	13.5%	0.0%	2.7%	37
WESTERN IDAHO TRAINING CO INC	45.5%	18.2%	9.1%	9.1%	18.2%	11
WESTSIDE COMMUNITY FOCUS	58.8%	5.9%	29.4%	5.9%	0.0%	17
WINGS OF HOPE	0.0%	100.0%	0.0%	0.0%	0.0%	4
WORK UNLIMITED, INC	41.2%	16.7%	14.7%	10.8%	16.7%	102
Report Average¹²	38.3%	22.3%	16.9%	6.0%	11.1%	4317

¹² These are averages of provider percentages.

Reasons for Separations

Table 7. Reasons for separations¹³

AGENCY	Voluntary separation	Employment was terminated	Don't know reason	Number DSPs separated between 1/1 - 12/31/18 ¹⁴
A.S.H., INC.	66.7%	33.3%	0.0%	9
ACHIEVE LLC	100.0%	0.0%	0.0%	7
AEGIS RESIDENTIAL CARE, LLC				0
ALBERTINA KERR CENTERS	57.9%	42.1%	0.0%	259
ALSO	97.0%	3.0%	0.0%	132
ALTERNATIVE SERVICES-OREGON, INC.	80.3%	19.3%	0.5%	218
ALVORD-TAYLOR, INC.	54.9%	45.1%	0.0%	71
ARCADIAN INCLUSION MANAGEMENT	54.6%	45.5%	0.0%	11
AROUND THE CLOCK SUPPORT SERVICES, LLC				
BARCH, INC.	100.0%	0.0%	0.0%	1
BEINGROUP, LLC				0
BENCO	81.8%	18.2%	0.0%	11
BETHESDA LUTHERAN COMMUNITIES	73.6%	26.4%	0.0%	110
BEYOND ABILITY SUPPORT SERVICES	36.4%	63.6%	0.0%	11
BLESSED RESIDENTIAL CARE LLC				
BRIDGES ENTERPRISE, LLC	100.0%	0.0%	0.0%	2
BRIGHTSIDE LIVING, LLC				
CARING HANDS RESIDENTIAL SERVICES LLC				
CASCADE RESIDENTIAL CARE, INC.	83.3%	16.7%	0.0%	18
CATHOLIC COMMUNITY SERVICES	83.3%	10.4%	6.3%	48
CENTER FOR CONTINUOUS IMPROVEMENT, INC	43.8%	56.3%	0.0%	32
CENTRAL OREGON COLLECTIVE	54.6%	45.5%	0.0%	66
CHAMBERLIN HOUSE, INC.	65.7%	34.3%	0.0%	35
CHOICES UNLIMITED, INC.				8
COFFELT CARE HOMES, INC	100.0%	0.0%	0.0%	1
COMMUNITY ACCESS SERVICES II, INC.	37.7%	29.4%	32.9%	85
COMMUNITY BASED GROUP HOME	64.3%	35.7%	0.0%	28
COMMUNITY LIFE LLC	33.3%	66.7%	0.0%	3
COMMUNITY SERVICES, INC.	57.6%	42.4%	0.0%	92
COMMUNITY SUPPORT SERVICES, INC.	92.3%	7.7%	0.0%	13
CONNECTIONS RESIDENTIAL SERVICES	100.0%	0.0%	0.0%	21

¹³ Based on DSPs providing support for adults with IDD and who left the agency between Jan. 1, 2019 and Dec. 31, 2019. Each percent is the percent of total separations between 1/1/18 and 12/31/19.

¹⁴ Only includes those for whom reasons for separation are reported

AGENCY	Voluntary separation	Employment was terminated	Don't know reason	Number DSPs separated between 1/1 - 12/31/18¹⁴
COOPER HOLLOW RESIDENTIAL SERVICES, INC	86.4%	6.8%	6.8%	59
CORNERSTONE VALLEY INC	87.5%	12.5%	0.0%	16
CROSSROADS RESIDENTIAL HOME	100.0%	0.0%	0.0%	2
D & D FOSTER CARE, LLC	100.0%	0.0%	0.0%	4
DAI S'LA	0.0%	100.0%	0.0%	5
DAIZY CORPORATION	100.0%	0.0%	0.0%	1
DANVILLE SERVICES OF OREGON, LLC	54.9%	17.7%	27.5%	51
DEAR HEART SUPPORT SERVICES LLC				
DEGES CARE INC.	100.0%	0.0%	0.0%	3
DOUGLAS RESIDENT TRAINING FACILITIES	80.0%	20.0%	0.0%	25
DUNGARVIN OREGON, LLC	86.4%	13.7%	0.0%	249
EASTCO DIVERSIFIED SERVICES	56.0%	44.0%	0.0%	25
EDWARDS CENTER, INC.	98.0%	2.0%	0.0%	51
ELYSIAN PURSUIT INCORPORATED	46.2%	19.2%	34.6%	26
FAITH 24-HOUR RESIDENTIAL HOME INC	66.7%	33.3%	0.0%	3
GRAY SERVICES LLC				0
GRIFFITH 24 HR CARE, LLC	100.0%	0.0%	0.0%	1
GWB HOUSE INC	100.0%	0.0%	0.0%	3
HAPPY HAVEN HOMES, INC	66.7%	33.3%	0.0%	12
HARMONY HOUSING, INC	100.0%	0.0%	0.0%	13
HAVEN CENTER LLC	100.0%	0.0%	0.0%	2
HENDRICKSON RESIDENTIAL, INC	50.0%	50.0%	0.0%	4
HOME LIFE, INC	80.0%	20.0%	0.0%	55
HORIZON PROJECT, INC	0.0%	0.0%	100.0%	106
HUMMINGBIRD CARE HOME, LLC	80.0%	20.0%	0.0%	15
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	82.1%	17.9%	0.0%	28
INDEPENDENT ENVIRONMENTS, INC	66.7%	33.3%	0.0%	30
IS LIVING	63.4%	36.6%	0.0%	41
JACOB'S LIGHTHOUSE, LLC	57.1%	42.9%	0.0%	7
LAILAH'S LIVING CENTER	100.0%	0.0%	0.0%	2
LAILAHS LIVING CENTER II	100.0%	0.0%	0.0%	2
LEMUEL, INC GROUP HOMES	93.8%	6.3%	0.0%	16
LENSA RESIDENTIAL SERVICE LLC				0
LIA'S CARE HOME INC				4
LIBERTY LIVING LLC	66.7%	33.3%	0.0%	3
LIMES ADULT FOSTER CARE	0.0%	100.0%	0.0%	3
LIVING OPPORTUNITIES, INC	78.9%	21.2%	0.0%	52
MARIE MILLS CENTER, INC	77.8%	22.2%	0.0%	9

AGENCY	Voluntary separation	Employment was terminated	Don't know reason	Number DSPs separated between 1/1 - 12/31/18¹⁴
MIMI 24HRS RESIDENTIAL HOME 1 INC				0
MV ADVANCEMENTS	76.9%	15.4%	7.7%	39
MY LIYU RESIDENTIAL SERVICES LLC	100.0%	0.0%	0.0%	2
NEW DAY ENTERPRISES	77.4%	22.6%	0.0%	31
NEW DAY NORTHWEST INC.	100.0%	0.0%	0.0%	1
NURU'S ADULT FOSTER HOME	66.7%	33.3%	0.0%	3
NW COMMUNITY ALLIANCE, INC	85.9%	14.1%	0.0%	64
NW MENTAL HEALTH MGMT SVCS	81.6%	18.4%	0.0%	38
OHANA FIRST LLC	33.3%	33.3%	33.3%	6
OPPORTUNITY CONNECTIONS, INC	70.0%	30.0%	0.0%	10
OPPORTUNITY FOUNDATION CENTRAL OR	71.0%	29.0%	0.0%	69
OREGON MENNONITE RES SVCS	80.5%	19.5%	0.0%	82
OREGON SUPPORTED LIVING PROGRAM	86.3%	13.7%	0.0%	73
PACIFIC NORTHWEST ADULT FOSTER HOME LLC				0
PARTNERSHIPS IN COMMUNITY LIVING, INC	89.8%	10.2%	0.0%	245
PATHWAY ENTERPRISES, INC	64.0%	36.0%	0.0%	25
PERSONALIZED INDEPENDENCE, INC.	84.6%	15.4%	0.0%	26
PINNACLE DEVELOPMENTAL CARE, LLC	100.0%	0.0%	0.0%	2
PORTLAND METRO RESIDENTIAL SERVICES	48.5%	51.5%	0.0%	33
PREMIER COMMUNITY SUPPORTS, LLC	80.1%	19.9%	0.0%	146
PROF THERAPEUTIC COMMUNITY NETWORK	83.3%	16.7%	0.0%	6
RAIN KING PROPERTIES				0
RAINBOW ADULT LIVING FACILITIES	72.7%	27.3%	0.0%	11
RENAISSANCE CARE, INC	100.0%	0.0%	0.0%	2
RENEW CONSULTING INC	97.3%	2.7%	0.0%	111
RESIDE RESIDENTIAL CARE	79.5%	20.5%	0.0%	39
REVA'S NEW BEGINNINGS CARE HOMES, INC.	100.0%	0.0%	0.0%	4
RISE, INC	91.4%	8.6%	0.0%	325
RISING SUN SUPPORTED LIVING	0.0%	100.0%	0.0%	2
RIVERS & ROADS RESI & CONSLT, INC				0
RIVERSIDE TRAINING CENTER, INC	75.0%	20.8%	4.2%	24
RON WILSON CENTER	63.2%	19.7%	17.1%	76
S.A.C.U.				6
S.I.S.O.				
SAFECARE RESIDENTIAL SERVICES, INC	50.0%	33.3%	16.7%	6
SHANGRI-LA CORP	72.9%	27.1%	0.0%	107
SILVER SPRING GROUP HOME, INC	100.0%	0.0%	0.0%	2
SOLODA ACH INC.				

AGENCY	Voluntary separation	Employment was terminated	Don't know reason	Number DSPs separated between 1/1 - 12/31/18¹⁴
SOUTH COAST HORIZONS	61.5%	38.5%	0.0%	13
SOUTHERN OREGON ASPIRE	74.6%	25.4%	0.0%	59
STAR CORP GROUP HOME	25.0%	75.0%	0.0%	8
STAR OF HOPE ACTIVITY CENTER INC	22.2%	22.2%	55.6%	45
STEP FORWARD ACTIVITIES, INC				
STEPPING STONE 24 HOURS HOME INC	50.0%	50.0%	0.0%	2
STONEBROOKE RESIDENTIAL SERVICES	83.3%	16.7%	0.0%	24
SUNNY MANOR, INC	100.0%	0.0%	0.0%	1
SUNNY OAKS, INC	62.2%	15.6%	22.2%	45
TANDEM NORTHWEST	79.5%	20.5%	0.0%	39
THRIVING LIVES CARE, INC	87.5%	12.5%	0.0%	24
TRUECARE HOMES, LLC				
UMPQUA HOMES, INC.	86.2%	13.8%	0.0%	58
UP & OUT, INC	59.5%	35.1%	5.4%	37
VALOR ASSOCIATES, LLC	100.0%	0.0%	0.0%	5
WALKER SUPPORT SERVICES, INC	73.0%	27.0%	0.0%	37
WESTERN IDAHO TRAINING CO INC	54.6%	45.5%	0.0%	11
WESTSIDE COMMUNITY FOCUS	82.4%	17.7%	0.0%	17
WINGS OF HOPE	75.0%	25.0%	0.0%	4
WORK UNLIMITED, INC	80.4%	19.6%	0.0%	102
Report Average¹⁵	73.7%	22.9%	3.5%	40.6

¹⁵ These are averages of provider percentages.

Full-Time and Part-Time DSPs

Table 8. *Percent of DSPs that are full-time and part-time*¹⁶

AGENCY	Full-Time	Part-Time	Total DSPs	AGENCY	Full-Time	Part-Time	Total DSPs
A.S.H., INC.	77.3%	22.7%	22	CORNERSTONE VALLEY INC	52.0%	48.0%	50
ACHIEVE LLC				CROSSROADS RESIDENTIAL HOME			
AEGIS RESIDENTIAL CARE, LLC				D & D FOSTER CARE, LLC			
ALBERTINA KERR CENTERS	95.1%	4.9%	448	DAI S'LA			
ALSO	66.3%	33.7%	246	DAIZY CORPORATION	100.0%	0.0%	6
ALTERNATIVE SERVICES-OREGON, INC.	95.0%	5.0%	260	DANVILLE SERVICES OF OREGON, LLC	79.6%	20.4%	98
ALVORD-TAYLOR, INC.	87.7%	12.3%	162	DEAR HEART SUPPORT SERVICES LLC			
ARCADIAN INCLUSION MANAGEMENT	72.2%	27.8%	18	DEGES CARE INC.	77.8%	22.2%	9
AROUND THE CLOCK SUPPORT SERVICES, LLC				DOUGLAS RESIDENT TRAINING FACILITIES	77.8%	22.2%	90
BARCH, INC.	100.0%	0.0%	21	DUNGARVIN OREGON, LLC	87.2%	12.8%	187
BEINGROUP, LLC	50.0%	50.0%	4	EASTCO DIVERSIFIED SERVICES	82.7%	17.3%	52
BENCO	85.3%	14.7%	68	EDWARDS CENTER, INC.	82.1%	17.9%	156
BETHESDA LUTHERAN COMMUNITIES	67.3%	32.7%	217	ELYSIAN PURSUIT INCORPORATED			
BEYOND ABILITY SUPPORT SERVICES				FAITH 24-HOUR RESIDENTIAL HOME INC			
BLESSED RESIDENTIAL CARE LLC	88.9%	11.1%	9	GRAY SERVICES LLC			
BRIDGES ENTERPRISE, LLC	91.7%	8.3%	12	GRIFFITH 24 HR CARE, LLC			
BRIGHTSIDE LIVING, LLC	65.2%	34.8%	23	GWB HOUSE INC			
CARING HANDS RESIDENTIAL SERVICES LLC				HAPPY HAVEN HOMES, INC			
CASCADE RESIDENTIAL CARE, INC.				HARMONY HOUSING, INC			
CATHOLIC COMMUNITY SERVICES	97.4%	2.6%	116	HAVEN CENTER LLC	72.6%	27.4%	73
CENTER FOR CONTINUOUS IMPROVEMENT, INC	97.4%	2.6%	39	HENDRICKSON RESIDENTIAL, INC			
CENTRAL OREGON COLLECTIVE	100.0%	0.0%	56	HOME LIFE, INC	52.6%	47.4%	95
CHAMBERLIN HOUSE, INC.	88.7%	11.3%	62	HORIZON PROJECT, INC	95.4%	4.6%	174
CHOICES UNLIMITED, INC.	75.0%	25.0%	8	HUMMINGBIRD CARE HOME, LLC	97.1%	2.9%	69
COFFELT CARE HOMES, INC	100.0%	0.0%	5	INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC			
COMMUNITY ACCESS SERVICES II, INC.	91.7%	8.3%	145	INDEPENDENT ENVIRONMENTS, INC	90.3%	9.7%	72
COMMUNITY BASED GROUP HOME	87.5%	12.5%	8	IS LIVING	100.0%	0.0%	70
COMMUNITY LIFE LLC	80.0%	20.0%	10	JACOB'S LIGHTHOUSE, LLC	80.0%	20.0%	5
COMMUNITY SERVICES, INC.	91.3%	8.7%	184	LAILAH'S LIVING CENTER			
COMMUNITY SUPPORT SERVICES, INC.				LAILAHS LIVING CENTER II			
CONNECTIONS RESIDENTIAL SERVICES				LEMUEL, INC GROUP HOMES	69.2%	30.8%	26
COOPER HOLLOW RESIDENTIAL SERVICES, INC							

