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There are a lot of staff turnovers in this field because of the rate of pay and DSP's are feeling that they are appreciated. Long term staff not able to stay working in a field that they are passionate about because of the wages are not enough to live on and don't go up when they cost of living goes up they have a hard time to stay up with their bills and such. When places are short staffed you need to worry about the client if their needs are being met and that they are safe. I would like to see that the hourly rate goes up at least every 2 years for DSP'S and the rates are increased as well to support that.