# Consumer Directed Employer Rate Setting Board

**Meeting #3**

**May 6, 2024**

**9:00am – 3:00pm**

## Minutes

ATTENDANCE

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Present Today | Online | Name | Role | \*Voting Member | ^Advisory Member | Notes |
| Yes | Yes | Bledsoe, Ben | Representative | \* |  | CDE Rep.  |
| Yes |  | Brannan, Pam | DSHS Staff |  |  |  |
|  |  | Chambers, Kelly |  |  | ^ | House of Representatives (R) |
|  |  | Cleveland, Annette | Senator |  | ^ | Senate (D) |
| Yes |  | Declet, Sonya | DSHS Staff |  |  |  |
| Yes | Yes | Dustin, Georgiann |  |  | ^ | State Council on Aging Representative |
| Yes | Yes | Erickson, Eric |  |  | ^ | Licensed Home Care Agency |
| Yes |  | Glickman, Adam |  | \* |  | Exclusive Bargaining Unit Designee |
| Yes | Yes | Hollimon, Cynthia | Representative | \* |  | Governor’s Office Rep. |
| Yes | Yes | Hood Quan, Maralise  | Facilitator |  |  |  |
| N/A |  | Open Position |  |  | ^ | People with Disabilities Organization |
|  |  | Muzzall, Ron | Senator |  | ^ | Senate (R) |
| Yes |  | Prieto, Nellie |  |  | ^ | Home Care Worker |
| Yes |  | Rector, Bea | DSHS Staff | \* |  | DSHS Rep.  |
| Yes |  | Reed, Charles | Chairperson |  |  |  |
| Yes |  | Schlesselman, Diana  | DSHS Staff |  |  |  |
|  |  | Tharinger, Steve | Representative |  | ^ | House of Representatives (D) |
| N/A |  | Open Position |  |  | ^ | People with Intellectual or Developmental Disabilities Organization |
| Other Attendees* Online Guests
* In-room guests
* Christine Morris, Office Chief, Training, Communications @ Workforce Development
* Stacy Graff, Workforce Development Unit Manager
* Mariana Morante, Research and Policy Deputy Director, SEIU 775
* Gayle Chan, Data and Policy Analyst, SEIU 775
* Miguel Bautista, Research and Policy Analyst, SEIU 775
* Cherie Noble, Program Director - Home Care Services, Senior Life Resources & Home Care Coalition Vice President
* Lisa Mikesell, Alliance for a Just Society
* Andrew Beane, SEIU 775 Vice President
* Kandie Lou, IP and Agency Provider
* Rhonda Parker, IP
 |
| Meeting Links * Rate Setting Board [Consumer Directed Employer Rate Setting Board | DSHS (wa.gov)](https://www.dshs.wa.gov/altsa/stakeholders/consumer-directed-employer-rate-setting-board)
* Open Public Meetings Act (OPMA)
* [Online Training Steps 2019.docx (live.com)](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fagportal-s3bucket.s3.amazonaws.com%2Fuploadedfiles%2FHome%2FAbout_the_Office%2FOpen_Government%2FOpen_Government_Training%2FOnline%2520Training%2520Steps%25202019.docx&wdOrigin=BROWSELINK)
* [Open Government Training | Washington State](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.atg.wa.gov%2Fopen-government-training&data=05%7C02%7CCDERateSettingBoard%40dshs.wa.gov%7Cd2c563cc959a41a22ca908dc2ca7bbd9%7C11d0e217264e400a8ba057dcc127d72d%7C0%7C0%7C638434346131213610%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=cJNav8U01WGl7bquKhgEf63H%2BmXM8UU5r7LT0OB3N0w%3D&reserved=0)
 |