¹⁶ 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

AGENCY	Full-Time	Part-Time	Total DSPs
LENSA RESIDENTIAL SERVICE LLC	83.3%	16.7%	12
LIA'S CARE HOME INC			
LIBERTY LIVING LLC	40.0%	60.0%	10
LIMES ADULT FOSTER CARE	83.3%	16.7%	6
LIVING OPPORTUNITIES, INC	84.6%	15.4%	117
MARIE MILLS CENTER, INC	90.4%	9.6%	52
MIMI 24HRS RESIDENTIAL HOME 1 INC			
MV ADVANCEMENTS	85.0%	15.0%	107
MY LIYU RESIDENTIAL SERVICES LLC			
NEW DAY ENTERPRISES	77.0%	23.0%	61
NEW DAY NORTHWEST INC.	66.7%	33.3%	15
NURU'S ADULT FOSTER HOME			
NW COMMUNITY ALLIANCE, INC	92.0%	8.0%	125
NW MENTAL HEALTH MGMT SVCS	94.4%	5.6%	72
OHANA FIRST LLC	71.4%	28.6%	7
OPPORTUNITY CONNECTIONS, INC	100.0%	0.0%	26
OPPORTUNITY FOUNDATION CENTRAL OR	95.1%	4.9%	103
OREGON MENNONITE RES SVCS	98.9%	1.1%	89
OREGON SUPPORTED LIVING PROGRAM	66.2%	33.8%	154
PACIFIC NORTHWEST ADULT FOSTER HOME LLC			
PARTNERSHIPS IN COMMUNITY LIVING, INC	84.5%	15.5%	380
PATHWAY ENTERPRISES, INC	100.0%	0.0%	50
PERSONALIZED INDEPENDENCE, INC.			
PINNACLE DEVELOPMENTAL CARE, LLC	100.0%	0.0%	9
PORTLAND METRO RESIDENTIAL SERVICES	96.9%	3.1%	65
PREMIER COMMUNITY SUPPORTS, LLC	26.3%	73.7%	453
PROF THERAPEUTIC COMMUNITY NETWORK	85.7%	14.3%	21
RAIN KING PROPERTIES	80.0%	20.0%	5
RAINBOW ADULT LIVING FACILITIES	100.0%	0.0%	28
RENAISSANCE CARE, INC			
RENEW CONSULTING INC			
RESIDE RESIDENTIAL CARE			
REVA'S NEW BEGINNINGS CARE HOMES, INC.	100.0%	0.0%	11
RISE, INC	23.4%	76.6%	278

AGENCY	Full-Time	Part-Time	Total DSPs
RISING SUN SUPPORTED LIVING			
RIVERS & ROADS RESI & CONSLT, INC	55.6%	44.4%	9
RIVERSIDE TRAINING CENTER, INC	71.9%	28.1%	64
RON WILSON CENTER	81.6%	18.4%	98
S.A.C.U.			
S.I.S.O.			
SAFECARE RESIDENTIAL SERVICES, INC			
SHANGRI-LA CORP	92.7%	7.3%	192
SILVER SPRING GROUP HOME, INC			
SOLODA ACH INC.			
SOUTH COAST HORIZONS	91.7%	8.3%	36
SOUTHERN OREGON ASPIRE	86.9%	13.1%	107
STAR CORP GROUP HOME	40.0%	60.0%	10
STAR OF HOPE ACTIVITY CENTER INC			
STEP FORWARD ACTIVITIES, INC			
STEPPING STONE 24 HOURS HOME INC			
STONEBROOKE RESIDENTIAL SERVICES	78.6%	21.4%	28
SUNNY MANOR, INC	75.0%	25.0%	8
SUNNY OAKS, INC	94.6%	5.4%	93
TANDEM NORTHWEST	82.1%	17.9%	78
THRIVING LIVES CARE, INC			
TRUECARE HOMES, LLC			
UMPQUA HOMES, INC.	62.4%	37.6%	109
UP & OUT, INC	71.1%	28.9%	45
VALOR ASSOCIATES, LLC	95.2%	4.8%	21
WALKER SUPPORT SERVICES, INC			
WESTERN IDAHO TRAINING CO INC	95.8%	4.2%	24
WESTSIDE COMMUNITY FOCUS	81.3%	18.8%	48
WINGS OF HOPE			
WORK UNLIMITED, INC	50.4%	49.6%	113
Report average¹⁷	81.2%	18.8%	

¹⁷ These are averages of provider percentages.

Vacancy Rates

Table 9. Full-Time DSP and Part-Time DSP Vacancy Rates (as of Dec. 31, 2019)¹⁸

AGENCY	Full-Time VR ¹⁹	Part-Time VR ²⁰	AGENCY	Full-Time VR ¹⁹	Part-Time VR ²⁰
A.S.H., INC.	0.0%	0.0%	COMMUNITY SUPPORT SERVICES, INC.		
ACHIEVE LLC			CONNECTIONS RESIDENTIAL SERVICES		
AEGIS RESIDENTIAL CARE, LLC			COOPER HOLLOW RESIDENTIAL SERVICES, INC		
ALBERTINA KERR CENTERS	8.0%	0.0%	CORNERSTONE VALLEY INC	0.0%	0.0%
ALSO	3.0%	20.0%	CROSSROADS RESIDENTIAL HOME		
ALTERNATIVE SERVICES-OREGON, INC.			D & D FOSTER CARE, LLC		
ALVORD-TAYLOR, INC.	7.0%	0.0%	DAI S'LA		
ARCADIAN INCLUSION MANAGEMENT	7.0%	17.0%	DAIZY CORPORATION	0.0%	100.0%
AROUND THE CLOCK SUPPORT SERVICES, LLC			DANVILLE SERVICES OF OREGON, LLC	0.0%	0.0%
BARCH, INC.	0.0%	0.0%	DEAR HEART SUPPORT SERVICES LLC		
BEINGROUP, LLC	33.0%	0.0%	DEGES CARE INC.	22.0%	50.0%
BENCO	9.0%	23.0%	DOUGLAS RESIDENT TRAINING FACILITIES	13.0%	29.0%
BETHESDA LUTHERAN COMMUNITIES	12.0%	18.0%	DUNGARVIN OREGON, LLC	16.0%	29.0%
BEYOND ABILITY SUPPORT SERVICES			EASTCO DIVERSIFIED SERVICES	10.0%	10.0%
BLESSED RESIDENTIAL CARE LLC	0.0%	0.0%	EDWARDS CENTER, INC.	0.0%	0.0%
BRIDGES ENTERPRISE, LLC	21.0%	0.0%	ELYSIAN PURSUIT INCORPORATED		
BRIGHTSIDE LIVING, LLC	0.0%	0.0%	FAITH 24-HOUR RESIDENTIAL HOME INC		
CARING HANDS RESIDENTIAL SERVICES LLC			GRAY SERVICES LLC		
CASCADE RESIDENTIAL CARE, INC.			GRIFFITH 24 HR CARE, LLC		
CATHOLIC COMMUNITY SERVICES	24.0%	40.0%	GWB HOUSE INC		
CENTER FOR CONTINUOUS IMPROVEMENT, INC	30.0%	0.0%	HAPPY HAVEN HOMES, INC		
CENTRAL OREGON COLLECTIVE	7.0%	0.0%	HARMONY HOUSING, INC		
CHAMBERLIN HOUSE, INC.	4.0%	0.0%	HAVEN CENTER LLC	4.0%	0.0%
CHOICES UNLIMITED, INC.	25.0%	50.0%	HENDRICKSON RESIDENTIAL, INC		
COFFELT CARE HOMES, INC	0.0%	0.0%	HOME LIFE, INC	12.0%	13.0%
COMMUNITY ACCESS SERVICES II, INC.	0.0%	0.0%	HORIZON PROJECT, INC	8.0%	64.0%
COMMUNITY BASED GROUP HOME	13.0%	0.0%	HUMMINGBIRD CARE HOME, LLC	7.0%	0.0%
COMMUNITY LIFE LLC	0.0%	0.0%	INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC		
COMMUNITY SERVICES, INC.	11.0%	43.0%	INDEPENDENT ENVIRONMENTS, INC	10.0%	65.0%

¹⁸ 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, 2019.

¹⁹ Full-time vacancy rate: percentage of total full-time positions (filled and vacant) that are vacant

²⁰ Part-time vacancy rate: percentage of total part-time positions (filled and vacant) that are vacant

AGENCY	Full-Time VR ¹⁹	Part-Time VR ²⁰
IS LIVING	7.0%	0.0%
JACOB'S LIGHTHOUSE, LLC	20.0%	0.0%
LAILAH'S LIVING CENTER		
LAILAHS LIVING CENTER II		
LEMUEL, INC GROUP HOMES	0.0%	11.0%
LENSA RESIDENTIAL SERVICE LLC	0.0%	0.0%
LIA'S CARE HOME INC		
LIBERTY LIVING LLC	33.0%	33.0%
LIMES ADULT FOSTER CARE	50.0%	0.0%
LIVING OPPORTUNITIES, INC	4.0%	10.0%
MARIE MILLS CENTER, INC	4.0%	29.0%
MIMI 24HRS RESIDENTIAL HOME 1 INC		
MV ADVANCEMENTS	3.0%	11.0%
MY LIYU RESIDENTIAL SERVICES LLC		
NEW DAY ENTERPRISES	10.0%	0.0%
NEW DAY NORTHWEST INC.	47.0%	0.0%
NURU'S ADULT FOSTER HOME		
NW COMMUNITY ALLIANCE, INC	3.0%	0.0%
NW MENTAL HEALTH MGMT SVCS	22.0%	60.0%
OHANA FIRST LLC	0.0%	0.0%
OPPORTUNITY CONNECTIONS, INC	13.0%	0.0%
OPPORTUNITY FOUNDATION CENTRAL OR	12.0%	0.0%
OREGON MENNONITE RES SVCS	11.0%	50.0%
OREGON SUPPORTED LIVING PROGRAM	25.0%	7.0%
PACIFIC NORTHWEST ADULT FOSTER HOME LLC		
PARTNERSHIPS IN COMMUNITY LIVING, INC	17.0%	30.0%
PATHWAY ENTERPRISES, INC	11.0%	0.0%
PERSONALIZED INDEPENDENCE, INC.		
PINNACLE DEVELOPMENTAL CARE, LLC	36.0%	0.0%
PORTLAND METRO RESIDENTIAL SERVICES	21.0%	0.0%
PREMIER COMMUNITY SUPPORTS, LLC	0.0%	0.0%
PROF THERAPEUTIC COMMUNITY NETWORK	5.0%	40.0%
RAIN KING PROPERTIES	0.0%	0.0%
RAINBOW ADULT LIVING FACILITIES	20.0%	0.0%
RENAISSANCE CARE, INC		
RENEW CONSULTING INC		

AGENCY	Full-Time VR ¹⁹	Part-Time VR ²⁰
RESIDE RESIDENTIAL CARE		
REVA'S NEW BEGINNINGS CARE HOMES, INC.	21.0%	0.0%
RISE, INC	19.0%	12.0%
RISING SUN SUPPORTED LIVING		
RIVERS & ROADS RESI & CONSLT, INC	17.0%	33.0%
RIVERSIDE TRAINING CENTER, INC	0.0%	0.0%
RON WILSON CENTER	22.0%	0.0%
S.A.C.U.		
S.I.S.O.		
SAFECARE RESIDENTIAL SERVICES, INC		
SHANGRI-LA CORP	8.0%	0.0%
SILVER SPRING GROUP HOME, INC		
SOLODA ACH INC.		
SOUTH COAST HORIZONS	15.0%	0.0%
SOUTHERN OREGON ASPIRE	11.0%	33.0%
STAR CORP GROUP HOME	0.0%	0.0%
STAR OF HOPE ACTIVITY CENTER INC		
STEP FORWARD ACTIVITIES, INC		
STEPPING STONE 24 HOURS HOME INC		
STONEBROOKE RESIDENTIAL SERVICES	0.0%	0.0%
SUNNY MANOR, INC	0.0%	0.0%
SUNNY OAKS, INC	0.0%	0.0%
TANDEM NORTHWEST	12.0%	18.0%
THRIVING LIVES CARE, INC		
TRUECARE HOMES, LLC		
UMPQUA HOMES, INC.	3.0%	5.0%
UP & OUT, INC	11.0%	13.0%
VALOR ASSOCIATES, LLC	9.0%	0.0%
WALKER SUPPORT SERVICES, INC		
WESTERN IDAHO TRAINING CO INC	4.0%	0.0%
WESTSIDE COMMUNITY FOCUS	0.0%	0.0%
WINGS OF HOPE		
WORK UNLIMITED, INC	15.0%	23.0%
Report Average²¹	10.7%	12.4%

²¹ This is an average of provider percentages.

