

Rate Setting Board

June 22, 2022

9:00 a.m. – 12:00 p.m.

Zoom attendance

In-person attendance

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TAB 1

Consumer Directed Employer Rate Setting Board
June 22, 2022
9:00 am – 3:00 pm

Agenda

Time/Minutes	Topic	Presenter
9:00-9:10	Welcome and Introductions	Facilitator
	Purpose/Meeting Overview	Chair
9:10-9:15	Approval of Minutes 06.14.22	Chair
9:15-9:35	Public Comment	Chair/Facilitator
9:35-9:50	Opening Remarks/Old Business	Chair
Board Discussion		
9:50-10:00	P&P: Establishing the Labor and Administrative Rates Discussion and Vote	Chair/Facilitator
10:00-10:10	Break	All
10:10-11:00	SEIU Memo Review	Adam and All
11:00-11:50	CDWA Administrative Rate Review Update	Ben and All
11:50-12:45	Lunch	
12:45-1:30	Recommendation for Agency Admin Rate Discussion	Eric and All
1:30-2:15	Discussion and vote for RSB Representative to Legislature	All
2:15-3:00	Next step scenarios	Chair/Facilitator
3:00	Adjourn	Chair

Please note the agenda times may vary due to the flow of the meeting conversation.

Rate Setting Board Members

Charles Reed	Chair
Adam Glickman*	Exclusive Bargaining Unit Designee
Bea Rector*	DSHS Representative
Ben Bledsoe*	CDE Representative
Robyn Williams*	Governor's Office Representative
Rep. Drew MacEwen^	House of Representatives (R)
Rep. Steve Tharinger^	House of Representatives (D)
Senator Ron Muzzall^	Senate (R)
Senator Annette Cleveland^	Senate (D)
Georgiann Dustin^	State Council on Aging Representative
Adrienne Stewart^	People with Intellectual or Developmental Disabilities Organization
Kim Conner^	People with Disabilities Organization
Eric Erickson^	Licensed Home Care Agency
Brittany Williams^	Home Care Worker

*Voting member, ^Advisory member

Rate Setting Board Meeting Schedule

March 21, 2022 9:00am – 12:00pm	Zoom
April 18, 2022 9:00am – 3:00pm	Zoom
April 19, 2022 9:00am – 3:00pm	Zoom
May 2, 2022 9:00am – 2:30pm	Zoom
May 10, 2022 10:00am – 4:00pm	Zoom and In-Person*
May 19, 2022 9:00am – 3:00pm	Zoom
June 9, 2022 9:00am – 3:00pm	Zoom and In-Person*
June 14, 2022 10:00am – 4:00pm	Zoom and In-Person*
June 22, 2022 9:00am – 3:00pm	Zoom and In-Person*

**Approved minutes from each meeting can be found at [Consumer Directed Employer Rate Setting Board | DSHS \(wa.gov\)](#)

*In-person meeting held at
Blake Office Park West
4450 10th AVE SE
Lacey, WA 98503
Chelan and Roosevelt rooms

TAB 2



Transforming lives

Rate Setting Board

[Approved By-Laws](#)

[Approved Charter](#)

[Approved Policy Selecting Chairperson](#)

Approved Policy Establishing and Submitting Rates **Pending

TAB 3

To: Rate Setting Board

Fr: SEIU 775

6/20/2022

As we prepare for the final discussions and decision around a CDE Labor Rate, we wanted to remind the board about SEIU 775's key priorities, provide additional context around some of the issues discussed during the June 9th meeting of the Rate Setting Board— particularly around average historic wage and rate increases - and outline several options and provide some sense of what those investments could produce, understanding that allocation of those funds will ultimately be up to the bargaining parties to determine through collective bargaining.

SEIU 775's Key Priorities

As outlined last week, SEIU 775 has three bottom line priorities:

- *Meaningful wage increases over the biennium above the FY 23 wage rates.* Workers are already struggling to make ends meet and employers are struggling to hire and retain workers. It is not acceptable to freeze wages at the FY 23 levels or provide wage increases that do not keep up with inflation over the next biennium. Understanding that the Rate Setting Board is not likely to reach the wage targets we initially outlined, SEIU 775 remains committed to making progress towards a living wage and a competitive wage.
- *Meaningful progress towards dependent health benefits.* This is critical not only for the roughly 8% of caregivers whose dependent children who are uninsured and who struggle to find coverage for their dependents, or who are forced to limit their hours and income to qualify for Apple Health. This is a critical step forward towards making home care a respected and desirable job as we seek to build a workforce that will meet the rapidly growing demand.
- *Meaningful progress on other benefits.* Virtually every benefit caregivers receive is below that of most employees: Two paid holidays; a very modest retirement contribution; capped mileage reimbursement; and PTO that isn't sufficient for both paid sick and vacation usage. Understanding that we are not likely to make significant improvements on all of these during the next biennium, SEIU 775 seeks additional funding that will allow for some small expansion of employee benefits that will both provide respect and dignity to these workers and help recruit and retain caregivers.

Historic and Future Wage Increases

On June 9th, the state showed a chart showing average wage increases from June 2009 to December 2022. As we noted, this includes three years of frozen wages during the Great Recession. We believe a relevant comparison would exclude those years. As you can see below, this shows a very different story – if you start with January 1, 2013 to the present you see a 8.25% average annual wage increase. If you exclude the initial significant wage increase after the Great Recession, as was suggested during the discussion, you still see a 6.8% average annual increase over the last seven years.

Avg Wage			
Jan 1 2013	\$ 10.45	January 1 2013 - January 1 2023 \$8.62 increase (10.45 - 19.07) 82.49% increase over 10 years 8.25% average annual increase	
July 1 2013	\$ 11.57		
July 1 2014	\$ 12.28		
July 1 2015	\$ 12.88		
July 1 2016	\$ 13.99		
July 1 2017	\$ 14.57		
July 1 2019	\$ 16.51		
July 1 2020	\$ 17.28		
July 1 2021	\$ 17.78		
July 1 2022	\$ 18.69		
Jan 1 2023	\$ 19.07		
		(excluding the post-Great Recession arbitration award)	
		July 1 2015 - January 1 2023	\$6.19 increase (12.88 to 19.07) 48.09% increase over 7 years 6.8% average annual increase

Looking forward, we thought it would be helpful to provide a quick guide to show various potential annual wage increases and how they would impact wages over the biennium.