AGENDA MINUTES

| **Topic** | **Discussion Highlight** | **Action items/Outcomes** |
| --- | --- | --- |
| **Welcome**  |
| Welcome and Introductions  | * Board members online
* Board members in-room
* Facilitator
* Chairperson
 | Welcome and OPMA training information for Board members.   |
| Purpose/Meeting Overview | Presentation from Charles Reed. |  |
| Approval of Minutes from 04.22.2024 & 04.24.2024 | * Approval of minutes from April 22, 2024 and April 24, 2024.
* April 22, 2024 minutes. Motion to approve by Bea Rector. Seconded by Adam Glickman. 4 Yay, 0 Nay for approval.
* April 24, 204 minutes. Motion to approve by Adam. Second by Ben. 4 Yay, 0 Nay for approval.
 | * Question on filling two remaining Board positions. Sonya will reach out for follow-up.
 |
| Opening Remarks/Old Business |  |  |
| Proposals |  |  |
| **Foundational Information** |
| IP Projections / Sustainability | Presentation by Christine Morris and Stacy Graff, DSHS, on Workforce development recruitment and retention activities. Workforce status, projections, and strategies. Marketing and outreach. * Observations on population and the number of caregivers and the type of services they provide.
* A look at partnerships, funding, and services. Reports on the Direct Care workforce and recommendations for the report to the Legislature
 |  |
| **BREAK** |
| **SEIU 775 Surveys** |
| Member Survey | Mariana Morante, Gayle Chan, and Miguel Bautista presentation on surveys to members this year on support and what it is to be a caregiver and staying in the workforce. * Question about what could contributing to changes in the data. Answered in session.
* Question about if there is a differentiation in data for ethnic groups. Answered in session.
* Question on reporting of hours. Answered in session.
* Question about IPs on not getting additional client to meet required hours. Answered in session.
* Question about whether answer options were limited to one or multiple. Answered in session.
* Question about pay for time off. Answered in session.
* Question about how long it takes IPs to transport clients. Answered in session.
 | * Request for the geographic information about the survey respondents.
* Request for definition of “advances needs” as used in the survey.
* Request for information about familial relationship of respondents who indicated they do not take time off.
 |
| Board Discussion | * Interest in seeing data compared with other industries.
* Observations on training associated to this topic and tracking data over time.
 | * Interest in number of caregivers work for both family and non-family members. There could be some cross-referencing in the data.
 |
| HCC Employer Survey | Mariana Morante and Cherie Noble presentation introduction on survey results on the labor and administrative rate sufficiency, recruitment and retention and sample characteristics. * Question about geographic stratification. Answered in session.
* Question about training challenges. Answered in session.
* Question about Medicaid or Medicare clients being the primary clients. Answered in session.
* Question about recruitment improvement with higher wages. Answered in session.
 | * Request for information about authorized versus utilized hours.
 |
| **LUNCH** |
| **Wages Presentations** |
| Living Wage Report | Lisa Mikesell presentation on Still Struggling to Make Ends Meet: Job Gap 2022-2023. Budget needs study including different household types. * Question about cell phone and internet connection as part of utilities. Answered in session.
* Question about the high number of hours some would have to work. Answered in session.
* Question about living wage across geographic areas. Answered in session.
 |  |
| Union Wage Presentation | Andrew Beane presented on Caregivers’ Wages and statutory considerations, pay and comparable. Kandie Lou and Rhonda Parker presentations as IPs. Shared personal experience for work and expenses. * Question about the CPI in different parts of the state. Answered in session.
* Question about inflation in Washington versus other states. Answered in session.
 | * Request for information about the weighted average wage along with the starting wage.
 |
| BREAK |
| Board Discussion | Guided by Charles Reed. * Decision makers need to know what will happen if there is a drop-off in caregivers.
* Observation on consistency of the data points.
* The impact of inflation on the wage has been meaningful.
* The 2022 Rate Setting Board made a difference.
* The Board needs to have an idea of administrative cost issues.
* Question about data related to IP ages and how many IPs are lost due to age.
* Observation about the need to consider innovations and ways to bring in potential workers who may not otherwise start in this work.
* Question about state budget projections. Answered in session.
 | * Will obtain information about the age of IPs.
 |
| Public Comment |  | IP and Agency provider provided personal statement on the need to for health care coverage to continue when a client is not available for services (for example, went into the hospital). Parent provided personal statement on need for investment in the caregivers with higher wages and benefits. Agency program director provided statement on misinformation about salary and benefits and the need for agencies to be able to improve recruitment and retention to address client issues in a timely matter.  |
| **Adjourn** |
| Adjourn | Facilitator wrapped up the meeting.  | * Next meeting is May 17, 2024.
* Meeting ended 2:46pm
 |