Wages

Table 10. Average Starting and Average Hourly Wages for Residential Services^{22 23}

AGENCY	Avg. Starting(\$)	Avg. Hourly(\$)	AGENCY	Avg. Starting(\$)	Avg. Hourly(\$)
A.S.H., INC.	13.50	14.55	COOPER HOLLOW RESIDENTIAL SERVICES, INC	12.25	13.58
ACHIEVE LLC	11.00	11.00	CORNERSTONE VALLEY INC		12.50
AEGIS RESIDENTIAL CARE, LLC	13.50	14.25	CROSSROADS RESIDENTIAL HOME		14.39
ALBERTINA KERR CENTERS	15.40	16.87	D & D FOSTER CARE, LLC	12.50	13.00
ALSO	14.00	14.64	DAI S'LA		
ALTERNATIVE SERVICES-OREGON, INC.	14.88		DAIZY CORPORATION		
ALVORD-TAYLOR, INC.	13.91	13.91	DANVILLE SERVICES OF OREGON, LLC		
ARCADIAN INCLUSION MANAGEMENT	12.50	13.83	DEAR HEART SUPPORT SERVICES LLC	15.50	15.50
AROUND THE CLOCK SUPPORT SERVICES, LLC	12.00	12.00	DEGES CARE INC.	14.50	14.50
BARCH, INC.		11.25	DOUGLAS RESIDENT TRAINING FACILITIES	12.50	14.27
BEINGROUP, LLC	13.50	17.33	DUNGARVIN OREGON, LLC	14.01	14.01
BENCO	13.39	14.79	EASTCO DIVERSIFIED SERVICES	13.50	14.97
BETHESDA LUTHERAN COMMUNITIES	14.29	15.04	EDWARDS CENTER, INC.	13.40	13.40
BEYOND ABILITY SUPPORT SERVICES			ELYSIAN PURSUIT INCORPORATED	12.00	12.00
BLESSED RESIDENTIAL CARE LLC	14.00	14.00	FAITH 24-HOUR RESIDENTIAL HOME INC	15.00	15.00
BRIDGES ENTERPRISE, LLC			GRAY SERVICES LLC	11.50	13.50
BRIGHTSIDE LIVING, LLC	12.00	12.00	GRIFFITH 24 HR CARE, LLC		
CARING HANDS RESIDENTIAL SERVICES LLC	15.00		GWB HOUSE INC		
CASCADE RESIDENTIAL CARE, INC.	11.50	11.92	HAPPY HAVEN HOMES, INC	12.00	13.50
CATHOLIC COMMUNITY SERVICES	13.51	14.52	HARMONY HOUSING, INC	17.00	17.00
CENTER FOR CONTINUOUS IMPROVEMENT, INC	13.20	14.25	HAVEN CENTER LLC		
CENTRAL OREGON COLLECTIVE	13.25	15.15	HENDRICKSON RESIDENTIAL, INC	12.17	14.04
CHAMBERLIN HOUSE, INC.	13.71	14.47	HOME LIFE, INC	11.89	12.54
CHOICES UNLIMITED, INC.	15.00		HORIZON PROJECT, INC	11.30	11.90
COFFELT CARE HOMES, INC	14.00	14.50	HUMMINGBIRD CARE HOME, LLC	12.50	14.00
COMMUNITY ACCESS SERVICES II, INC.	14.87	15.34	INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	11.00	11.00
COMMUNITY BASED GROUP HOME	14.00	14.75	INDEPENDENT ENVIRONMENTS, INC	12.29	13.46
COMMUNITY LIFE LLC	13.00	14.82	IS LIVING	13.13	13.13
COMMUNITY SERVICES, INC.	15.00	15.78	JACOB'S LIGHTHOUSE, LLC	13.00	13.00
COMMUNITY SUPPORT SERVICES, INC.	13.00	13.00	LAILAH'S LIVING CENTER	12.50	12.75
CONNECTIONS RESIDENTIAL SERVICES	11.50	12.25			

²² 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).

²³ Agencies that reported a higher starting wage than average wage were excluded from reporting (4 agencies)

AGENCY	Avg. Starting(\$)	Avg. Hourly(\$)
LAILAHS LIVING CENTER II	12.00	12.95
LEMUEL, INC GROUP HOMES	11.25	14.00
LENSA RESIDENTIAL SERVICE LLC	16.00	16.50
LIA'S CARE HOME INC		
LIBERTY LIVING LLC	11.25	12.00
LIMES ADULT FOSTER CARE	14.00	14.00
LIVING OPPORTUNITIES, INC	13.50	15.20
MARIE MILLS CENTER, INC	12.28	13.53
MIMI 24HRS RESIDENTIAL HOME 1 INC	15.00	16.00
MV ADVANCEMENTS		
MY LIYU RESIDENTIAL SERVICES LLC	14.00	14.00
NEW DAY ENTERPRISES	11.25	11.77
NEW DAY NORTHWEST INC.	12.50	12.80
NURU'S ADULT FOSTER HOME	12.00	12.00
NW COMMUNITY ALLIANCE, INC	13.59	13.87
NW MENTAL HEALTH MGMT SVCS	13.00	13.96
OHANA FIRST LLC		
OPPORTUNITY CONNECTIONS, INC	11.55	14.14
OPPORTUNITY FOUNDATION CENTRAL OR	12.25	15.62
OREGON MENNONITE RES SVCS	13.68	14.34
OREGON SUPPORTED LIVING PROGRAM	12.10	13.18
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	14.00	14.00
PARTNERSHIPS IN COMMUNITY LIVING, INC	11.25	14.48
PATHWAY ENTERPRISES, INC	14.00	16.92
PERSONALIZED INDEPENDENCE, INC.	12.00	12.43
PINNACLE DEVELOPMENTAL CARE, LLC	14.00	15.00
PORTLAND METRO RESIDENTIAL SERVICES	13.62	14.72
PREMIER COMMUNITY SUPPORTS, LLC	16.00	16.00
PROF THERAPEUTIC COMMUNITY NETWORK		
RAIN KING PROPERTIES	12.00	17.20
RAINBOW ADULT LIVING FACILITIES	15.00	17.76
RENAISSANCE CARE, INC	11.50	12.91
RENEW CONSULTING INC	12.86	13.61
RESIDE RESIDENTIAL CARE	14.00	14.15

AGENCY	Avg. Starting(\$)	Avg. Hourly(\$)
REVA'S NEW BEGINNINGS CARE HOMES, INC.	12.25	12.25
RISE, INC		
RISING SUN SUPPORTED LIVING		
RIVERS & ROADS RESI & CONSLT, INC		
RIVERSIDE TRAINING CENTER, INC	12.25	13.43
RON WILSON CENTER	12.25	13.82
S.A.C.U.	19.00	19.00
S.I.S.O.		
SAFECARE RESIDENTIAL SERVICES, INC	11.48	11.48
SHANGRI-LA CORP	13.00	14.11
SILVER SPRING GROUP HOME, INC	15.00	15.00
SOLODA ACH INC.	13.50	
SOUTH COAST HORIZONS	11.50	13.00
SOUTHERN OREGON ASPIRE	13.00	13.66
STAR CORP GROUP HOME	13.25	14.04
STAR OF HOPE ACTIVITY CENTER INC	12.26	12.26
STEP FORWARD ACTIVITIES, INC	11.92	13.67
STEPPING STONE 24 HOURS HOME INC		
STONEBROOKE RESIDENTIAL SERVICES	13.00	13.23
SUNNY MANOR, INC	11.25	12.68
SUNNY OAKS, INC	11.25	13.75
TANDEM NORTHWEST	13.38	14.93
THRIVING LIVES CARE, INC	13.50	13.75
TRUECARE HOMES, LLC	12.19	12.19
UMPQUA HOMES, INC.	11.15	11.50
UP & OUT, INC	14.00	15.56
VALOR ASSOCIATES, LLC	12.75	13.07
WALKER SUPPORT SERVICES, INC	12.00	14.21
WESTERN IDAHO TRAINING CO INC	11.00	11.05
WESTSIDE COMMUNITY FOCUS	14.50	15.93
WINGS OF HOPE	15.00	
WORK UNLIMITED, INC	12.75	13.87
Report Average²⁴	\$13.12	\$13.94

²⁴ This is average of provider averages

Bonuses

Table 11. *Bonuses Given to DSPs Working with Adults with IDD between 1/1/18-12/31/19²⁵*

AGENCY	Gave Bonus	AGENCY	Gave Bonus
A.S.H., INC.	Yes	CROSSROADS RESIDENTIAL HOME	No
ACHIEVE LLC	No	D & D FOSTER CARE, LLC	No
AEGIS RESIDENTIAL CARE, LLC	No	DAI S'LA	No
ALBERTINA KERR CENTERS	Yes	DAIZY CORPORATION	
ALSO	Yes	DANVILLE SERVICES OF OREGON, LLC	No
ALTERNATIVE SERVICES-OREGON, INC.	Yes	DEAR HEART SUPPORT SERVICES LLC	
ALVORD-TAYLOR, INC.	No	DEGES CARE INC.	Yes
ARCADIAN INCLUSION MANAGEMENT	Yes	DOUGLAS RESIDENT TRAINING FACILITIES	Yes
AROUND THE CLOCK SUPPORT SERVICES, LLC	No	DUNGARVIN OREGON, LLC	Yes
BARCH, INC.	No	EASTCO DIVERSIFIED SERVICES	No
BEINGROUP, LLC	No	EDWARDS CENTER, INC.	No
BENCO	No	ELYSIAN PURSUIT INCORPORATED	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes	FAITH 24-HOUR RESIDENTIAL HOME INC	No
BEYOND ABILITY SUPPORT SERVICES	No	GRAY SERVICES LLC	No
BLESSED RESIDENTIAL CARE LLC	No	GRIFFITH 24 HR CARE, LLC	No
BRIDGES ENTERPRISE, LLC	No	GWB HOUSE INC	No
BRIGHTSIDE LIVING, LLC	Yes	HAPPY HAVEN HOMES, INC	No
CARING HANDS RESIDENTIAL SERVICES LLC	No	HARMONY HOUSING, INC	No
CASCADE RESIDENTIAL CARE, INC.	Yes	HAVEN CENTER LLC	Yes
CATHOLIC COMMUNITY SERVICES	No	HENDRICKSON RESIDENTIAL, INC	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	HOME LIFE, INC	Yes
CENTRAL OREGON COLLECTIVE	Yes	HORIZON PROJECT, INC	No
CHAMBERLIN HOUSE, INC.	No	HUMMINGBIRD CARE HOME, LLC	Yes
CHOICES UNLIMITED, INC.	Yes	INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No
COFFELT CARE HOMES, INC	Yes	INDEPENDENT ENVIRONMENTS, INC	Yes
COMMUNITY ACCESS SERVICES II, INC.	Yes	IS LIVING	No
COMMUNITY BASED GROUP HOME	No	JACOB'S LIGHTHOUSE, LLC	No
COMMUNITY LIFE LLC	No	LAILAH'S LIVING CENTER	No
COMMUNITY SERVICES, INC.	No	LAILAHS LIVING CENTER II	No
COMMUNITY SUPPORT SERVICES, INC.	Yes	LEMUEL, INC GROUP HOMES	Yes
CONNECTIONS RESIDENTIAL SERVICES	No	LENSA RESIDENTIAL SERVICE LLC	
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	LIA'S CARE HOME INC	Yes
CORNERSTONE VALLEY INC	Yes	LIBERTY LIVING LLC	No

²⁵ A bonus is wage compensation supplemental to salary or wages. Bonuses are typically given at intervals less frequent than payroll.

AGENCY	Gave Bonus
LIMES ADULT FOSTER CARE	No
LIVING OPPORTUNITIES, INC	Yes
MARIE MILLS CENTER, INC	Yes
MIMI 24HRS RESIDENTIAL HOME 1 INC	
MV ADVANCEMENTS	No
MY LIYU RESIDENTIAL SERVICES LLC	Yes
NEW DAY ENTERPRISES	No
NEW DAY NORTHWEST INC.	No
NURU'S ADULT FOSTER HOME	No
NW COMMUNITY ALLIANCE, INC	No
NW MENTAL HEALTH MGMT SVCS	Yes
OHANA FIRST LLC	No
OPPORTUNITY CONNECTIONS, INC	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes
OREGON MENNONITE RES SVCS	Yes
OREGON SUPPORTED LIVING PROGRAM	Yes
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes
PATHWAY ENTERPRISES, INC	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes
PINNACLE DEVELOPMENTAL CARE, LLC	Yes
PORTLAND METRO RESIDENTIAL SERVICES	Yes
PREMIER COMMUNITY SUPPORTS, LLC	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes
RAIN KING PROPERTIES	No
RAINBOW ADULT LIVING FACILITIES	No
RENAISSANCE CARE, INC	No
RENEW CONSULTING INC	Yes
RESIDE RESIDENTIAL CARE	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No
RISE, INC	Yes

AGENCY	Gave Bonus
RISING SUN SUPPORTED LIVING	No
RIVERS & ROADS RESI & CONSLT, INC	Yes
RIVERSIDE TRAINING CENTER, INC	No
RON WILSON CENTER	Yes
S.A.C.U.	No
S.I.S.O.	No
SAFECARE RESIDENTIAL SERVICES, INC	No
SHANGRI-LA CORP	No
SILVER SPRING GROUP HOME, INC	No
SOLODA ACH INC.	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	No
STEPPING STONE 24 HOURS HOME INC	Yes
STONEBROOKE RESIDENTIAL SERVICES	No
SUNNY MANOR, INC	Yes
SUNNY OAKS, INC	Yes
TANDEM NORTHWEST	Yes
THRIVING LIVES CARE, INC	No
TRUECARE HOMES, LLC	No
UMPQUA HOMES, INC.	Yes
UP & OUT, INC	Yes
VALOR ASSOCIATES, LLC	Yes
WALKER SUPPORT SERVICES, INC	Yes
WESTERN IDAHO TRAINING CO INC	No
WESTSIDE COMMUNITY FOCUS	Yes
WINGS OF HOPE	
WORK UNLIMITED, INC	Yes

Report Average 42.6% Yes

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 2019*

AGENCY	Regular hours	Overtime hours	AGENCY	Regular hours	Overtime hours
A.S.H., INC.	95.0%	5.0%	D & D FOSTER CARE, LLC	81.0%	19.0%
ACHIEVE LLC	96.0%	4.0%	DAI S'LA	98.0%	2.0%
AEGIS RESIDENTIAL CARE, LLC	98.0%	2.0%	DAIZY CORPORATION		
ALBERTINA KERR CENTERS	89.0%	11.0%	DANVILLE SERVICES OF OREGON, LLC	90.0%	10.0%
ALSO	92.0%	8.0%	DEAR HEART SUPPORT SERVICES LLC		
ALTERNATIVE SERVICES-OREGON, INC.	89.0%	11.0%	DEGES CARE INC.	100.0%	0.0%
ALVORD-TAYLOR, INC.	98.0%	2.0%	DOUGLAS RESIDENT TRAINING FACILITIES		
ARCADIAN INCLUSION MANAGEMENT	91.0%	9.0%	DUNGARVIN OREGON, LLC	87.0%	13.0%
AROUND THE CLOCK SUPPORT SERVICES, LLC	96.0%	4.0%	EASTCO DIVERSIFIED SERVICES	90.0%	10.0%
BARCH, INC.	80.0%	20.0%	EDWARDS CENTER, INC.	93.0%	7.0%
BEINGROUP, LLC	61.0%	39.0%	ELYSIAN PURSUIT INCORPORATED	99.0%	1.0%
BENCO	91.0%	9.0%	FAITH 24-HOUR RESIDENTIAL HOME INC		
BETHESDA LUTHERAN COMMUNITIES	88.0%	12.0%	GRAY SERVICES LLC	100.0%	0.0%
BEYOND ABILITY SUPPORT SERVICES	96.0%	4.0%	GRIFFITH 24 HR CARE, LLC	100.0%	0.0%
BLESSED RESIDENTIAL CARE LLC	97.0%	3.0%	GWB HOUSE INC	100.0%	0.0%
BRIDGES ENTERPRISE, LLC	98.0%	2.0%	HAPPY HAVEN HOMES, INC	96.0%	4.0%
BRIGHTSIDE LIVING, LLC	97.0%	3.0%	HARMONY HOUSING, INC	92.0%	8.0%
CARING HANDS RESIDENTIAL SERVICES LLC	50.0%	50.0%	HAVEN CENTER LLC	100.0%	0.0%
CASCADE RESIDENTIAL CARE, INC.	95.0%	5.0%	HENDRICKSON RESIDENTIAL, INC	92.0%	8.0%
CATHOLIC COMMUNITY SERVICES	90.0%	10.0%	HOME LIFE, INC	95.0%	5.0%
CENTER FOR CONTINUOUS IMPROVEMENT, INC	74.0%	26.0%	HORIZON PROJECT, INC	91.0%	9.0%
CENTRAL OREGON COLLECTIVE	93.0%	7.0%	HUMMINGBIRD CARE HOME, LLC	99.0%	1.0%
CHAMBERLIN HOUSE, INC.	94.0%	6.0%	INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	98.0%	2.0%
CHOICES UNLIMITED, INC.	100.0%	0.0%	INDEPENDENT ENVIRONMENTS, INC	88.0%	12.0%
COFFELT CARE HOMES, INC	95.0%	5.0%	IS LIVING	94.0%	6.0%
COMMUNITY ACCESS SERVICES II, INC.	90.0%	10.0%	JACOB'S LIGHTHOUSE, LLC	100.0%	0.0%
COMMUNITY BASED GROUP HOME	91.0%	9.0%	LAILAH'S LIVING CENTER	100.0%	0.0%
COMMUNITY LIFE LLC	99.0%	1.0%	LAILAHS LIVING CENTER II	100.0%	0.0%
COMMUNITY SERVICES, INC.	93.0%	7.0%	LEMUEL, INC GROUP HOMES	100.0%	0.0%
COMMUNITY SUPPORT SERVICES, INC.	95.0%	5.0%	LENSA RESIDENTIAL SERVICE LLC		
CONNECTIONS RESIDENTIAL SERVICES	92.0%	8.0%	LIA'S CARE HOME INC	97.0%	3.0%
COOPER HOLLOW RESIDENTIAL SERVICES, INC	93.0%	7.0%	LIBERTY LIVING LLC	100.0%	0.0%
CORNERSTONE VALLEY INC	98.0%	2.0%	LIMES ADULT FOSTER CARE		
CROSSROADS RESIDENTIAL HOME	100.0%	0.0%	LIVING OPPORTUNITIES, INC	89.0%	11.0%