		3%/ yr	4%/ yr	5%/ yr	6%/ yr	8.5%/ yr
	FY 23	FY 25	FY 25	FY 25	FY 25	FY 25
Start	19.51	20.70	21.10	21.51	21.92	22.96
Average	20.46	21.71	22.13	22.56	22.99	24.08

Historic Rate Increases

The data provided by the state suggest that the overall rate increases in recent biennia have included:

2017-2019 – 11.4%

2019-2021 – 14%

2021-2023 – 12.4%

It is worth noting that the 2021-2023 figure is relatively low for several reasons. First, the CBA was negotiated and went to arbitration in the summer/Fall of 2020 in the context of the state projecting a budget deficit of up to \$9 billion. Second, the legislature in the Supplemental Budget chose to temporarily extend the enhanced funding as a bridge to this Rate Setting Board process rather than make a permanent increase in the rate. If you consider the actual effective rate in FY 23 including the hazard pay this would be a much larger increase.

More significantly, the moment we are in – facing both historic inflation and a massive workforce crisis – demands a more meaningful response than those earlier investments.

Options

We lay out several options below. A couple notes:

- We replaced the “floor” option with a hypothetical 12% option that was floated by the state
- We found that while the costing of our full initial proposal was accurate (roughly \$425M GF-S net of the existing appropriation) we did not have sufficient information to accurately turn that into a full rate, so our estimate of the rate and rate increase was off. We have fixed that in relation to our full initial proposal and believe our rate figures are accurate below. We are still not fully clear how the state calculates the biennial rate increase – what is in this memo for biennial rate increase is simply the difference between the FY 25 proposed rate and 28.53.
- We have included with each potential rate increase a potential allocation of those funding, including the Health Care Rate but also some information on how the available funding could be used for wage and benefit improvements. This is provided solely to give board members a sense of the scale of potential wage and benefit investments given the rate. It is almost certainly the case that the actual wage and benefit increases will be different than these as the union and company engage in bargaining and/or as the HBT establishes eligibility and benefit policies based on their funding. This info should not be read as a definitive statement about what the outcome of bargaining will be, or even as SEIU 775’s proposals, but simply as one example of the types of wage and benefit increases that would be possible at the level of funding available at that rate.

	FY 24			FY 25			Biennial GF-S Net of existing	Biennial % rate increase	What it can fund in wages/benefits	What it can fund in health care
	Labor Rate	Health Rate	% rate increase	Labor Rate	Health Rate	% rate increase				
SEIU initial	32.75	4.75	14.79%	36.12	5.75	10.29%	\$424,627,000	26.60%	Phase up to roughly \$23 start/\$24 avg wage (8.5%/year increase) <ul style="list-style-type: none"> - +2 holidays/yr (6 total) - Increased PTO (2 days) - Mileage cap to 140 - + .15/year retirement - increased admin time - cover Trx inflation 	Extends health benefits to dependent children @ 75/month co- premium
SEIU Compromise	31.21	4.00	9.39%	33.57	5.02	7.56%	\$267,964,000	17.67%	Phase up to roughly \$21.50 start/\$22.50 avg (5%/year increase) <ul style="list-style-type: none"> - +1 holiday/yr (4 total) - Increased PTO (1 day) - Mileage cap to 110 - + .10/year retirement - cover Trx inflation 	Extends health benefits to dependent children @ 125/month co- premium
Hypothetical 12%	30.80	4.00	7.96%	31.97	4.23	3.80%	\$189,291,000	12.06%	Phase up to roughly \$20.75 start/21.75 avg (3%/year increase) <ul style="list-style-type: none"> +1 holiday (3 total) - + .10/year retirement - Mileage cap to 110 - cover Trx inflation 	Maintains existing health care, no dependent medical

TAB 4



Administrative Rate Proposal Scenarios:

Consumer Direct Care Network Washington (CDWA) is pleased to present the following general scenarios for the FY2023-FY2025 CDE rate. We supply these potential rates as guidelines to assist the Rate Setting Board in their decision for the administrative portion of the CDE rate. We know that a well-funded provider agency is essential to offering the support and oversight that IPs, Clients, and State agencies deserve. CDWA looks forward to the exciting and groundbreaking recommendations the Rate Setting Board will establish this biennium.

Low-Tier Proposal

This represents an option to keep the CDE administrative rate static, including the bad debt / personal needs allowance funding. In this scenario, CDWA would be forced to absorb the additional inflationary costs projected to continue in the CDE program. Similarly, bad debt remains intact, as we do not yet have enough experience to understand the impact on the program. If rates remained at this level, CDWA would request to negotiate the scope of work under contract in search of cost saving measures.

	End FY22 Rate	Low Proposed	Biennium Cost FY22 Rate	Biennium Cost Proposed	Difference	Percentage
Bad Debt	\$0.07	\$0.07	\$ 10,612,621	\$ 10,612,621	\$0.00	0%
Base Admin	\$1.19	\$1.19	\$180,414,561	\$180,414,561	\$0.00	0%
Total (w/o B&O)	\$1.26	\$1.23	\$191,027,182	\$191,027,182	\$0.00	0%

Mid-Tier Proposal

A middle route to the new administrative rate acknowledges the increased ongoing expenses associated with inflation and unexpected needs for the CDE program. This model would afford CDWA the ability to continue existing services and maintain plans for improvements moving forward. CDWA projects a 10-15% increase in operating costs over the biennium. This equates to an additional \$0.15 to the base administrative rate. Additionally, this proposal implements a “change order budget” to streamline unforeseen enhancement requests from State of Washington. Finally, the gains associated with changes in Personal Needs Allowance remains in the budget.

	End FY22 Rate	Mid Proposed	Biennium Cost FY22 Rate	Biennium Cost Proposed	Difference	Percentage
Bad Debt	\$0.07	\$0.04	\$ 10,612,621	\$ 6,064,355	(\$4,548,266)	(42.8%)
Change Order	\$0.00	\$0.02	\$ 0	\$ 3,032,177	\$ 3,032,177	100%
Base Admin	\$1.19	\$1.34	\$180,414,561	\$203,155,892	\$22,741,331	12.6%
Total (w/o B&O)	\$1.26	\$1.40	\$191,027,182	\$212,252,424	\$21,225,242	11.1%



However, considering that the “Change Order Budget” would operate only to improve the change order process, we believe this line item is budget neutral. Change orders are inevitable. CDWA and DSHS have made numerous enhancements over 8 amendments during implementation that total well beyond the estimate above. CDWA would commit to a reconciliation and return of any remaining change order funds, should change orders not surpass this cost. When considering change orders as neutral, the percent change in cost would be lower at 9.5%.

