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To: Chair Noor and Members of the Human Service Finance Committee  
From: Linda Hughes, COO Axis, Inc *Linda Hughes*  
Re: ICF legislation, HF 568  
Date: January 30, 2023

Hello. I am writing to ask for your support in passing the legislation that would increase the rates by \$50 per person for people who live in Intermediate Care Facilities for persons with Intellectual Disabilities (ICF/ID). Axis supports 32 people in homes licensed as ICF/ID, we are experiencing a staffing crisis far greater than any time period in my 26 years with this company or 31 years working in this industry. Axis currently has approximately 40% of our full time equivalent positions open and we are having to pay more than double the amount we have budgeted for an hourly rate.

Despite a concerted effort to recruit and retain staff, we are still seeing more people leave the profession. We continually hear from potential recruits and exiting staff that the main reason they are considering other work or leaving the profession is because of the low pay.

Our rates have had only minimal increases in the past 24 years leaving our wages significantly behind inflation, behind other industries, and also significantly behind waiver funded programs. It is not sustainable as a business. Some providers have decided to close some homes. We are committed to continuing to support Minnesota's most vulnerable citizens and we need your support to do that.

If you have any questions or are interested in visiting our homes, please reach out to me at 651-357-1108.

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