AGENCY	Regular hours	Overtime hours
MARIE MILLS CENTER, INC	92.0%	8.0%
MIMI 24HRS RESIDENTIAL HOME 1 INC	100.0%	0.0%
MV ADVANCEMENTS	97.0%	3.0%
MY LIYU RESIDENTIAL SERVICES LLC	84.0%	16.0%
NEW DAY ENTERPRISES	98.0%	2.0%
NEW DAY NORTHWEST INC.	76.0%	24.0%
NURU'S ADULT FOSTER HOME	100.0%	0.0%
NW COMMUNITY ALLIANCE, INC	87.0%	13.0%
NW MENTAL HEALTH MGMT SVCS	86.0%	14.0%
OHANA FIRST LLC	94.0%	6.0%
OPPORTUNITY CONNECTIONS, INC	98.0%	2.0%
OPPORTUNITY FOUNDATION CENTRAL OR	95.0%	5.0%
OREGON MENNONITE RES SVCS	98.0%	2.0%
OREGON SUPPORTED LIVING PROGRAM	96.0%	4.0%
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	96.0%	4.0%
PARTNERSHIPS IN COMMUNITY LIVING, INC	94.0%	6.0%
PATHWAY ENTERPRISES, INC	94.0%	6.0%
PERSONALIZED INDEPENDENCE, INC.	97.0%	3.0%
PINNACLE DEVELOPMENTAL CARE, LLC	97.0%	3.0%
PORTLAND METRO RESIDENTIAL SERVICES	76.0%	24.0%
PREMIER COMMUNITY SUPPORTS, LLC	100.0%	0.0%
PROF THERAPEUTIC COMMUNITY NETWORK	96.0%	4.0%
RAIN KING PROPERTIES	98.0%	2.0%
RAINBOW ADULT LIVING FACILITIES	98.0%	2.0%
RENAISSANCE CARE, INC		
RENEW CONSULTING INC	89.0%	11.0%
RESIDE RESIDENTIAL CARE	93.0%	7.0%
REVA'S NEW BEGINNINGS CARE HOMES, INC.	40.0%	60.0%
RISE, INC	93.0%	7.0%
RISING SUN SUPPORTED LIVING	84.0%	16.0%

AGENCY	Regular hours	Overtime hours
RIVERS & ROADS RESI & CONSLT, INC		
RIVERSIDE TRAINING CENTER, INC	97.0%	3.0%
RON WILSON CENTER	91.0%	9.0%
S.A.C.U.	78.0%	22.0%
S.I.S.O.	89.0%	11.0%
SAFECARE RESIDENTIAL SERVICES, INC	89.0%	11.0%
SHANGRI-LA CORP	94.0%	6.0%
SILVER SPRING GROUP HOME, INC	100.0%	0.0%
SOLODA ACH INC.		
SOUTH COAST HORIZONS	94.0%	6.0%
SOUTHERN OREGON ASPIRE	92.0%	8.0%
STAR CORP GROUP HOME	95.0%	5.0%
STAR OF HOPE ACTIVITY CENTER INC	99.0%	1.0%
STEP FORWARD ACTIVITIES, INC	99.0%	1.0%
STEPPING STONE 24 HOURS HOME INC	100.0%	0.0%
STONEBROOKE RESIDENTIAL SERVICES	92.0%	8.0%
SUNNY MANOR, INC	95.0%	5.0%
SUNNY OAKS, INC	94.0%	6.0%
TANDEM NORTHWEST	71.0%	29.0%
THRIVING LIVES CARE, INC	98.0%	2.0%
TRUECARE HOMES, LLC	50.0%	50.0%
UMPQUA HOMES, INC.	78.0%	22.0%
UP & OUT, INC	94.0%	6.0%
VALOR ASSOCIATES, LLC	63.0%	37.0%
WALKER SUPPORT SERVICES, INC	95.0%	5.0%
WESTERN IDAHO TRAINING CO INC	97.0%	3.0%
WESTSIDE COMMUNITY FOCUS	96.0%	4.0%
WINGS OF HOPE		
WORK UNLIMITED, INC	97.0%	3.0%
Report Average²⁶	91.8%	8.2%

²⁶ This is an average of provider averages

Benefits

Table 13. Offered Pooled Paid Time Off (PTO) Between January 1, 2019 - December 31, 2019—And Eligibility Requirements for Pooled PTO²⁷

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					
AEGIS RESIDENTIAL CARE, LLC	No				
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				
BEINGROUP, LLC					
BENCO	No				
BETHESDA LUTHERAN COMMUNITIES	Yes	No	Yes	No	No
BEYOND ABILITY SUPPORT SERVICES					
BLESSED RESIDENTIAL CARE LLC					
BRIDGES ENTERPRISE, LLC	No				
BRIGHTSIDE LIVING, LLC	No				
CARING HANDS RESIDENTIAL SERVICES LLC					
CASCADE RESIDENTIAL CARE, INC.	Yes	No	No	Yes	No
CATHOLIC COMMUNITY SERVICES	Yes	No	No	No	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	No	No	Yes	No
CENTRAL OREGON COLLECTIVE	Yes	Yes	No	No	No
CHAMBERLIN HOUSE, INC.	No				
CHOICES UNLIMITED, INC.	No				
COFFELT CARE HOMES, INC	Yes	No	No	No	Yes
COMMUNITY ACCESS SERVICES II, INC.	Yes	No	No	Yes	No
COMMUNITY BASED GROUP HOME					
COMMUNITY LIFE LLC	Yes	Yes	No	No	No
COMMUNITY SERVICES, INC.	No				

²⁷ 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.

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
COMMUNITY SUPPORT SERVICES, INC.	No				
CONNECTIONS RESIDENTIAL SERVICES					
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	No	No	No	Yes
CORNERSTONE VALLEY INC	No				
CROSSROADS RESIDENTIAL HOME	No				
D & D FOSTER CARE, LLC	Yes	No	No	Yes	No
DAI S'LA	No				
DAIZY CORPORATION					
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes	No	Yes	No
DEAR HEART SUPPORT SERVICES LLC	Yes	No	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					
FAITH 24-HOUR RESIDENTIAL HOME INC					
GRAY SERVICES LLC					
GRIFFITH 24 HR CARE, LLC					
GWB HOUSE INC					
HAPPY HAVEN HOMES, INC	No				
HARMONY HOUSING, INC	Yes	No	No	No	Yes
HAVEN CENTER LLC	Yes	No	No	No	Yes
HENDRICKSON RESIDENTIAL, INC	Yes	No	No	No	Yes
HOME LIFE, INC	Yes	No	Yes	Yes	No
HORIZON PROJECT, INC	No				
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	No	Yes	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC					
INDEPENDENT ENVIRONMENTS, INC	Yes	No	No	No	Yes
IS LIVING	No				
JACOB'S LIGHTHOUSE, LLC					
LAILAH'S LIVING CENTER					
LAILAHS LIVING CENTER II					
LEMUEL, INC GROUP HOMES	No				
LENSA RESIDENTIAL SERVICE LLC					

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
LIA'S CARE HOME INC					
LIBERTY LIVING LLC					
LIMES ADULT FOSTER CARE	No				
LIVING OPPORTUNITIES, INC	No				
MARIE MILLS CENTER, INC	No				
MIMI 24HRS RESIDENTIAL HOME 1 INC	Yes	No	No	No	Yes
MV ADVANCEMENTS	Yes	No	No	Yes	No
MY LIYU RESIDENTIAL SERVICES LLC	No				
NEW DAY ENTERPRISES	No				
NEW DAY NORTHWEST INC.	No				
NURU'S ADULT FOSTER HOME					
NW COMMUNITY ALLIANCE, INC	Yes	No	No	Yes	No
NW MENTAL HEALTH MGMT SVCS	No				
OHANA FIRST LLC	No				
OPPORTUNITY CONNECTIONS, INC	No				
OPPORTUNITY FOUNDATION CENTRAL OR	No				
OREGON MENNONITE RES SVCS	Yes	No	No	Yes	No
OREGON SUPPORTED LIVING PROGRAM	Yes	No	No	Yes	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC					
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	No	No	No	Yes
PATHWAY ENTERPRISES, INC	Yes	No	No	Yes	No
PERSONALIZED INDEPENDENCE, INC.	Yes	No	No	Yes	No
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	No	No	Yes	No
PORTLAND METRO RESIDENTIAL SERVICES	No				
PREMIER COMMUNITY SUPPORTS, LLC	No				
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	No	Yes	No	No
RAIN KING PROPERTIES	No				
RAINBOW ADULT LIVING FACILITIES	No				
RENAISSANCE CARE, INC	No				
RENEW CONSULTING INC	Yes	No	No	No	Yes
RESIDE RESIDENTIAL CARE	No				
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	No	No	Yes	No
RISE, INC	No				
RISING SUN SUPPORTED LIVING					
RIVERS & ROADS RESI & CONSLT, INC	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
RIVERSIDE TRAINING CENTER, INC	Yes	Yes	No	No	No
RON WILSON CENTER	No				
S.A.C.U.	No				
S.I.S.O.	No				
SAFECARE RESIDENTIAL SERVICES, INC					
SHANGRI-LA CORP	No				
SILVER SPRING GROUP HOME, INC					
SOLODA ACH INC.					
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	No				
STEPPING STONE 24 HOURS HOME INC	Yes	No	Yes	Yes	No
STONEBROOKE RESIDENTIAL SERVICES	No				
SUNNY MANOR, INC	Yes	No	No	No	Yes
SUNNY OAKS, INC	Yes	No	Yes	No	No
TANDEM NORTHWEST	Yes	No	No	No	Yes
THRIVING LIVES CARE, INC	No				
TRUECARE HOMES, LLC					
UMPQUA HOMES, INC.	No				
UP & OUT, INC	No				
VALOR ASSOCIATES, LLC	Yes	No	No	Yes	No
WALKER SUPPORT SERVICES, INC	Yes	No	No	No	Yes
WESTERN IDAHO TRAINING CO INC	No				
WESTSIDE COMMUNITY FOCUS	Yes	No	No	No	Yes
WINGS OF HOPE					
WORK UNLIMITED, INC	Yes	No	No	Yes	No
Report Average²⁸	43.9% Yes	11.6% Yes	11.6% Yes	48.8% Yes	37.2% Yes

²⁸ Report Average does not include missing data in the denominator.

Table 14. Offered Paid Vacation Time between January 1, 2019 - December 31, 2019—And Eligibility Requirements for Paid Vacation Time

AGENCY	Offer paid vacation to some or all DSPs²⁹	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	No	Yes	Yes	No
ACHIEVE LLC					
AEGIS RESIDENTIAL CARE, LLC	No				
ALBERTINA KERR CENTERS	Yes	No	No	No	No
ALSO	Yes	Yes	No	Yes	No
ALTERNATIVE SERVICES-OREGON, INC.	Yes	No	No	Yes	No
ALVORD-TAYLOR, INC.	Yes	No	Yes	Yes	No
ARCADIAN INCLUSION MANAGEMENT	No				
AROUND THE CLOCK SUPPORT SERVICES, LLC	No				
BARCH, INC.	Yes	No	No	No	Yes
BEINGROUP, LLC					
BENCO	Yes	No	No	Yes	No
BETHESDA LUTHERAN COMMUNITIES	No				
BEYOND ABILITY SUPPORT SERVICES					
BLESSED RESIDENTIAL CARE LLC					
BRIDGES ENTERPRISE, LLC					
BRIGHTSIDE LIVING, LLC	Yes	Yes	No	No	No
CARING HANDS RESIDENTIAL SERVICES LLC					
CASCADE RESIDENTIAL CARE, INC.					
CATHOLIC COMMUNITY SERVICES					
CENTER FOR CONTINUOUS IMPROVEMENT, INC					
CENTRAL OREGON COLLECTIVE	Yes	Yes	No	No	No
CHAMBERLIN HOUSE, INC.	Yes	No	No	No	Yes
CHOICES UNLIMITED, INC.	Yes	No	No	Yes	No
COFFELT CARE HOMES, INC					
COMMUNITY ACCESS SERVICES II, INC.					
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

²⁹ Includes agencies that reported not providing Pooled Paid Time Off, or those that reported providing Pooled Paid Time off, but not all DSPs were eligible for Pooled Paid Time Off (or Pooled Paid Time Off eligibility requirements were left blank).