High-Tier Proposal

CDWA presents this highest cost proposal to include consideration of all additional expenses associated with the transition to the new CDE program as well as ongoing operational cost projections. In addition to the increased costs for inflation, CDWA asks that expenses the company experienced beyond what was planned in the initial contract be compensated. The unique and challenging nature of the COVID pandemic, including delays, higher staffing costs, and more technical integrations, increased the startup costs required to successfully implement the program.

	End FY22 Rate	Mid Proposed	Biennium Cost FY22 Rate	Biennium Cost Proposed	Difference	Percentage
Bad Debt	\$0.07	\$0.04	\$ 10,612,621	\$ 6,064,355	(\$4,548,266)	(42.8%)
Change Order	\$0.00	\$0.02	\$ 0	\$ 3,032,177	\$ 3,032,177	100%
Startup Costs	\$0.00	\$0.11	\$ 0	\$ 16,676,976	\$16,676,976	100%
Base Admin	\$1.19	\$1.34	\$180,414,561	\$203,155,892	\$22,741,331	12.6%
Total (w/o B&O)	\$1.26	\$1.51	\$191,027,182	\$228,929,400	\$37,902,218	19.8%

As with the mid-tier proposal, Change Orders should be considered budget neutral. Without the change order, the difference in cost decreases to 18.3%.

Thank you for your time and attention regarding the administrative rates.

Respectfully,

Consumer Direct Care Network Washington

TAB 5

Home Care Agency Vendor Rate Timeline Information for Board Motion

FY04 – “Administrative Rate” (which we prefer to call the “Care Management Rate”) is set at **\$5.00** per hour. Unfortunately, this is done by extracting identifiable pieces of the “labor rate” from the overall rate – which led to many costs of direct care being charged to the “admin rate” since they were not identified in the rate at that point.

\$5.00 admin/\$13.36 overall = **37.5%** of overall rate

FY09 – Admin rate \$5.38/\$17.38 = **31%** of overall rate

FY22 – Admin rate is \$5.57 – a 3.5% cumulative increase over 13 years, or **0.27% per year**. In the same period the **overall rate increased 88%**. Admin rate is now **17%** of overall rate. (By comparison, direct care wages went up **8.25% per year** from 2013-2023).

This extreme gap in increases between the administrative rate and direct care wages has caused **severe issues with recruiting and retaining** supervisors and other care management staff, which is of utmost importance as agencies cannot employ family members for direct care, which exponentially increases the overall **difficulty of care management**, recruitment, and retention for clients served by non-family. Agencies have also struggled in keeping up with the increasingly complex and expensive other costs of doing business as a home care agency over the last 13 years.

FY21 – Home Care Admin Rate receives COVID rate add-on of \$.50 per hour, or a temporary **9.1% increase**. This add-on rate is winnowing over time as previously discussed.

I would like to introduce a motion that the **Rate Setting Board recommend an increase to the Home Care Agency Administrative rate of 10%**, that would be offset in the short term by the COVID add-on that remains.

On the following page is a cost estimate by ALTSA of continuing the \$.50 per hour COVID add-on.

Agency Provider Administrative Rate Cost Estimate

	FY2024	FY2025
Projected Hours	15,731,000	15,787,000

Homecare Agency Administrative Rate Pandemic Add-On

Jul-20	\$ 0.50	per hour
Jan-22	\$ 0.45	per hour
Jul-22	\$ 0.36	per hour
Jan-23	\$ 0.29	per hour

Option considered for this cost estimate:

Make the \$0.5 per hour administrative Rate Pandemic Add-On (as in Jul 2020) to be part of permanent administrative rate in Biennium 2023-25

	FY2024	FY2025
Cost	\$ 7,865,500	\$ 7,893,500
GF-State	\$ 3,461,000	\$ 3,473,000
GF-Fed	\$ 4,404,500	\$ 4,420,500
ALSA Cost	\$ 6,969,000	\$ 6,994,000
GF-State	\$ 3,066,000	\$ 3,077,000
GF-Fed	\$ 3,903,000	\$ 3,917,000
DDA Cost	\$ 896,500	\$ 899,500
GF-State	\$ 394,000	\$ 396,000
GF-Fed	\$ 502,500	\$ 503,500

TAB 6

Dear Rate Setting Board,

Hi, my name is Diane Kessell and I have been a caregiver for nine years coming this November... being a caregiver isn't very important to me because I care about people, I want to make sure that they have the best they can and the feeling of being able to help someone is the best feeling in the world. I had a client my first client was someone that I was with for 8 1/2 years now I'm with another client and she's a young lady that has a traumatic brain injury it has been an experience. right now, we are learning new things to do with each other, Learning what she needs from me as a caregiver and me from her as a person with a brain injury so far, it's going great and I'm enjoying my new job.. The increase in wages for me would definitely make it easier for me to be less stressed about how I'm going to pay bills how I'm going to put food on the table because right now with the price of everything the way it is a very stressful situation I have a small car and for me to have put gas in it day before yesterday cost me \$74 and I have a 10 gallon tank.. the increase in wages will make my life much easier, and less stressful.. the benefits that we can get will help me be sure Do not become stressed over something that comes up if I have to go to the doctor if I have to go to the hospital with all the little extra bugs that are going around these days you never know when you're going to need that medicine to help you through.. I know that when I first started out in the working world and I worked for a union company and we talked to some of the members that had been in the union and us newbies not learn not knowing much about it and just learning we did come to a conclusion that if we all work together for what we all need maybe not now at the moment but later on we do it as a team and we will get something done in my case it was for a dental plan we agreed with our fellow workers that we would work with them on getting benefits for retirement and they would work with us on us getting our foot in the door for dental it worked out Wonderful they got what they needed for their retirement benefit and we got our first step in the door for our dental and vision...My family has been in the healthcare business for many years I've got sisters who are nurses I worked in another field for the majority of my working life and now I am in the healthcare caregiver business because I care about people and I want them to have someone and things that are there for them to rely on , a person that truly cares from their best interests. Thanks for listening to my story, I hope you find in favor of what we need to help those that need us.

Dear rate setting Board:

How raises helped me out allowing me to live comfortable. This allow me to pay some of my bills and this needs to increase more do to the cost of living. Our jobs are very important because we do quality work for our client and we deserve to have the wages so we can live and pay our rent and other bills that we need to get paid. Having a live able wage it gives me the top priority to take care of my kids and by putting a roof over their head and feed them as well as taking care of all my needs. As a caregiver stand point is to be able living a comfortable life.

