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## OCDD Self Advocate Position Proposal

### Context

The Council historically had a self-advocate position on staff to inform policy work and coordinate with other self-advocates around issues that matter to them. That position left many years ago in a previous staff restructure.

Two things the Council exists to do is build new leaders and change policies that impact people with developmental disabilities. Having a self-advocate on staff will help OCDD elevate the voices and experiences of people with DD, plus support the Vision Summit goal to have more self-advocates in leadership roles in the state.

Getting new positions at the state takes time and several steps:

- The position description must be approved by the classification team (this takes a long time),
- The budget team needs to approve there is funding for the position,
- The ODHS Director's Office makes a decision about granting the "position authority" to OCDD to recruit and hire.
- The approved package is sent to ODHS recruiting to work with Council staff on a recruiting plan

### Proposal

The Council has an opportunity now to use a position description that was previously approved by the Classification unit for ODDS. This position would be proposed as a part-time limited duration (one year) position. We cannot change the position description without taking it back to the classification unit.

The position would help the Council to:

- work with ODDS to provide input in policy and system change activities with ODDS,

- provide support to other self-advocates and self-advocacy groups to get input,
- support communications and training presentations to ensure there is input from self-advocates.

This position would be part-time (up to 20 hours/week) and limited duration (for one year). Limited duration positions can be renewed if there is continued funding and approval.

This position would be an Operations and Policy Analyst 1 classification. ODHS positions have several steps. It is difficult to determine the exact cost of a position until someone is hired at the appropriate step for their experience level.

The mid-range estimate for the cost of the position is about \$43,000/year for 20 hours per week. This includes salary and other personnel expenses like flexible benefits.

The Council has \$50,000 in the Federal Fiscal Year 2024 budget for “Vision Summit Projects.” These include work with ODDS on Quality Assurance, mental health and DD coordination, housing coordination and technology access policy and system change activities.

These funds could be reallocated to pay for the self-advocate position.

If the Council approves reallocating funds for this purpose, the next step is Leslie working with ODDS and the ODHS Director’s office to get position authority to recruit and hire. This may take time!

## Request

Vote to move the \$50,000 from “Council Vision Summit Projects” to personnel with the cost across our People and System goals. This position will impact both goal areas.