AGENCY	Offer paid vacation to some or all DSPs²⁹	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
CONNECTIONS RESIDENTIAL SERVICES					
COOPER HOLLOW RESIDENTIAL SERVICES, INC					
CORNERSTONE VALLEY INC	Yes	No	No	No	Yes
CROSSROADS RESIDENTIAL HOME	Yes	No	No	Yes	No
D & D FOSTER CARE, LLC					
DAI S'LA	No				
DAIZY CORPORATION					
DANVILLE SERVICES OF OREGON, LLC	No				
DEAR HEART SUPPORT SERVICES LLC					
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	No	No	No
ELYSIAN PURSUIT INCORPORATED					
FAITH 24-HOUR RESIDENTIAL HOME INC					
GRAY SERVICES LLC					
GRIFFITH 24 HR CARE, LLC					
GWB HOUSE INC					
HAPPY HAVEN HOMES, INC	Yes	No	Yes	Yes	No
HARMONY HOUSING, INC					
HAVEN CENTER LLC					
HENDRICKSON RESIDENTIAL, INC					
HOME LIFE, INC	No				
HORIZON PROJECT, INC	Yes	Yes	No	No	No
HUMMINGBIRD CARE HOME, LLC					
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC					
INDEPENDENT ENVIRONMENTS, INC					
IS LIVING	Yes	No	Yes	Yes	No
JACOB'S LIGHTHOUSE, LLC					
LAILAH'S LIVING CENTER					
LAILAHS LIVING CENTER II					
LEMUEL, INC GROUP HOMES	Yes	Yes	No	No	No
LENSA RESIDENTIAL SERVICE LLC					

AGENCY	Offer paid vacation to some or all DSPs²⁹	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
LIA'S CARE HOME INC					
LIBERTY LIVING LLC					
LIMES ADULT FOSTER CARE	Yes	Yes	No	No	No
LIVING OPPORTUNITIES, INC	Yes	No	No	No	Yes
MARIE MILLS CENTER, INC	Yes	No	No	Yes	No
MIMI 24HRS RESIDENTIAL HOME 1 INC					
MV ADVANCEMENTS	No				
MY LIYU RESIDENTIAL SERVICES LLC	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
OHANA FIRST LLC	Yes	Yes	No	Yes	No
OPPORTUNITY CONNECTIONS, INC	Yes	No	No	Yes	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	No	Yes	Yes	No
OREGON MENNONITE RES SVCS					
OREGON SUPPORTED LIVING PROGRAM					
PACIFIC NORTHWEST ADULT FOSTER HOME LLC					
PARTNERSHIPS IN COMMUNITY LIVING, INC					
PATHWAY ENTERPRISES, INC	Yes	No	No	Yes	No
PERSONALIZED INDEPENDENCE, INC.					
PINNACLE DEVELOPMENTAL CARE, LLC					
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes	No	Yes	No
PREMIER COMMUNITY SUPPORTS, LLC	Yes	Yes	Yes	Yes	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	Yes	No	No	No
RAIN KING PROPERTIES	Yes	No	No	Yes	No
RAINBOW ADULT LIVING FACILITIES	No				
RENAISSANCE CARE, INC	Yes	No	No	Yes	No
RENEW CONSULTING INC					
RESIDE RESIDENTIAL CARE	Yes	No	No	Yes	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.					
RISE, INC	Yes	Yes	No	No	No
RISING SUN SUPPORTED LIVING					

AGENCY	Offer paid vacation to some or all DSPs²⁹	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
RIVERS & ROADS RESI & CONSLT, INC	Yes	Yes	No	No	No
RIVERSIDE TRAINING CENTER, INC	No				
RON WILSON CENTER	Yes	No	No	Yes	No
S.A.C.U.	Yes	No	No	Yes	No
S.I.S.O.	Yes	Yes	Yes	No	No
SAFECARE RESIDENTIAL SERVICES, INC					
SHANGRI-LA CORP	Yes	No	No	No	Yes
SILVER SPRING GROUP HOME, INC					
SOLODA ACH INC.					
SOUTH COAST HORIZONS	Yes	Yes	No	No	No
SOUTHERN OREGON ASPIRE					
STAR CORP GROUP HOME	Yes	No	No	Yes	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	No	Yes	No	No
STEP FORWARD ACTIVITIES, INC	Yes	Yes	No	No	No
STEPPING STONE 24 HOURS HOME INC	Yes	No	Yes	Yes	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes	No	Yes	No
SUNNY MANOR, INC					
SUNNY OAKS, INC	Yes	No	Yes	No	No
TANDEM NORTHWEST					
THRIVING LIVES CARE, INC	No				
TRUECARE HOMES, LLC					
UMPQUA HOMES, INC.	Yes	No	No	No	Yes
UP & OUT, INC	Yes	No	Yes	Yes	No
VALOR ASSOCIATES, LLC					
WALKER SUPPORT SERVICES, INC					
WESTERN IDAHO TRAINING CO INC	Yes	No	Yes	Yes	No
WESTSIDE COMMUNITY FOCUS					
WINGS OF HOPE					
WORK UNLIMITED, INC	Yes	No	No	Yes	No
Report Average³⁰	81.2% Yes	35.7% Yes	23.2% Yes	57.1% Yes	14.3% Yes

³⁰ Report Average does not include missing data in the denominator.

Table 15. Offered Paid Sick Time between January 1, 2019 and December 31, 2019—And Eligibility Requirements for Paid Sick Time

AGENCY	Offer paid sick time to some or all DSPs³¹	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	Yes	No
ACHIEVE LLC					
AEGIS RESIDENTIAL CARE, LLC	Yes	No	No	Yes	No
ALBERTINA KERR CENTERS					
ALSO	Yes	No	No	No	Yes
ALTERNATIVE SERVICES-OREGON, INC.	Yes	No	No	Yes	No
ALVORD-TAYLOR, INC.	Yes	No	Yes	Yes	No
ARCADIAN INCLUSION MANAGEMENT	Yes	No	No	No	Yes
AROUND THE CLOCK SUPPORT SERVICES, LLC	No				
BARCH, INC.	Yes	No	No	No	Yes
BEINGROUP, LLC					
BENCO	Yes	No	No	No	Yes
BETHESDA LUTHERAN COMMUNITIES	No				
BEYOND ABILITY SUPPORT SERVICES					
BLESSED RESIDENTIAL CARE LLC					
BRIDGES ENTERPRISE, LLC					
BRIGHTSIDE LIVING, LLC	Yes	No	No	No	Yes
CARING HANDS RESIDENTIAL SERVICES LLC					
CASCADE RESIDENTIAL CARE, INC.					
CATHOLIC COMMUNITY SERVICES					
CENTER FOR CONTINUOUS IMPROVEMENT, INC					
CENTRAL OREGON COLLECTIVE	Yes	No	No	No	Yes
CHAMBERLIN HOUSE, INC.	Yes	No	No	No	Yes
CHOICES UNLIMITED, INC.	Yes	No	No	No	Yes
COFFELT CARE HOMES, INC					
COMMUNITY ACCESS SERVICES II, INC.					
COMMUNITY BASED GROUP HOME					
COMMUNITY LIFE LLC	Yes	No	Yes	No	No
COMMUNITY SERVICES, INC.	Yes	No	No	No	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes	No	No	No	Yes

³¹ Includes agencies that reported not providing Pooled Paid Time Off, or those that reported providing Pooled Paid Time off, but not all DSPs were eligible for Pooled Paid Time Off (or Pooled Paid Time Off eligibility requirements were left blank).

AGENCY	Offer paid sick time to some or all DSPs³¹	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
CONNECTIONS RESIDENTIAL SERVICES					
COOPER HOLLOW RESIDENTIAL SERVICES, INC					
CORNERSTONE VALLEY INC	Yes	No	No	No	Yes
CROSSROADS RESIDENTIAL HOME	Yes	No	No	No	Yes
D & D FOSTER CARE, LLC					
DAI S'LA	Yes	No	No	Yes	No
DAIZY CORPORATION					
DANVILLE SERVICES OF OREGON, LLC	Yes	No	Yes	Yes	No
DEAR HEART SUPPORT SERVICES LLC					
DEGES CARE INC.					
DOUGLAS RESIDENT TRAINING FACILITIES					
DUNGARVIN OREGON, LLC	Yes	No	Yes	Yes	No
EASTCO DIVERSIFIED SERVICES	Yes	No	No	No	Yes
EDWARDS CENTER, INC.	Yes	No	No	No	Yes
ELYSIAN PURSUIT INCORPORATED					
FAITH 24-HOUR RESIDENTIAL HOME INC					
GRAY SERVICES LLC					
GRIFFITH 24 HR CARE, LLC					
GWB HOUSE INC					
HAPPY HAVEN HOMES, INC	Yes	No	Yes	Yes	No
HARMONY HOUSING, INC					
HAVEN CENTER LLC					
HENDRICKSON RESIDENTIAL, INC					
HOME LIFE, INC	No				
HORIZON PROJECT, INC	Yes	No	No	No	Yes
HUMMINGBIRD CARE HOME, LLC					
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC					
INDEPENDENT ENVIRONMENTS, INC					
IS LIVING	Yes	No	No	Yes	No
JACOB'S LIGHTHOUSE, LLC					
LAILAH'S LIVING CENTER					
LAILAHS LIVING CENTER II					
LEMUEL, INC GROUP HOMES	Yes	No	No	No	Yes
LENSA RESIDENTIAL SERVICE LLC					
LIA'S CARE HOME INC					

AGENCY	Offer paid sick time to some or all DSPs³¹	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
LIBERTY LIVING LLC					
LIMES ADULT FOSTER CARE	Yes	No	No	Yes	No
LIVING OPPORTUNITIES, INC	Yes	No	No	No	Yes
MARIE MILLS CENTER, INC	Yes	No	No	No	Yes
MIMI 24HRS RESIDENTIAL HOME 1 INC					
MV ADVANCEMENTS	Yes	No	No	No	Yes
MY LIYU RESIDENTIAL SERVICES LLC	No				
NEW DAY ENTERPRISES	Yes	No	No	No	Yes
NEW DAY NORTHWEST INC.	Yes	No	No	No	Yes
NURU'S ADULT FOSTER HOME					
NW COMMUNITY ALLIANCE, INC	Yes	No	Yes	Yes	No
NW MENTAL HEALTH MGMT SVCS	Yes	No	No	No	Yes
OHANA FIRST LLC	Yes	No	No	Yes	No
OPPORTUNITY CONNECTIONS, INC	Yes	No	No	Yes	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	No	No	No	Yes
OREGON MENNONITE RES SVCS					
OREGON SUPPORTED LIVING PROGRAM					
PACIFIC NORTHWEST ADULT FOSTER HOME LLC					
PARTNERSHIPS IN COMMUNITY LIVING, INC					
PATHWAY ENTERPRISES, INC	Yes	No	No	Yes	No
PERSONALIZED INDEPENDENCE, INC.					
PINNACLE DEVELOPMENTAL CARE, LLC					
PORTLAND METRO RESIDENTIAL SERVICES	Yes	No	No	No	Yes
PREMIER COMMUNITY SUPPORTS, LLC	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
RENAISSANCE CARE, INC	Yes	No	No	Yes	No
RENEW CONSULTING INC					
RESIDE RESIDENTIAL CARE	Yes	No	No	No	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.					
RISE, INC	Yes	No	Yes	Yes	No
RISING SUN SUPPORTED LIVING					
RIVERS & ROADS RESI & CONSLT, INC	Yes	No	No	No	Yes
RIVERSIDE TRAINING CENTER, INC	Yes	No	No	Yes	No

AGENCY	Offer paid sick time to some or all DSPs³¹	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
RON WILSON CENTER	Yes	No	No	Yes	No
S.A.C.U.	Yes	No	No	No	Yes
S.I.S.O.	Yes	No	No	No	Yes
SAFECARE RESIDENTIAL SERVICES, INC					
SHANGRI-LA CORP	Yes	No	No	No	Yes
SILVER SPRING GROUP HOME, INC					
SOLODA ACH INC.					
SOUTH COAST HORIZONS	Yes	No	No	No	Yes
SOUTHERN OREGON ASPIRE					
STAR CORP GROUP HOME	Yes	No	No	No	Yes
STAR OF HOPE ACTIVITY CENTER INC	Yes	No	Yes	No	No
STEP FORWARD ACTIVITIES, INC	Yes	No	Yes	No	No
STEPPING STONE 24 HOURS HOME INC	Yes	No	Yes	Yes	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	No	No	No	Yes
SUNNY MANOR, INC					
SUNNY OAKS, INC	Yes	No	Yes	No	No
TANDEM NORTHWEST					
THRIVING LIVES CARE, INC	Yes	No	No	No	Yes
TRUECARE HOMES, LLC					
UMPQUA HOMES, INC.	Yes	No	No	No	Yes
UP & OUT, INC	Yes	No	No	No	Yes
VALOR ASSOCIATES, LLC					
WALKER SUPPORT SERVICES, INC					
WESTERN IDAHO TRAINING CO INC	Yes	No	No	Yes	No
WESTSIDE COMMUNITY FOCUS					
WINGS OF HOPE					
WORK UNLIMITED, INC	Yes	No	No	Yes	No
Report average³²	92.6% Yes	0.0% Yes	17.5% Yes	33.3% Yes	60.3% Yes

³² Report Average does not include missing data in the denominator.

Table 16. Offered Paid Personal Time between January 1, 2019 and December 31, 2019—And Eligibility Requirements for Paid Personal Time

AGENCY	Offer paid personal time to some or all DSPs³³	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					
AEGIS RESIDENTIAL CARE, LLC	No				
ALBERTINA KERR CENTERS					
ALSO	Yes	No	No	No	Yes
ALTERNATIVE SERVICES-OREGON, INC.	No				
ALVORD-TAYLOR, INC.	Yes	No	Yes	Yes	No
ARCADIAN INCLUSION MANAGEMENT	Yes	No	No	Yes	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	No				
BARCH, INC.	No				
BEINGROUP, LLC					
BENCO	No				
BETHESDA LUTHERAN COMMUNITIES	No				
BEYOND ABILITY SUPPORT SERVICES					
BLESSED RESIDENTIAL CARE LLC					
BRIDGES ENTERPRISE, LLC					
BRIGHTSIDE LIVING, LLC	No				
CARING HANDS RESIDENTIAL SERVICES LLC					
CASCADE RESIDENTIAL CARE, INC.					
CATHOLIC COMMUNITY SERVICES					
CENTER FOR CONTINUOUS IMPROVEMENT, INC					
CENTRAL OREGON COLLECTIVE	Yes	Yes	No	No	No
CHAMBERLIN HOUSE, INC.	No				
CHOICES UNLIMITED, INC.	No				
COFFELT CARE HOMES, INC					
COMMUNITY ACCESS SERVICES II, INC.					
COMMUNITY BASED GROUP HOME					
COMMUNITY LIFE LLC	No				
COMMUNITY SERVICES, INC.	No				
COMMUNITY SUPPORT SERVICES, INC.	Yes	No	No	No	Yes
CONNECTIONS RESIDENTIAL SERVICES					

³³ Includes agencies that reported not providing Pooled Paid Time Off, or those that reported providing Pooled Paid Time off, but not all DSPs were eligible for Pooled Paid Time Off (or Pooled Paid Time Off eligibility requirements were left blank).