As a caregiver we all deserve to have the health coverage so we can remain healthy so we can take care of our clients so I after remain a good healthy life without our medical insurance this with jeopardize my health because I can't afford it on the wages I do have. So keep me health insurance as low as it is do help me out by getting my asthma medication for cheaper cost if I can't afford my medication I could die without it. Without my Doctors my health could deteriorate if I don't have Medical insurance it is very important as a caregiver to take care of all my needs as well as my client needs. Without me my client quality of life will go down. This is very important to take care of my wages and medical so I can live a normal life. So my client can live a normal life as well. If my quality life goes down who will take care of my client because he depends on me to keep him healthy so he can also live a normal life because both of us deserve it. Thank You so much for this I have the fire in me to take a stand and fight what I feel is fair for all caregivers.

Sincerely,

Laurel Jennings

To Whom It May Concern on the Rate Setting Board,

My name is Melissah Watts and I am a single mom and Parent Provider for my 36 year-old son. I provide care 24/7 because my son lives here with me. When I had to make the shift from full-time employment as a Lab tech to a full-time caregiver for Max, there was no question about which would take priority in my life. The problem was, that it meant literally cutting my salary in half. While we were not in poverty, every penny had to be accounted for and I often had to decide which bill I would have to put off until the next month. My credit score took a total hit as a result. I had to go through my 401K just to make ends meet. Over the years, my salary has gone steadily up, thanks to collective bargaining with the Union. During the pandemic, we won the hazard pay rate step that, for the first time in years, allowed me to pay all my bills in the same month.

I can't tell you how many times I've heard caregivers say "credit scores – ha" Why? Caregivers skillfully keep families able to stay in full-time jobs while their dependent family members are cared for. Or, like me, they care for someone that cannot care for themselves full time, keeping that person from congregate care (now, an obvious advantage) Why shouldn't caregivers be able to look forward to a respectful, rewarding career as someone who helps tug, load, wash and feed, care and laugh with someone who needs that kind of help? Why does an office job have a built-in expectation of "working your way up the ladder" to have access to the richness of economic stability while caregivers can't imagine what that would look like? The sad fact is that the contributions of caregivers just aren't given the same value as career choices where no human contact is necessary. Caregivers are, by nature, clever about making things work.

In the coming years, Washington is going to need more and more caregivers to care for the vast numbers of Baby – Boomers who will see their sunset years. Without care, expensive chronic illnesses will send our economy into a tail spin. We need to attract young, healthy caregivers to a career in caregiving. We need to be able to promise stability, respect and a chance to be able to live a creative and rewarding life.

This is the time, you have the power to change the economy. Caregiving is a Washington job that stays in Washington. I am a Washington caregiver. I earn my living in Washington. I pay Washington taxes and help other Washingtonians earn their livings every time I spend a dollar here in our state. Please let me continue to earn a living wage that allows me to participate in the greater economy. Please raise our salaries so we don't have to choose between dinner and electricity. Please let me keep my recovering credit score so that someday, I could buy a new car when my 2003 station wagon goes wheels up. I shouldn't have to live in a constant state of worry about the Wolf knocking at my door. Please honor our service to our communities by voting to give us a good living wage.

Thank you for your consideration,
Melissah Watts : mwatts2024@gmail.com

Hello, and thank you for listening. My name is Julie Sparkman and I've been a caregiver for 4 years.

I care for children in my community, and it is amazing to be part of the positive growth they make. That growth benefits the entire community.

But I have a home and family to care for, too. Not to mention myself, and the care I need. It is exhausting. And we all do it, everyday.

We need better wages and healthcare for our families. If we are sick, hungry, going without, we will not be taking the best care of our clients. I can give my all, everyday, but I absolutely need to be able to recharge.

Thank you,
Julie Sparkman

5/29/22

RSB,

First of all Thank you for your time. We all know time is money, However it takes more money now days then time. Time to take Clients to appointments shopping, visit family & friends,

Food, gas ^{Prices} are skyrocketing, as you know. We shouldn't have to choose between food or an appointment. Should I buy gas or food with my last some much money before my next check. We need better pay, to survive.
Thank you for your time.

Casey J.

P.S. mileage pay.
Should be more

To who it may concern

Hello my name is Valerie Anderson Webb
I been a caregiver since ~~98~~ 98 and
have been around since the union
was around I watch the rate of
my wages increase and been around
and been on adgency bargaining
table and every time the rates are
set it hard to bargain for ~~rates~~ wages
With rent exploding and prices of
gas, medical, ect has gone threw
the roof as a grandmother raising her
grandson I finding it harder to
pay for simple things like milk
and bread I can't do anything
into go to movie or any other
special things

Thank You

Valerie Anderson Webb

Candace Milne
PO Box 233
Humptulips, WA 98552

05/17/22

Dear Members of the Rate Setting Board,

I have been a caregiver for over 10 years. It is satisfying work.

Even when our clients have family support, we are often our clients' primary companion. We are the ones who help them stay healthy, help them stay safe and help them enjoy their days.

Caregiving is not just a job. It involves our hearts.

If we are distracted by economic hardships our work suffers. It can't be helped.

Please improve our wages and benefits so that we can give our all to our clients.

They deserve a decent life and so do we. In particular we need affordable healthcare insurance for our spouses and children. That would help immensely.

Thank you so much,

Candace Milne

Why is healthcare important to me?

Ans → Health care is important to me, because being a Care giver is very important to stay healthy because if I'm healthy I can take a better good care of myself and my client.

What keeps me as a Caregive. I'm a firm believer of taking care of my family in my culture I'm suppose to take care of my parents when they get old. I've worked in nursing homes before back then and I've seen how other people ~~was~~ are treated and I vow to my self as long as I'm alive I will care for my elders of Mom and Dad until they leave this world.

Increasing wages gets me and my family out of poverty and be able to put a roof over our heads, able to go on vacation with my family and enjoy the little things in life.

I want RSB to know that my job is not easy as a Caregive I'm on the first line of defense.

Dear Rate Setting Board,

My name is Brenda Lee and I have been a caregiver for over 33 years. I started this profession taking care of my grandmother in helping with her everyday needs and tasks. In doing this I saw that how important this work was and how I love helping people and so I decided to stay being a caregiver.

To this present time, I take care of clients in my community all over Vancouver that are not able to do tasks that we take for granted. This includes driving them to their doctors' appointments, purchasing food, helping them with their medications, feeding them and hygiene. The work we do is so important to give them support that they need.

An increase in my wages would mean I can better provide for my family including my grandchildren that I take care of. I spend 58 dollars a week in gas, food, monthly bills, and rent. The increase in my wages will help so I can feel secure in knowing that I have a roof over my head and food on the table for me and my family.

Thank you,

Brenda Lee

Dear Rate Setting Board,

My name is Shazia Anwar and I am a caregiver from Kent. I have been a caregiver for 10 years and have seen what our union SEIU 775 has accomplished for us to be supported and have better lives. Good healthcare is important to me because caregiving is hard work and I want to stay healthy to take care of my client and family. I am a caregiver because we love our clients and care for them and have nice comfortable living in their home, we need more caregivers for the future so please support by giving us the proper funding.

Sincerely,

Shazia Anwar

Dear Rate Setting Board,

My daughter has needed 24-hour care since birth. In her early years, I was fortunate to be able to negotiate a work schedule that allowed me to care for her and keep the lights on in my home in Seattle. When she turned 18, she qualified for Medicaid personal care hours, and I became her legal guardian and caregiver. Less than a year later, the company I had negotiated with closed its doors. At age 56, I was thrown into the gig economy with one big advantage: I had affordable health care through the SEIU775 union contract. That advantage gave me just enough flexibility to hold out for the right second job and negotiate a sustainable work/life balance. Couple that with the raises we've won over the years, and I can finally imagine a future for my daughter after I'm no longer able to help her navigate the world outside our home.

Thank you,

Ed Solseng

Buenas tardes campaneros del comité les agradezco su tiempo de leer mi carta.

Como cuidadores, nosotros trabajamos sin parar en días festivos, inviernos y veranos calurosos, durante todo el año. No importa cuál es sea el clima. Siempre estamos ahí para nuestros clientes, sin embargo, apenas obtenemos el aprecio o reconocimiento que merecemos, sin mencionar el pago. Los cuidadores deben ser reconocidos y recibir un pago por lo que hacemos, especialmente durante las vacaciones. El cuidado no se detiene debido a un día santo; No veo por qué no nos pagan por trabajar y estar lejos de nuestros seres queridos durante esos días.

El aumento del salario significaría menos estrés diario para los cuidadores. Nos daría la capacidad de permitirnos vivir una vida estándar y no en la pobreza, nos daría espacio para permitirnos las cosas esenciales necesarias para vivir. El aumento de los salarios me ayudaría a proteger mis ahorros de emergencia.

El cuidado de la salud es muy importante y hay muchas razones para explicar por qué es así. Primero, la mayoría de los cuidadores son personas de la tercera edad, necesitamos un seguro para nuestros chequeos anuales. En segundo, tener un seguro de salud nos permite estar sanos. ¡Cómo podemos cuidar a alguien si no estamos sanos nosotros mismos! Por último, sin seguro tendríamos gastos adicionales que pagar, nuestro cheque tendría que extenderse más allá de lo presente.

Muchos cuidadores que conozco están casados con trabajadores agrícolas que no tienen seguro de salud, los campos de huertos no proporcionan eso. Los cuidadores también tienen familias, que necesitan atención médica. Es muy difícil cuidar a las personas vulnerables y darle el 100% sabiendo que ni uno mismo puede pagar los gastos médicos de su propia familia. Tener un seguro de salud para nuestro hogar significaría el mundo.

Concluyo, lo que me mantiene trabajando como cuidadora es la compasión que obtengo al ayudar a las personas mayores que ya no pueden ayudarse a sí mismas. Me encanta ayudar a la gente y si soy capaz y saludable para hacerlo, entonces continuaré haciéndolo. Hay muchas injusticias que ocurren en el cuidado. El abuso del cliente, la injusticia, los bajos salarios, los sistemas, la tristeza, las montañas de estrés, pero al final del día está todo es ensombrecido por la paciencia para cuidar a alguien y saber que está haciendo una diferencia en su mundo al ayudarlos a vivir una vida con dignidad.

Gracias y que pasen buena Tarde:

Bertha Natchi farías 6.7.2022

Dear Rate Setting Board,

My name is Ruoyu Li and I am a caregiver from Tukwila, I have been a caregiver for 4 years and have seen what our union SEIU 775 has accomplished for us to be supported and have better lives. Good healthcare is important to me because I know if I can take care of myself and my family I can be that much better of a caregiver for my client. we need more caregivers for the future so please support the sustainability of this career by giving us the funding we need.

Sincerely,

Ruoyu Li

Good afternoon RATE Setting Board.

Thank you for taking the time to read my letter. I am sure you have heard this before but the line of work I do is not easy. It is physically and mentally draining. I work with high needs clients 12 hours a day, 3 days a week. High needs clients require unique skills, sacrifice, and create more stress for caregivers as there are higher needs. The higher the need for care, the higher the pay should be.

My client is a sweet older lady. One time there was an incident where dementia kicked in and I ended up getting hit by a kick due to this incident by my client. Yet I still went back because at the time of the incident my client had no idea what she was doing. If she has a similar outbreak with anybody else, they probably not be able to handle her, they don't know her like I do. My client's daughter asked me why I decided to go back after what had happened. I went back because I care, and I am her caregiver.

I also feel like caregivers should have understanding health insurance. I have dependents, who would benefit from having certain coverages. Caregivers NEED stable benefits, especially for situations we can't control which hold us from completing 80 hours a month. If I got sick during covid and didn't complete my 80 hours, I wouldn't have benefits. I would then need to go back work, complete my hours, and reschedule a checkup the following month.

I am passionate about the line of work I do. I am happy to help those in need, people with disabilities.

Thank you,

 Griselda Castro-Gomez

Hello Rate Setting Board,

My name is Caty and I have been a caregiver for 5 years.

I am in this profession because I used to take care of my family and decided to make it a career. I am able to help my clients and gives me joy seeing the smile on faces knowing they are not alone. I feel there isn't any other profession for me.

Wage increase would help me and other caregivers with gas and food bills. Prices are going up for everything so we need a livable wage to survive.

Dear Rate Setting Board,

特別是在疫情期間讓我感覺很多獨居老人需要幫助，令我想為居家護理這份職業付出自己的一份力量。比以往任何時候都需要看護者的人更多，因此如果我们获得足够的资金，我们可以确保职业发展壮大。

谢谢，

Leo

Dear Rate Setting Board,

My name is Diana Sanchez, and I am a caregiver from Des Moines. Caregivers are essential. Our clients need us. But we need to be able to support ourselves and our families. Right now, too many of us can't do that, myself included. The stress of living paycheck to paycheck is way too real. Knowing that I'm just one unexpected bill away from disaster keeps me up at night.