AGENCY	Offer paid personal time to some or all DSPs³³	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
COOPER HOLLOW RESIDENTIAL SERVICES, INC					
CORNERSTONE VALLEY INC	No				
CROSSROADS RESIDENTIAL HOME	No				
D & D FOSTER CARE, LLC					
DAI S'LA	No				
DAIZY CORPORATION					
DANVILLE SERVICES OF OREGON, LLC	No				
DEAR HEART SUPPORT SERVICES LLC					
DEGES CARE INC.					
DOUGLAS RESIDENT TRAINING FACILITIES					
DUNGARVIN OREGON, LLC	Yes	No	Yes	Yes	No
EASTCO DIVERSIFIED SERVICES	No				
EDWARDS CENTER, INC.	Yes	Yes	No	No	No
ELYSIAN PURSUIT INCORPORATED					
FAITH 24-HOUR RESIDENTIAL HOME INC					
GRAY SERVICES LLC					
GRIFFITH 24 HR CARE, LLC					
GWB HOUSE INC					
HAPPY HAVEN HOMES, INC	No				
HARMONY HOUSING, INC					
HAVEN CENTER LLC					
HENDRICKSON RESIDENTIAL, INC					
HOME LIFE, INC	No				
HORIZON PROJECT, INC	No				
HUMMINGBIRD CARE HOME, LLC					
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC					
INDEPENDENT ENVIRONMENTS, INC					
IS LIVING	No				
JACOB'S LIGHTHOUSE, LLC					
LAILAH'S LIVING CENTER					
LAILAHS LIVING CENTER II					
LEMUEL, INC GROUP HOMES	No				
LENSA RESIDENTIAL SERVICE LLC					
LIA'S CARE HOME INC					
LIBERTY LIVING LLC					

AGENCY	Offer paid personal time to some or all DSPs³³	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
LIMES ADULT FOSTER CARE	No				
LIVING OPPORTUNITIES, INC	Yes	No	No	No	Yes
MARIE MILLS CENTER, INC	No				
MIMI 24HRS RESIDENTIAL HOME 1 INC					
MV ADVANCEMENTS	No				
MY LIYU RESIDENTIAL SERVICES LLC	No				
NEW DAY ENTERPRISES	No				
NEW DAY NORTHWEST INC.	No				
NURU'S ADULT FOSTER HOME					
NW COMMUNITY ALLIANCE, INC	Yes	No	No	Yes	No
NW MENTAL HEALTH MGMT SVCS	No				
OHANA FIRST LLC	No				
OPPORTUNITY CONNECTIONS, INC	No				
OPPORTUNITY FOUNDATION CENTRAL OR	No				
OREGON MENNONITE RES SVCS					
OREGON SUPPORTED LIVING PROGRAM					
PACIFIC NORTHWEST ADULT FOSTER HOME LLC					
PARTNERSHIPS IN COMMUNITY LIVING, INC					
PATHWAY ENTERPRISES, INC	Yes	No	No	Yes	No
PERSONALIZED INDEPENDENCE, INC.					
PINNACLE DEVELOPMENTAL CARE, LLC					
PORTLAND METRO RESIDENTIAL SERVICES	No				
PREMIER COMMUNITY SUPPORTS, LLC	No				
PROF THERAPEUTIC COMMUNITY NETWORK	No				
RAIN KING PROPERTIES	No				
RAINBOW ADULT LIVING FACILITIES	Yes	No	No	Yes	No
RENAISSANCE CARE, INC	No				
RENEW CONSULTING INC					
RESIDE RESIDENTIAL CARE	Yes	No	No	Yes	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.					
RISE, INC	No				
RISING SUN SUPPORTED LIVING					
RIVERS & ROADS RESI & CONSLT, INC	No				
RIVERSIDE TRAINING CENTER, INC	Yes	Yes	No	No	No
RON WILSON CENTER	No				

AGENCY	Offer paid personal time to some or all DSPs³³	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
S.A.C.U.	Yes	No	No	Yes	No
S.I.S.O.	No				
SAFECARE RESIDENTIAL SERVICES, INC					
SHANGRI-LA CORP	Yes	No	No	No	Yes
SILVER SPRING GROUP HOME, INC					
SOLODA ACH INC.					
SOUTH COAST HORIZONS	Yes	Yes	No	No	No
SOUTHERN OREGON ASPIRE					
STAR CORP GROUP HOME	No				
STAR OF HOPE ACTIVITY CENTER INC	No				
STEP FORWARD ACTIVITIES, INC	Yes	Yes	No	No	No
STEPPING STONE 24 HOURS HOME INC	No				
STONEBROOKE RESIDENTIAL SERVICES	No				
SUNNY MANOR, INC					
SUNNY OAKS, INC	No				
TANDEM NORTHWEST					
THRIVING LIVES CARE, INC	No				
TRUECARE HOMES, LLC					
UMPQUA HOMES, INC.	No				
UP & OUT, INC	No				
VALOR ASSOCIATES, LLC					
WALKER SUPPORT SERVICES, INC					
WESTERN IDAHO TRAINING CO INC	No				
WESTSIDE COMMUNITY FOCUS					
WINGS OF HOPE					
WORK UNLIMITED, INC	Yes	No	No	Yes	No
Report Average³⁴	26.5% Yes	27.8% Yes	11.1% Yes	50.0% Yes	22.2% Yes

³⁴ Report Average does not include missing data in the denominator.

Table 17. Offered Health Insurance between January 1, 2019 and December 31, 2019—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	Yes	Yes	No
ACHIEVE LLC	No				
AEGIS RESIDENTIAL CARE, LLC	No				
ALBERTINA KERR CENTERS	Yes	Yes	No	Yes	No
ALSO	Yes	Yes	Yes	Yes	No
ALTERNATIVE SERVICES-OREGON, INC.	Yes	Yes	No	Yes	No
ALVORD-TAYLOR, INC.	Yes	No	Yes	Yes	No
ARCADIAN INCLUSION MANAGEMENT	No				
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	Yes	No	Yes	No
BARCH, INC.	No				
BEINGROUP, LLC	No				
BENCO	Yes	Yes	No	Yes	No
BETHESDA LUTHERAN COMMUNITIES	Yes	No	Yes	No	No
BEYOND ABILITY SUPPORT SERVICES	No				
BLESSED RESIDENTIAL CARE LLC	No				
BRIDGES ENTERPRISE, LLC	Yes	Yes	Yes	Yes	No
BRIGHTSIDE LIVING, LLC	Yes	Yes	No	No	No
CARING HANDS RESIDENTIAL SERVICES LLC	No				
CASCADE RESIDENTIAL CARE, INC.	No				
CATHOLIC COMMUNITY SERVICES	Yes	Yes	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	Yes	No	Yes	No
CENTRAL OREGON COLLECTIVE	Yes	Yes	No	Yes	No
CHAMBERLIN HOUSE, INC.	Yes	Yes	No	Yes	No
CHOICES UNLIMITED, INC.	Yes	Yes	No	No	No
COFFELT CARE HOMES, INC	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	No
CONNECTIONS RESIDENTIAL SERVICES	No				
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	No	No	No	No
CORNERSTONE VALLEY INC	Yes	Yes	Yes	No	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
CROSSROADS RESIDENTIAL HOME	No				
D & D FOSTER CARE, LLC	No				
DAI S'LA	No				
DAIZY CORPORATION					
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes	Yes	Yes	No
DEAR HEART SUPPORT SERVICES LLC	No				
DEGES CARE INC.	No				
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	No	Yes	No	No
DUNGARVIN OREGON, LLC	Yes	Yes	No	Yes	No
EASTCO DIVERSIFIED SERVICES	Yes	No	Yes	Yes	No
EDWARDS CENTER, INC.	Yes	Yes	No	No	No
ELYSIAN PURSUIT INCORPORATED	No				
FAITH 24-HOUR RESIDENTIAL HOME INC					
GRAY SERVICES LLC	No				
GRIFFITH 24 HR CARE, LLC	No				
GWB HOUSE INC	No				
HAPPY HAVEN HOMES, INC	No				
HARMONY HOUSING, INC	No				
HAVEN CENTER LLC	Yes	Yes	No	No	No
HENDRICKSON RESIDENTIAL, INC	No				
HOME LIFE, INC	Yes	Yes	No	Yes	No
HORIZON PROJECT, INC	Yes	Yes	No	No	No
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	No	Yes	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No				
INDEPENDENT ENVIRONMENTS, INC	Yes	No	Yes	Yes	No
IS LIVING	Yes	Yes	Yes	Yes	No
JACOB'S LIGHTHOUSE, LLC	No				
LAILAH'S LIVING CENTER	No				
LAILAHS LIVING CENTER II	No				
LEMUEL, INC GROUP HOMES	Yes	Yes	No	No	No
LENSA RESIDENTIAL SERVICE LLC					
LIA'S CARE HOME INC	No				
LIBERTY LIVING LLC	No				
LIMES ADULT FOSTER CARE	Yes	Yes	No	No	No
LIVING OPPORTUNITIES, INC	Yes	Yes	No	No	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
MARIE MILLS CENTER, INC	Yes	Yes	Yes	Yes	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	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	Yes	Yes	No
NW MENTAL HEALTH MGMT SVCS	Yes	Yes	No	Yes	No
OHANA FIRST LLC	Yes	Yes	No	Yes	No
OPPORTUNITY CONNECTIONS, INC	Yes	Yes	No	No	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes	Yes	Yes	No
OREGON MENNONITE RES SVCS	Yes	Yes	Yes	No	No
OREGON SUPPORTED LIVING PROGRAM	Yes	Yes	Yes	Yes	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No				
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes	No	No	No
PATHWAY ENTERPRISES, INC	Yes	Yes	Yes	Yes	No
PERSONALIZED INDEPENDENCE, INC.	No				
PINNACLE DEVELOPMENTAL CARE, LLC	No				
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes	No	Yes	No
PREMIER COMMUNITY SUPPORTS, LLC	Yes	Yes	Yes	Yes	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	Yes	No	No	No
RAIN KING PROPERTIES	No				
RAINBOW ADULT LIVING FACILITIES	Yes	No	Yes	Yes	No
RENAISSANCE CARE, INC	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	Yes	No	No	No
RISING SUN SUPPORTED LIVING	No				
RIVERS & ROADS RESI & CONSLT, INC	Yes	Yes	Yes	Yes	No
RIVERSIDE TRAINING CENTER, INC	Yes	Yes	Yes	Yes	No
RON WILSON CENTER	Yes	Yes	Yes	Yes	No
S.A.C.U.	Yes	No	No	No	No
S.I.S.O.	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
SAFECARE RESIDENTIAL SERVICES, INC	No				
SHANGRI-LA CORP	Yes	No	No	No	Yes
SILVER SPRING GROUP HOME, INC	No				
SOLODA ACH INC.	No				
SOUTH COAST HORIZONS	Yes	Yes	No	No	No
SOUTHERN OREGON ASPIRE	Yes	Yes	No	No	No
STAR CORP GROUP HOME	Yes	Yes	No	Yes	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	No	No	No	No
STEP FORWARD ACTIVITIES, INC	Yes	Yes	No	No	No
STEPPING STONE 24 HOURS HOME INC	No				
STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes	No	Yes	No
SUNNY MANOR, INC	No				
SUNNY OAKS, INC	Yes	No	Yes	No	No
TANDEM NORTHWEST	Yes	Yes	No	Yes	No
THRIVING LIVES CARE, INC	No				
TRUECARE HOMES, LLC	No				
UMPQUA HOMES, INC.	Yes	Yes	No	No	No
UP & OUT, INC	Yes	Yes	Yes	Yes	No
VALOR ASSOCIATES, LLC	Yes	Yes	No	No	No
WALKER SUPPORT SERVICES, INC	No				
WESTERN IDAHO TRAINING CO INC	Yes	Yes	No	Yes	No
WESTSIDE COMMUNITY FOCUS	Yes	Yes	No	Yes	No
WINGS OF HOPE					
WORK UNLIMITED, INC	Yes	Yes	No	No	No
Report Average³⁵	61.0% Yes	81.3% Yes	36.0% Yes	58.7% Yes	1.3% Yes

³⁵ Report Average does not include missing data in the denominator.

Table 18. *Offered Dental Insurance and/or Vision Coverage between January 1, 2019 and December 31, 2019 to some or all DSPs supporting adults with IDD*

AGENCY	Offered Dental	Offered Vision	AGENCY	Offered Dental	Offered Vision
A.S.H., INC.	Yes	No	DAI S'LA	No	No
ACHIEVE LLC	No	No	DAIZY CORPORATION		
AEGIS RESIDENTIAL CARE, LLC	No	No	DANVILLE SERVICES OF OREGON, LLC	Yes	Yes
ALBERTINA KERR CENTERS	Yes	Yes	DEAR HEART SUPPORT SERVICES LLC	No	No
ALSO	Yes	Yes	DEGES CARE INC.	No	No
ALTERNATIVE SERVICES-OREGON, INC.	Yes	Yes	DOUGLAS RESIDENT TRAINING FACILITIES	Yes	Yes
ALVORD-TAYLOR, INC.	Yes	Yes	DUNGARVIN OREGON, LLC	Yes	Yes
ARCADIAN INCLUSION MANAGEMENT	No	No	EASTCO DIVERSIFIED SERVICES	Yes	Yes
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	Yes	EDWARDS CENTER, INC.	Yes	Yes
BARCH, INC.	No	No	ELYSIAN PURSUIT INCORPORATED	No	No
BEINGROUP, LLC	No	No	FAITH 24-HOUR RESIDENTIAL HOME INC	No	No
BENCO	Yes	Yes	GRAY SERVICES LLC	No	No
BETHESDA LUTHERAN COMMUNITIES	Yes	Yes	GRIFFITH 24 HR CARE, LLC	No	No
BEYOND ABILITY SUPPORT SERVICES	No	No	GWB HOUSE INC	No	No
BLESSED RESIDENTIAL CARE LLC	No	No	HAPPY HAVEN HOMES, INC	No	No
BRIDGES ENTERPRISE, LLC	Yes	Yes	HARMONY HOUSING, INC	No	No
BRIGHTSIDE LIVING, LLC	Yes	Yes	HAVEN CENTER LLC	Yes	Yes
CARING HANDS RESIDENTIAL SERVICES LLC	No	No	HENDRICKSON RESIDENTIAL, INC	No	No
CASCADE RESIDENTIAL CARE, INC.	No	No	HOME LIFE, INC	Yes	Yes
CATHOLIC COMMUNITY SERVICES	Yes	Yes	HORIZON PROJECT, INC	Yes	Yes
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
CHOICES UNLIMITED, INC.	Yes	No	IS LIVING	Yes	Yes
COFFELT CARE HOMES, INC	No	No	JACOB'S LIGHTHOUSE, LLC	Yes	Yes
COMMUNITY ACCESS SERVICES II, INC.	Yes	Yes	LAILAH'S LIVING CENTER	No	No
COMMUNITY BASED GROUP HOME	No	No	LAILAHS LIVING CENTER II	No	No
COMMUNITY LIFE LLC	Yes	Yes	LEMUEL, INC GROUP HOMES	Yes	Yes
COMMUNITY SERVICES, INC.	Yes	Yes	LENSA RESIDENTIAL SERVICE LLC		
COMMUNITY SUPPORT SERVICES, INC.	Yes	Yes	LIA'S CARE HOME INC	No	No
CONNECTIONS RESIDENTIAL SERVICES	No	No	LIBERTY LIVING LLC	No	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	No	LIMES ADULT FOSTER CARE	Yes	Yes
CORNERSTONE VALLEY INC	Yes	Yes	LIVING OPPORTUNITIES, INC	Yes	Yes
CROSSROADS RESIDENTIAL HOME	No	No	MARIE MILLS CENTER, INC	Yes	No
D & D FOSTER CARE, LLC	No	No	MIMI 24HRS RESIDENTIAL HOME 1 INC	No	No