Something has to change. Increase our pay!!!

Before Hazard goes away.

Sincerely,

Diana Sanchez

Dear Rate Setting Board,

My name is Franchesca and I have been a Caregiver for 7 years.

Increasing wages for me and my family would mean a lot. I will have my kids at home for the summer and I would mean buying more food as the prices have gone up.

I stay in this profession because I love helping people. I know how it is to feel lonely and I have seen as I have worked through the years my clients need that extra love care and attention. I don't ever want them to feel they don't have someone to rely on or talk to.

Dear Rate Setting Board,

My name is Yuritzzy and I have been a Caregiver for 6 years.

Caregiving gives me the opportunity to help me give back to community through those needing a little more assistance in order to live their every day lives. It gives me joy seeing my clients not have to stress about getting things done they don't have the ability to do.

A wage increase would mean to me less stress on my family to stretch out my monthly bills, I would be able to finally save for a rainy day, maybe even save for a house that I have been wanting to give my family.

Dear Rate Setting Board,

My name is Shelly and I have been a caregiver for over 14 years. It is very hard on a everyday basis as a Caregiver , the needs of my son sometimes is overwhelming and stressful but I know I love and am supposed to be in this profession to fit the needs of my son. I wouldn't want anyone else taking care of him but me. We as a union have fought so hard to let me get paid to care for him so I am thankful.

Wage increase would help my family with a vacation we have always talked about.

Thank you,

Shelly Bruns

Hello Rate Setting Board ,

My name is Richard and I have been a caregiver for over 10 years.

Working as a caregiver is hard stressful at times but very rewarding profession. Long hours away from your family but my clients need it.

Wage increase would mean so much to me. We get paid a little more each year but things in life keep going up also. We would be able to live without worrying about bills not being paid and gas in car.

I stay at in my profession because I love my clients and don't know what they would do if I wasn't caring for them.

Sincerely,

Richard Flax

Dear rate setting board,

My name is Melissa Barry, and I have worked as a caregiver for 19 years. I work hard to make my clients functional in our society by keeping them healthy, clean, and able to be happy. You must be flexible and understanding with their disabilities and make it easier for them to reach their goal.

With the increase in wages, I would be able to pay my bills off and be more independent with my life. As a family we could be happier with no burdens of financial responsibility.

I have a lot of health issues so my health insurance means a lot and if anything happened to it, I wouldn't be able to take care of my client. My husband pays so much on health insurance it would change our life in financially and save us money if he was covered under me. I have been wanting this for so long not just for me but also for other caregivers that need this for their family and insurance coverage for their dependents.

Thank you,

Melissa Barry

Dear Rate Setting Board,

My name is Jennifer Zollo,

I would like to first state that I love being a caregiver and helping my family and friends. I have been doing caregiving for one year and feel that this job is very important. The increase in wages would help me and my family and ensuring that we stay comfortable enough to meet our monthly budget. I also want to state that health care is important for my family members, and it also helps with keeping within our budget.

Thank you,

Jennifer Zollo

Sres. Rate Setting Board

Presente. Reciban un cordial saludo, deseándoles éxito en sus labores.

Mi nombre es Alma K. Arévalo de Mancia, soy cuidadora desde el año 2019 solo he tenido una pausa en mi carrera como cuidadora únicamente por una lesión en mi espalda, pero gracias a Dios esto no me impidió regresar, hago referencia a esto para que conozcan la importancia de la salud de un cuidador, enfermos no podemos trabajar es importante nuestra salud física y mental. Ser cuidador va más allá de ser un trabajo, es la planificación en cada día de nuestros clientes hasta el día que ya no estén o no podamos asistirles más.

Quiero hablarles hoy acerca de mis beneficios de salud y lo importantes que son para mí. Debido a mi situación familiar y de salud regrese a laborar part-time el año pasado con lo cual me siento satisfecha. Nuestros beneficios de salud deberían de ser mas comprensivos.

Cabe mencionar que mi esposo es un cuidador también, él trabaja más horas y si el pudiera incluirme en su seguro talvez no tuviera este problema fuera una alternativa para mí en este momento, pero no lo es.

¿Somos una familia que nos dedicamos a cuidar a otros, pero quien cuida de nosotros? tengo la respuesta nosotros mismos con los pocos recursos que tenemos, solo que con estos recursos no puedo pagar una consulta médica, exámenes de laboratorio etc,

Es por ello que les solicito humildemente mejores beneficios más efectivos, eficaces y bien remunerados.

Atentamente, gracias por su atención.

Gracias,

Alma Arevalo de Mancia 6/10/2022

May 26/2022

To Whom it may Concern:

Since I start working as a caregiver I have take care of clients at different shifts and days even on my days off, upon my clients needs and request's. (work with a client with Covid).

An increase on my wage will help me to pay my debts a little faster health care is very expensive through many companies, so is a good thing that SEIU give us the opportunity to get the health insurance at a low rate.

I like to be a caregiver because I feel appreciated by my clients and that makes me happy.

John P. R.

My name is Melba

More pay is personal to me. I am a
live in caregiver. No nights off + 2 days or
3 days a week work. I get paid at most
for 6 hours a day. If the agency people
don't show up for morning care 5 days a
week, I have to take care of my full care
client. I have to juggle my life around
the clients now help. I am retirement
age and feel that Adult protective
services should stop this form. Maybe
you can figure out a better pay scale
than 100 hours a month and me doing
300 hours.

~~the~~ Hi I am Christina Salento, I love
Being a Caregiver it help people to stay
in there own homes longer. It can be
hard work but worth it. We need higher
wages to go with the cost of living

Dear Lake Letting Board,

Expanded Health Care and Higher wages will help all home care aids pay their bills and help their families maintain health. Its important to support our caregivers in these trying times with higher food and gas prices.

Sincerely,

Cathleen S.

Agency Boarder w/ IP friends

Healthcare ^{is} important to me because without health ~~and~~ I can do nothing if I have a health concern. Expanding healthcare to me and my domestic partner is important because my partner and I want to have a good quality lifestyle.

What keeps me as a caregiver is the idea that it is an industry that is so essential to improving lifestyles.

I want the RSB to know that I have a MMFA Certification to determine my hourly wage based on training and experience.