AGENCY	Offered Dental	Offered Vision	AGENCY	Offered Dental	Offered Vision
MV ADVANCEMENTS	Yes	Yes	RON WILSON CENTER	Yes	Yes
MY LIYU RESIDENTIAL SERVICES LLC	No	No	S.A.C.U.	Yes	Yes
NEW DAY ENTERPRISES	Yes	Yes	S.I.S.O.	Yes	Yes
NEW DAY NORTHWEST INC.	Yes	Yes	SAFECARE RESIDENTIAL SERVICES, INC	No	No
NURU'S ADULT FOSTER HOME	No	No	SHANGRI-LA CORP	Yes	No
NW COMMUNITY ALLIANCE, INC	Yes	Yes	SILVER SPRING GROUP HOME, INC	No	No
NW MENTAL HEALTH MGMT SVCS	Yes	Yes	SOLODA ACH INC.	No	No
OHANA FIRST LLC	Yes	No	SOUTH COAST HORIZONS	Yes	Yes
OPPORTUNITY CONNECTIONS, INC	Yes	Yes	SOUTHERN OREGON ASPIRE	Yes	Yes
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes	STAR CORP GROUP HOME	Yes	Yes
OREGON MENNONITE RES SVCS	Yes	No	STAR OF HOPE ACTIVITY CENTER INC	Yes	Yes
OREGON SUPPORTED LIVING PROGRAM	Yes	Yes	STEP FORWARD ACTIVITIES, INC	No	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No	No	STEPPING STONE 24 HOURS HOME INC	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes	STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes
PATHWAY ENTERPRISES, INC	Yes	Yes	SUNNY MANOR, INC	Yes	Yes
PERSONALIZED INDEPENDENCE, INC.	No	No	SUNNY OAKS, INC	Yes	Yes
PINNACLE DEVELOPMENTAL CARE, LLC	No	No	TANDEM NORTHWEST	Yes	Yes
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes	THRIVING LIVES CARE, INC	No	No
PREMIER COMMUNITY SUPPORTS, LLC	No	No	TRUECARE HOMES, LLC	No	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	No	UMPQUA HOMES, INC.	Yes	Yes
RAIN KING PROPERTIES	No	No	UP & OUT, INC	Yes	No
RAINBOW ADULT LIVING FACILITIES	Yes	Yes	VALOR ASSOCIATES, LLC	Yes	Yes
RENAISSANCE CARE, INC	No	No	WALKER SUPPORT SERVICES, INC	No	No
RENEW CONSULTING INC	Yes	No	WESTERN IDAHO TRAINING CO INC	Yes	Yes
RESIDE RESIDENTIAL CARE	Yes	No	WESTSIDE COMMUNITY FOCUS	Yes	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	No	WINGS OF HOPE		
RISE, INC	Yes	Yes	WORK UNLIMITED, INC	Yes	Yes
RISING SUN SUPPORTED LIVING	No	No			
RIVERS & ROADS RESI & CONSLT, INC	Yes	Yes			
RIVERSIDE TRAINING CENTER, INC	Yes	Yes			
				Report Average	
				59.7%	51.6%
				Yes	Yes

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	DAI S'LA	No
ACHIEVE LLC	No	DAIZY CORPORATION	
AEGIS RESIDENTIAL CARE, LLC	No	DANVILLE SERVICES OF OREGON, LLC	Yes
ALBERTINA KERR CENTERS	Yes	DEAR HEART SUPPORT SERVICES LLC	No
ALSO	Yes	DEGES CARE INC.	No
ALTERNATIVE SERVICES-OREGON, INC.	Yes	DOUGLAS RESIDENT TRAINING FACILITIES	Yes
ALVORD-TAYLOR, INC.	Yes	DUNGARVIN OREGON, LLC	Yes
ARCADIAN INCLUSION MANAGEMENT	Yes	EASTCO DIVERSIFIED SERVICES	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	EDWARDS CENTER, INC.	Yes
BARCH, INC.	No	ELYSIAN PURSUIT INCORPORATED	Yes
BEINGROUP, LLC	No	FAITH 24-HOUR RESIDENTIAL HOME INC	No
BENCO	Yes	GRAY SERVICES LLC	No
BETHESDA LUTHERAN COMMUNITIES	Yes	GRIFFITH 24 HR CARE, LLC	No
BEYOND ABILITY SUPPORT SERVICES	No	GWB HOUSE INC	No
BLESSED RESIDENTIAL CARE LLC	No	HAPPY HAVEN HOMES, INC	No
BRIDGES ENTERPRISE, LLC	No	HARMONY HOUSING, INC	No
BRIGHTSIDE LIVING, LLC	No	HAVEN CENTER LLC	Yes
CARING HANDS RESIDENTIAL SERVICES LLC	No	HENDRICKSON RESIDENTIAL, INC	Yes
CASCADE RESIDENTIAL CARE, INC.	Yes	HOME LIFE, INC	Yes
CATHOLIC COMMUNITY SERVICES	Yes	HORIZON PROJECT, INC	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	HUMMINGBIRD CARE HOME, LLC	Yes
CENTRAL OREGON COLLECTIVE	Yes	INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No
CHAMBERLIN HOUSE, INC.	Yes	INDEPENDENT ENVIRONMENTS, INC	Yes
CHOICES UNLIMITED, INC.	Yes	IS LIVING	Yes
COFFELT CARE HOMES, INC	No	JACOB'S LIGHTHOUSE, LLC	Yes
COMMUNITY ACCESS SERVICES II, INC.	Yes	LAILAH'S LIVING CENTER	No
COMMUNITY BASED GROUP HOME	No	LAILAHS LIVING CENTER II	No
COMMUNITY LIFE LLC	No	LEMUEL, INC GROUP HOMES	No
COMMUNITY SERVICES, INC.	Yes	LENSA RESIDENTIAL SERVICE LLC	
COMMUNITY SUPPORT SERVICES, INC.	Yes	LIA'S CARE HOME INC	No
CONNECTIONS RESIDENTIAL SERVICES	No	LIBERTY LIVING LLC	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	LIMES ADULT FOSTER CARE	No
CORNERSTONE VALLEY INC	No	LIVING OPPORTUNITIES, INC	Yes
CROSSROADS RESIDENTIAL HOME	Yes	MARIE MILLS CENTER, INC	Yes
D & D FOSTER CARE, LLC	No	MIMI 24HRS RESIDENTIAL HOME 1 INC	No

AGENCY	Offered Sponsored Retirement Plan
MV ADVANCEMENTS	Yes
MY LIYU RESIDENTIAL SERVICES LLC	No
NEW DAY ENTERPRISES	No
NEW DAY NORTHWEST INC.	Yes
NURU'S ADULT FOSTER HOME	No
NW COMMUNITY ALLIANCE, INC	Yes
NW MENTAL HEALTH MGMT SVCS	No
OHANA FIRST LLC	No
OPPORTUNITY CONNECTIONS, INC	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes
OREGON MENNONITE RES SVCS	Yes
OREGON SUPPORTED LIVING PROGRAM	Yes
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	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
PREMIER COMMUNITY SUPPORTS, LLC	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	Yes
RAIN KING PROPERTIES	No
RAINBOW ADULT LIVING FACILITIES	Yes
RENAISSANCE CARE, INC	No
RENEW CONSULTING INC	Yes
RESIDE RESIDENTIAL CARE	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No
RISE, INC	Yes
RISING SUN SUPPORTED LIVING	No
RIVERS & ROADS RESI & CONSLT, INC	Yes
RIVERSIDE TRAINING CENTER, INC	Yes
RON WILSON CENTER	Yes
S.A.C.U.	Yes
S.I.S.O.	No
SAFECARE RESIDENTIAL SERVICES, INC	No
SHANGRI-LA CORP	No
SILVER SPRING GROUP HOME, INC	No
SOLODA ACH INC.	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	Yes
SUNNY MANOR, INC	No
SUNNY OAKS, INC	Yes
TANDEM NORTHWEST	Yes
THRIVING LIVES CARE, INC	No
TRUECARE HOMES, 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
WINGS OF HOPE	
WORK UNLIMITED, INC	Yes

Report Average 52.4% Yes

Table 20. Additional types of benefits offered between January 1, 2019 and December 31, 2019 (See Table 21 for a breakout of benefits indicated under "Other")

AGENCY	Post-secondary education assistance*	Employer paid job-related training	Employer-sponsored disability insurance	Flexible spending accounts	Health incentive programs*	Life insurance	Other
A.S.H., INC.	No	Yes	No	No	No	No	Yes
ACHIEVE LLC	No	Yes	No	No	No	No	No
AEGIS RESIDENTIAL CARE, LLC	No	Yes	No	No	No	No	No
ALBERTINA KERR CENTERS	No	No	Yes	Yes	Yes	Yes	No
ALSO	No	Yes	No	No	Yes	Yes	No
ALTERNATIVE SERVICES-OREGON, INC.	No	No	No	No	No	Yes	No
ALVORD-TAYLOR, INC.	No	Yes	No	Yes	Yes	Yes	No
ARCADIAN INCLUSION MANAGEMENT	Yes	Yes	Yes	No	No	No	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	No	No	No	No	No	Yes	No
BARCH, INC.	No	Yes	No	No	No	No	No
BEINGROUP, LLC	No	No	No	No	No	No	No
BENCO	No	Yes	No	No	No	No	No
BETHESDA LUTHERAN COMMUNITIES	Yes	Yes	Yes	Yes	Yes	Yes	No
BEYOND ABILITY SUPPORT SERVICES	No	Yes	No	No	No	No	No
BLESSED RESIDENTIAL CARE LLC	No	Yes	No	No	No	No	No
BRIDGES ENTERPRISE, LLC	Yes	Yes	No	No	No	No	No
BRIGHTSIDE LIVING, LLC	No	Yes	No	No	No	No	No
CARING HANDS RESIDENTIAL SERVICES LLC	No	No	No	No	No	No	No
CASCADE RESIDENTIAL CARE, INC.	No	Yes	No	No	No	No	No
CATHOLIC COMMUNITY SERVICES	No	Yes	No	Yes	No	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	Yes	Yes	No	No	Yes	No
CHOICES UNLIMITED, INC.	No	No	No	No	No	No	No
COFFELT CARE HOMES, INC	No	Yes	No	No	No	No	No
COMMUNITY ACCESS SERVICES II, INC.	No	Yes	Yes	Yes	Yes	Yes	Yes
COMMUNITY BASED GROUP HOME	No	No	No	No	No	No	Yes
COMMUNITY LIFE LLC	No	No	No	No	No	No	Yes
COMMUNITY SERVICES, INC.	No	No	Yes	No	No	Yes	No
COMMUNITY SUPPORT SERVICES, INC.	No	No	No	No	No	Yes	No
CONNECTIONS RESIDENTIAL SERVICES	No	Yes	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

AGENCY	Post-secondary education assistance*	Employer paid job-related training	Employer-sponsored disability insurance	Flexible spending accounts	Health incentive programs*	Life insurance	Other
CROSSROADS RESIDENTIAL HOME	No	Yes	No	No	No	No	No
D & D FOSTER CARE, LLC	No	Yes	No	No	No	No	No
DAI S'LA	No	Yes	No	No	No	No	No
DAIZY CORPORATION							
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes	Yes	Yes	Yes	Yes	No
DEAR HEART SUPPORT SERVICES LLC	No	Yes	No	No	No	No	No
DEGES CARE INC.	Yes	Yes	No	No	No	No	No
DOUGLAS RESIDENT TRAINING FACILITIES	No	Yes	Yes	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	Yes
ELYSIAN PURSUIT INCORPORATED	No	No	No	No	No	No	Yes
FAITH 24-HOUR RESIDENTIAL HOME INC	No	Yes	No	No	No	No	No
GRAY SERVICES LLC	No	No	No	No	No	No	Yes
GRIFFITH 24 HR CARE, LLC	No	Yes	No	No	No	No	Yes
GWB HOUSE INC	No	No	No	No	No	No	Yes
HAPPY HAVEN HOMES, INC	No	Yes	No	No	No	No	No
HARMONY HOUSING, INC	No	No	No	No	No	No	No
HAVEN CENTER LLC	No	No	No	No	Yes	Yes	No
HENDRICKSON RESIDENTIAL, INC	No	No	No	No	No	No	No
HOME LIFE, INC	No	Yes	No	No	No	Yes	Yes
HORIZON PROJECT, INC	No	Yes	No	No	Yes	Yes	No
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	Yes	No	No	Yes	No
IS LIVING	No	No	No	Yes	No	Yes	No
JACOB'S LIGHTHOUSE, LLC	No	No	No	No	No	No	No
LAILAH'S LIVING CENTER	No	Yes	No	No	No	No	No
LAILAHS LIVING CENTER II	No	Yes	No	No	No	No	No
LEMUEL, INC GROUP HOMES	No	No	No	No	No	No	No
LENSA RESIDENTIAL SERVICE LLC	No	No	No	No	No	No	No
LIA'S CARE HOME INC	No	No	No	No	No	No	No
LIBERTY LIVING LLC	No	Yes	No	No	No	No	No
LIMES ADULT FOSTER CARE	No	No	No	No	No	No	No
LIVING OPPORTUNITIES, INC	Yes	Yes	No	Yes	No	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
MARIE MILLS CENTER, INC	No	Yes	No	No	No	No	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No	Yes	No	No	No	No	Yes
MV ADVANCEMENTS	No	Yes	Yes	Yes	Yes	Yes	No
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes	No	No	No	No	No
NEW DAY ENTERPRISES	No	No	No	No	Yes	No	No
NEW DAY NORTHWEST INC.	No	Yes	No	No	No	No	Yes
NURU'S ADULT FOSTER HOME	Yes	Yes	No	No	No	No	No
NW COMMUNITY ALLIANCE, INC	No	No	Yes	Yes	No	Yes	No
NW MENTAL HEALTH MGMT SVCS	No	Yes	No	No	No	Yes	No
OHANA FIRST LLC	No	Yes	No	No	No	No	No
OPPORTUNITY CONNECTIONS, INC	No	Yes	No	No	No	No	Yes
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes	No	No	No	Yes	Yes
OREGON MENNONITE RES SVCS	No	Yes	No	Yes	Yes	No	No
OREGON SUPPORTED LIVING PROGRAM	No	Yes	Yes	Yes	No	No	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No	No	No	No	No	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	No	Yes	No	Yes	Yes	Yes	No
PATHWAY ENTERPRISES, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes
PERSONALIZED INDEPENDENCE, INC.	No	No	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	Yes	No
PREMIER COMMUNITY SUPPORTS, LLC	No	Yes	No	No	No	No	No
PROF THERAPEUTIC COMMUNITY NETWORK	No	Yes	Yes	No	No	Yes	No
RAIN KING PROPERTIES	No	No	No	No	No	Yes	No
RAINBOW ADULT LIVING FACILITIES	No	Yes	No	No	No	No	No
RENAISSANCE CARE, INC	No	Yes	No	No	No	No	No
RENEW CONSULTING INC	No	Yes	No	Yes	Yes	Yes	Yes
RESIDE RESIDENTIAL CARE	No	Yes	No	No	No	Yes	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	Yes	No	No	No	No	No
RISE, INC	No	No	Yes	Yes	Yes	No	No
RISING SUN SUPPORTED LIVING	No	Yes	No	No	No	No	No
RIVERS & ROADS RESI & CONSLT, INC	No	No	No	No	No	No	No
RIVERSIDE TRAINING CENTER, INC	Yes	Yes	Yes	Yes	Yes	Yes	No
RON WILSON CENTER	No	Yes	Yes	No	Yes	Yes	No
S.A.C.U.	No	No	Yes	No	No	Yes	No
S.I.S.O.	No	Yes	No	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
SAFECARE RESIDENTIAL SERVICES, INC	No	No	No	No	No	No	No
SHANGRI-LA CORP	No	No	No	Yes	Yes	Yes	No
SILVER SPRING GROUP HOME, INC	No	Yes	No	No	No	No	No
SOLODA ACH INC.	No	Yes	No	No	No	No	No
SOUTH COAST HORIZONS	No	No	No	No	No	Yes	No
SOUTHERN OREGON ASPIRE	No	Yes	Yes	Yes	No	Yes	Yes
STAR CORP GROUP HOME	No	Yes	No	No	No	No	No
STAR OF HOPE ACTIVITY CENTER INC	No	No	No	Yes	No	Yes	No
STEP FORWARD ACTIVITIES, INC	No	No	No	No	No	Yes	No
STEPPING STONE 24 HOURS HOME INC	No	Yes	No	No	No	No	No
STONEBROOKE RESIDENTIAL SERVICES	No	Yes	No	No	No	Yes	No
SUNNY MANOR, INC	No	Yes	No	No	No	No	Yes
SUNNY OAKS, INC	Yes	Yes	Yes	Yes	Yes	Yes	No
TANDEM NORTHWEST	No	No	No	Yes	No	Yes	No
THRIVING LIVES CARE, INC	Yes	Yes	No	No	No	No	No
TRUECARE HOMES, LLC	No	Yes	No	No	No	No	No
UMPQUA HOMES, INC.	No	No	No	No	No	No	No
UP & OUT, INC	No	Yes	Yes	No	No	Yes	Yes
VALOR ASSOCIATES, LLC	No	Yes	No	No	Yes	No	Yes
WALKER SUPPORT SERVICES, INC	No	Yes	No	No	No	No	No
WESTERN IDAHO TRAINING CO INC	Yes	Yes	Yes	Yes	No	Yes	No
WESTSIDE COMMUNITY FOCUS	No	No	Yes	Yes	No	Yes	No
WINGS OF HOPE							
WORK UNLIMITED, INC	No	No	No	No	No	Yes	Yes
Report Average	12.0% Yes	61.4% Yes	20.8% Yes	20.0% Yes	17.6% Yes	39.2% Yes	16.8% Yes

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

Table 21. *"Other" benefits offered between January 1, 2019 and December 31, 2019 (by the subset of providers who indicated "Other" above)*

AGENCY	Other - Please describe
A.S.H., INC.	Employee Assistance Plan
COMMUNITY ACCESS SERVICES II, INC.	HSA and EAP
COMMUNITY BASED GROUP HOME	portland sick pay
COMMUNITY LIFE LLC	HSA
EDWARDS CENTER, INC.	EAP
ELYSIAN PURSUIT INCORPORATED	Sick/Vacation
GRAY SERVICES LLC	none
GRIFFITH 24 HR CARE, LLC	Some paid holidays
GWB HOUSE INC	n/a
HOME LIFE, INC	EAP, Employee Discount Program
MIMI 24HRS RESIDENTIAL HOME 1 INC	ANNUAL BONUS
NEW DAY NORTHWEST INC.	Aflac
OPPORTUNITY CONNECTIONS, INC	Health Reimbursement Account (HRA)
OPPORTUNITY FOUNDATION CENTRAL OR	Short Term Disability, Employee Assistance Program, Mileage Subsidy, \$500 Childcare Program Incentives, \$300 New Hire Bonus, alternative care including natropath, chiropractor, accupuncture
PATHWAY ENTERPRISES, INC	Mercy Flights membership
RENEW CONSULTING INC	Short Term Disability, Accident, Critical Care, EAP, HSA, Verizon phone discount
SOUTHERN OREGON ASPIRE	Employee Assistance Program
SUNNY MANOR, INC	Oregon Saves program
UP & OUT, INC	Employee Assistance Program and Health Reimbursement Account
VALOR ASSOCIATES, LLC	Costco Membership
WORK UNLIMITED, INC	Employee Assistance Program (EAP), Holiday Pay

Recruitment and Retention

Table 22. *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	No	No
ACHIEVE LLC	No	Yes	Yes	No	No
AEGIS RESIDENTIAL CARE, LLC	No	Yes	Yes	No	No
ALBERTINA KERR CENTERS	Yes	Yes	Yes	Yes	No
ALSO	Yes	Yes	No	No	No
ALTERNATIVE SERVICES-OREGON, INC.	No	Yes	Yes	No	No
ALVORD-TAYLOR, INC.	Yes	Yes	Yes	No	No
ARCADIAN INCLUSION MANAGEMENT	No	Yes	Yes	Yes	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	Yes	Yes	No	No
BARCH, INC.	No	Yes	Yes	No	No
BEINGROUP, LLC	No	Yes	Yes	Yes	No
BENCO	Yes	Yes	Yes	No	No
BETHESDA LUTHERAN COMMUNITIES	Yes	No	Yes	No	No
BEYOND ABILITY SUPPORT SERVICES	No	Yes	No	No	No
BLESSED RESIDENTIAL CARE LLC	No	Yes	No	No	No
BRIDGES ENTERPRISE, LLC	No	Yes	Yes	Yes	No
BRIGHTSIDE LIVING, LLC	Yes	Yes	Yes	No	Yes
CARING HANDS RESIDENTIAL SERVICES LLC	No	Yes	No	Yes	No
CASCADE RESIDENTIAL CARE, INC.	Yes	Yes	Yes	No	Yes
CATHOLIC COMMUNITY SERVICES	Yes	Yes	Yes	No	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	Yes	Yes	No	No
CENTRAL OREGON COLLECTIVE	Yes	Yes	Yes	Yes	No
CHAMBERLIN HOUSE, INC.	No	No	No	No	No
CHOICES UNLIMITED, INC.	No	Yes	Yes	No	No
COFFELT CARE HOMES, 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	No	No
COMMUNITY SUPPORT SERVICES, INC.	Yes	Yes	Yes	No	No
CONNECTIONS RESIDENTIAL SERVICES	No	Yes	Yes	No	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	Yes	Yes	Yes	No
CORNERSTONE VALLEY INC		Yes	Yes	No	No

AGENCY	Employee referral incentive*	Realistic job preview	Code of ethics training	DSP career ladder	Credential support
CROSSROADS RESIDENTIAL HOME	No	Yes	Yes	No	No
D & D FOSTER CARE, LLC	No	Yes	Yes	No	No
DAI S'LA	No	Yes	No	No	No
DAIZY CORPORATION					
DANVILLE SERVICES OF OREGON, LLC	Yes	No	Yes	Yes	Yes
DEAR HEART SUPPORT SERVICES LLC	No	Yes	Yes	No	No
DEGES CARE INC.	Yes	Yes	Yes	Yes	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	Yes	No	No	No
DUNGARVIN OREGON, LLC	Yes	Yes	Yes	No	No
EASTCO DIVERSIFIED SERVICES	Yes	No	Yes	No	No
EDWARDS CENTER, INC.	Yes	Yes	Yes	No	No
ELYSIAN PURSUIT INCORPORATED	Yes	Yes	Yes	Yes	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No	Yes	No	No	No
GRAY SERVICES LLC	No	Yes	Yes	No	No
GRIFFITH 24 HR CARE, LLC	No	Yes	Yes	Yes	No
GWB HOUSE INC	No	Yes	Yes	No	No
HAPPY HAVEN HOMES, INC	No	Yes	No	No	Yes
HARMONY HOUSING, INC	No	Yes	Yes	No	No
HAVEN CENTER LLC	No	Yes	Yes	Yes	No
HENDRICKSON RESIDENTIAL, INC	No	Yes	No	No	No
HOME LIFE, INC	Yes	Yes	No	No	No
HORIZON PROJECT, INC	Yes	No	Yes	No	No
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	Yes	No	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	Yes	No	No	No
INDEPENDENT ENVIRONMENTS, INC	Yes	Yes	Yes	Yes	No
IS LIVING	Yes	Yes	Yes	No	No
JACOB'S LIGHTHOUSE, LLC	No	Yes	No	No	Yes
LAILAH'S LIVING CENTER	No	Yes	Yes	No	No
LAILAHS LIVING CENTER II	No	Yes	Yes	No	No
LEMUEL, INC GROUP HOMES	No	Yes	Yes	No	No
LENSA RESIDENTIAL SERVICE LLC		No	No	No	No
LIA'S CARE HOME INC	No	Yes	Yes	Yes	No
LIBERTY LIVING LLC	No	No	No	No	No
LIMES ADULT FOSTER CARE	No	Yes	Yes	No	No
LIVING OPPORTUNITIES, INC	Yes	Yes	Yes	Yes	Yes
MARIE MILLS CENTER, INC	Yes	Yes	Yes	No	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No	Yes	No	No	No

AGENCY	Employee referral incentive*	Realistic job preview	Code of ethics training	DSP career ladder	Credential support
MV ADVANCEMENTS	Yes	No	Yes	No	No
MY LIYU RESIDENTIAL SERVICES LLC	No	Yes	Yes	Yes	Yes
NEW DAY ENTERPRISES	No	No	No	No	No
NEW DAY NORTHWEST INC.	Yes	Yes	Yes	No	No
NURU'S ADULT FOSTER HOME	Yes	Yes	Yes	Yes	No
NW COMMUNITY ALLIANCE, INC	Yes	Yes	Yes	Yes	No
NW MENTAL HEALTH MGMT SVCS	Yes	Yes	No	No	No
OHANA FIRST LLC	No	Yes	Yes	No	Yes
OPPORTUNITY CONNECTIONS, INC	Yes	Yes	Yes	No	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes	Yes	Yes	Yes
OREGON MENNONITE RES SVCS	No	No	Yes	Yes	No
OREGON SUPPORTED LIVING PROGRAM	No	Yes	Yes	No	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No	Yes	Yes	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes	Yes	No	Yes
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	Yes	Yes	No	No
PREMIER COMMUNITY SUPPORTS, LLC	Yes	Yes	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	Yes	Yes	No	No
RENAISSANCE CARE, INC	No	Yes	Yes	No	No
RENEW CONSULTING INC	Yes	Yes	Yes	Yes	No
RESIDE RESIDENTIAL CARE	Yes	No	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	No	Yes	Yes	No	No
RIVERS & ROADS RESI & CONSLT, INC	Yes	Yes	Yes	Yes	Yes
RIVERSIDE TRAINING CENTER, INC	Yes	Yes	Yes	No	Yes
RON WILSON CENTER	Yes	Yes	No	No	No
S.A.C.U.	No	Yes	Yes	Yes	Yes
S.I.S.O.	Yes	Yes	Yes	Yes	Yes
SAFECARE RESIDENTIAL SERVICES, INC	No	Yes	Yes	No	No
SHANGRI-LA CORP	No	Yes	Yes	No	No
SILVER SPRING GROUP HOME, INC	No	Yes	No	No	No
SOLODA ACH INC.	No	Yes	No	No	No

AGENCY	Employee referral incentive*	Realistic job preview	Code of ethics training	DSP career ladder	Credential support
SOUTH COAST HORIZONS	No	Yes	No	No	No
SOUTHERN OREGON ASPIRE	Yes	Yes	Yes	Yes	Yes
STAR CORP GROUP HOME	Yes	No	Yes	No	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	Yes	Yes	Yes	Yes
STEP FORWARD ACTIVITIES, INC	No	Yes	Yes	No	No
STEPPING STONE 24 HOURS HOME INC	No	No	Yes	Yes	Yes
STONEBROOKE RESIDENTIAL SERVICES	No	Yes	Yes	Yes	Yes
SUNNY MANOR, INC	No	Yes	No	No	No
SUNNY OAKS, INC	Yes	Yes	Yes	Yes	No
TANDEM NORTHWEST	Yes	Yes	Yes	No	No
THRIVING LIVES CARE, INC	Yes	Yes	Yes	Yes	Yes
TRUECARE HOMES, LLC	No	Yes	Yes	No	No
UMPQUA HOMES, INC.	Yes	Yes	Yes	No	Yes
UP & OUT, INC	Yes	Yes	Yes	No	Yes
VALOR ASSOCIATES, LLC	No	No	Yes	No	No
WALKER SUPPORT SERVICES, INC	No	Yes	No	No	No
WESTERN IDAHO TRAINING CO INC	Yes	Yes	Yes	No	No
WESTSIDE COMMUNITY FOCUS	No	Yes	No	No	No
WINGS OF HOPE					
WORK UNLIMITED, INC	Yes	Yes	No	No	No
Report average	49.6% Yes	85.6% Yes	76.8% Yes	27.2% Yes	19.2% Yes

*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.)

Shortly after the initial request went out to providers in early March, the spread of COVID-19 led to a suspension of regular notices to providers. Oregon was also granted an extension to August 31, 2020 for provider data submission.

For the next three months, providers were sent monthly reminders to complete the survey. Starting August 1, 2020, personal emails were sent to all group home providers who had not completed the survey. Emails and phone calls were made weekly through August to those group home providers that had not responded to or completed the Staff Stability 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 127 group home provider agencies in Oregon that completed the 2019 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.)

ORS 443.434 requires group home providers (residential training facilities serving 6 or more, and residential training homes-serving 5 or fewer) to submit annual staffing data to a nationally standardized reporting survey organization specified by the Oregon Department of Human Services.

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 2019

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	\$9.90	\$11.69	\$14.16	\$17.78	\$22.42

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

Home Health Aides and Personal Care Aides

***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.*

***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: \$12.18

Percentile	10%	25%	50%(Median)	75%	90%
Hourly Wage	\$9.34	\$10.90	\$12.15	\$14.17	\$16.44

<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	\$10.31	\$11.93	\$14.96	\$18.52	\$22.93

<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	\$10.31	\$11.93	\$14.96	\$18.52	\$22.93

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

Appendix C: Living Wage Table: Oregon

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	13.49	27.55	29.19	18.37

Appendix D: Instructions Provided to Survey

Instructions Provided to Survey Respondents

STAFF STABILITY SURVEY 2019

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.

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. DSPs are also commonly known as Direct Support Workers (DSW).

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, 2019 to December 31, 2019 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 2019
 - 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.

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)**. DSPs are also commonly known as Direct Support Workers (DSW).

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



Kayla Johnson currently resides in Dorchester, Massachusetts; she has attended Gateway Arts since 2004. Johnson works across an array of media, including ceramics, jewelry, fabric arts, drawing and painting. Her figurative work often includes highly stylized self-portraits as well as portraits of friends conveyed in her own perceptive style. Johnson's work has been featured in exhibitions throughout Massachusetts at Barneys NY, the Mall at Chestnut Hill, and The Gateway Gallery.

See more at www.gatewayarts.org



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