The difference an increase in wages means to me and my partner is relief from stressing over financial ~~and~~ obligations so I would not have to rob peter to pay paul.

Ayana 5-26-22

Health care is important to me because without it we couldn't take care of ourselves or others in the way that is beneficial to us in our own way.

~~and~~ ~~caregiving~~ caregiving is mentally and physically straining at times we need that support. Expanding healthcare is important because everyone deserves to be healthy, no one should suffer due to financial issues. We are all people.

What keeps me as a caregiver particularly is knowing that I am making a difference in someone's life, that possibly if I am not there for them they would be struggling with even the simplest task.

I would like the BSB to know that caregivers work hard and we deserve our ~~benefit~~ benefits and anything that our jobs should be providing for us.

Increasing the wages would mean everything to me because, being a caregiver you need to be able to afford to take care of ourselves. If we are unhealthy or struggling, how are we going to take

Matthew F. Garinger

"Healthcare is a right" is a phrase that is more than individual to me. I come from a state with low to no health care security. I come from a state whose lack of insulin coverage throughout all available insurance left my mother with glaucoma. I will be her caretaker one day too, as I now am with my partner. ~~_____~~ I come from a state where Mike Pence supported legislation that kept the AIDS pandemic alive and well ~~_____~~ within it, and many or most of the fellow gay men in my life were HIV+.

This will be ~~_____~~ neither my first nor last time marching with a crowd and telling a group of legislators that "healthcare is a right."

Healthcare is life. Healthcare is ~~_____~~ the facility by which we do not suffer or die.

To belabor any other point is to honor the false notion that it is anything less dire.

My friends and their boyfriends deserved it.

My queer life and my boyfriend's deserve it.

Healthcare is important to me because I am done being surrounded with death. My fellow

caregivers and I will be the ones supporting these legislators & their families in their

life and ease of suffering. It is nothing less

than an absolute moral imperative that they support us and our families in ours.

I am a caregiver because I love life. I understand the pain and indignity and fear of disability. To support other disabled people in their dignity and comfort is, for me, what I must do. The irony that I fight for mine against high living costs, ~~low~~ pay, and the threat of ~~rising~~ rising insurance costs is not lost on me. Caregivers who love their work give peace to others and get mental peace from it, but rarely thanks from those who provide us our professional label.

Also necessary to mention is that I cannot marry my partner until our livelihoods — my income and his benefits — would not be immediately destroyed by it.

My mother is 60 and a nurse — my time to support her is coming ~~soon~~ quickly. She deserves to be able to rely on me without feeling like a financial burden after her lifetime of service.

Caregivers are foundational support for all societies. Societies which deliberately weaken their foundations are likely to crumble under their own weight. The weight of needed labor for the aging boomer generation, for instance.

and retain) Lets not avoid the obvious; there is only one way to make this profession attractive enough to draw the workforce it needs to support its rapidly growing market, and we all know what it is.

HCA's are healthcare professionals providing absolutely essential services that communities ~~collapse~~ collapse without. It's time to start paying us like we are.

Tokeama union

Health is important to me,
Because I need to ~~take~~ care of my
health and well being. If I don't feel
good who is gonna take care of my
client and my kid? If I don't
have health care I would not be able
to see a doctor with out paying a lot
up front.

my dependants need health care
because if he doesn't he can't get
~~meds~~ ^{meds} or go see a doctor with
~~out~~ out paying out of my pockets
a

my client would not survived
with out me. She can't walk or
do most of the stuff for herself.
she need to go see her doctor &
shopping.

Our work is important for our
client and for me as a care giver.
I need to put food on my table and
my client need me to do the same
for her. with me us they will have
no one to turn to.

I would be able to spend a little bit more money on food & gas.

Pay my bills on time and also catch up on my late bills. I can have some money to put aside for my future and for my kids college.

To R. S. B.

As a parent provider there are
at the very least 720 hours ^{IN} a month.

I am ^{paid for} allowed 115 per Month.

I am ^{paid} allowed 8 hrs per month to
help teach my Granddaughter Marical
Rose to make her bed, use the Vacuum,
or wash her own clothes. Take a
shower & wash her hair with out
my assistance.

Marical Rose needs total
supervision. As she may be able to
dial 911 but does not know how
to judge the need to call.

I would like to be able to teach
her to cook her own Spagetti. The
Safety issues, physical ability are
impossible for her.

As a Retired 72 year old
woman living on a fixed income.
The thought that out of 720 hours
I am only paid for 115 hrs plus
8 hrs to help give her the confidence
to attempt new & scary "Life Skills".

dear, Rate Setting Board - members of,

I am writing you today to tell you about my work as a caregiver and the ways it impacts my life. In my work as a caregiver I have had to choose to stop working before my clients' needs are met, whether to take a client to an appointment after their allotted miles have run out, and had to set boundaries where I knew more was needed of me, I have worked more hours, for pay insufficient for me to stay in my home, than my health could afford. I have ~~watched~~ witnessed as my spouse worked so hard for her clients that it permanently reduced her hand strength, all the while being "reported" by her client for not working hard enough. (it was unfounded) Some of the boundaries I have set with clients have been with a childhood friend, whom - or with whom, rather - my relationship is still impacted by the distance I needed to make from her situation.

I wish I did not need to make those choices, I wish that I were paid adequately for the difficulty of the work I have done, and that I could have been a more constant support to my friend, and to my other clients. But that is not the situation I find myself in. I have to juggle planning for a retirement independently of the strenuous work I do helping those ~~often~~ frequently the most vulnerable among us. I have to plan to pay rent

when it goes up 46% since our state has no way for me to protect myself from it in this emergency, and I need to plan for the care of my spouse, who has since become disabled in more ways than I mentioned, needing in-home care services themselves now. And I can't get paid to do any of that care - putting me in the position of regularly choosing whether to provide them care or to make rent. Assistance is running out, and soon I will only have my wages caring for other clients to keep us both from homelessness. - I'm sure can infer how that will impact the quality of care I can give my clients. ~~It will certainly have~~

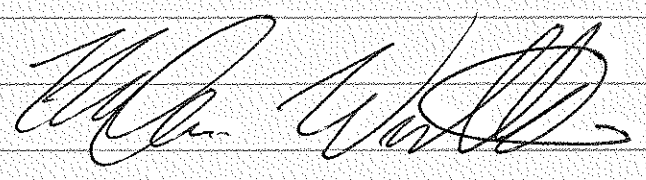
It will certainly have an impact on my health, too. Currently using Apple Health, that will mean additional costs for the state as I navigate burnout and my existing health needs and mental health challenges. I remain in this field because I have hope that one day we will be properly compensated - because of the work of SEIU 775, working to increase my wage and benefits over my last 8 years as a caregiver. But we still need more, especially with high inflation, eating up the progress we've made. We need to be paid for more.

We need to be paid a reasonable retirement wage, we need to be paid a rate that I can live on,

We need that wage to continue to out-pace inflation,
we need healthcare that supports us to do our best,
we need to be paid for all of the miles we drive for
clients - including the miles to and from their residences,
which are rarely close to home. And we need it yesterday.

I urge you to do everything you can to address
these problems and ensure that we will all have access
to care as we age. Thank you for your time.

Sincerely,
-Keegan Wulf
he/him



My name is Glenda I've been a caregiver over 30 years, about 7 years my then 37 year old son came home with a TBI he can't see, talk, walk or do anything for himself. as his caregiver 24/7 his dad + I do everything for him.

We only get paid 13 hours a day but Chris can't be left alone.

He gives off of only \$23.00⁺ a month. I do not know how he would live without us. Housing alone would take all his money.

are worried that saving for retirement is impossible at are pay now.

being 60 this year and having health care problems having health care insurance so I can care for are son and keep him home with his child so she has a dad everyday.

We Deserve the RESPECT for are Client and the Care we give them.

Thank you
Glenda Faustaf
4811 19th AVE SE
Lacey WA 98503

RSB

I want RSB to know that I am a Caregiver for my special needs nephew who ~~has~~^{is} has Autism.

If increase in wages would better provide the special needs that my nephew needs to be able to have more of his needs met with more time to assist him with his needs. Specifically he can not be ever left alone and one person cannot provide without the increases in wages because take all the times and costs that would make the differences to our family.

Healthcare is important to have access to for many providers who is not covered due to not enough hours to quality which is difficult with financial hardships that is caused from lack of increase in wages.

Please consider expanding healthcare that would be able to add dependants which is important to myself and my family.

What keeps me in this field as a caregiver is the benefits of nephew to be safe, healthy, and enjoy his life with growing success in his life with continuous loving supports and much needs of assistances. Help! Help!

5/25/2022

Thank You. Ken (Sandy) McDormek

my work as a caregiver is so important because my client is my 38 year old son with autism. I am not able to work outside the home. so wage, medical and paid time off are so vital. Earning a living wage is vital. Healthcare is so important. I am 68 yrs old - with age comes medical issues. I want to stay healthy to care for my son. I stay in this field for my son. I want him to be able to live ~~the~~ his best life.

the prices on EVERYTHING ARE rising - we need a living wage!

Patti Nelson
Cherak's 98532

1 * Care giver not suppose to do gardening but we help the clients anyway because they need it

2 * With this current rate the job seem like a temporary job. That why we need a better rate

3. * Health care for family because they are "family".

4 * I am in this field because I care about people, I care about the most needed population.

Kevin Hoang

To: Rate Setting Board,

I would like the board to think about how many caregivers there are taking care of a family member, and working a lot more hours than they are paid for. its a 24 hr job week in and week out. I am trying to give them the best life I can.

Making more money per hr would defintly help with transportation and supplies for my client. my granddaughter who is special needs is who I take care. I have her 5 days a week and she also spends the night with take her to school and pick her up after school. work with her for a few hrs after school. fix dinner and give her a bath and get ready for bed. Then on Sat and Sunday take care of her. I love doing it but at the end of the day anything helps money wise.

Ivez Sullivan

just quick ~~not~~ Im also 75 yrs young!

Due to poor health, I was forced to give up caregiving after 20 years. It was too soon to have accumulated enough for a real pension. It is a matter of respect that you consider what a life is like on \$984 of Social Security. It is difficult finding a safe place to live. I would not like to imagine that we continue to place caregivers in a life style that lacks dignity and safety after the years they have dedicated to bringing quality of life to their clients.

Respectfully,

Linda S. Lee

Retired SEIU 775

To R. S. B.

As a parent provider there are
at the very least 720 hours^{IN} a month.

I am ^{paid for} allowed 115 per Month.

I am ^{paid} allowed 8 hrs per month to
help teach my Granddaughter Mariah
Rose to make her bed, use the Vacuum,
or wash her own clothes. Take a
shower & wash her hair without
my assistance.

Mariah Rose needs total
supervision. As she may be able to
dial 911 but does not know how
to judge the need to call.

I would like to be able to teach
her to cook her own Spagetti. The
Safety issues, physical ability are
impossible for her.

As a Retired 72 year old
woman living on a fixed income.
He thought that out of 720 hours
I am only paid for 115 hrs plus
8 hrs to help give her the confidence
to attempt new & scary "Life Skills".

If we could lower the bars to
Qualify for health insurance, Our
Union would be able have better bargaining
for insurance coverage because of more
people using it.

Thank you,

C. Ray Nicholas

TAB 7

Agency Provider Administrative Rate Option 1

Option

Make the \$0.5 per hour administrative Rate Pandemic Add-On (as in Jul 2020) to be part of permanent administrative rate in Biennium 2023-25

	FY2024	FY2025
Projected Hours	15,731,000	15,787,000

Homecare Agency Administrative Rate Pandemic Add-On

Jul-20	\$	0.50	per hour
Jan-22	\$	0.45	per hour
Jul-22	\$	0.36	per hour
Jan-23	\$	0.29	per hour

	FY2024	FY2025
Cost	\$ 7,866,000	\$ 7,894,000
<i>GF-State</i>	\$ 3,461,000	\$ 3,473,000
GF-Fed	\$ 4,405,000	\$ 4,421,000
Available Funding in Carry-Forward Level	\$ 2,124,000	
<i>GF-State</i>	\$ 934,560	
GF-Fed	\$ 1,189,440	

Incremental Cost Needed for funding this option:

	FY2024	FY2025
Cost	\$ 5,742,000	\$ 7,894,000
<i>GF-State</i>	\$ 2,526,000	\$ 3,473,000
GF-Fed	\$ 3,216,000	\$ 4,421,000
AL TSA Cost	\$ 5,087,000	\$ 6,994,000
<i>GF-State</i>	\$ 2,238,000	\$ 3,077,000
GF-Fed	\$ 2,849,000	\$ 3,917,000
DDA Cost	\$ 655,000	\$ 900,000
<i>GF-State</i>	\$ 288,000	\$ 396,000
GF-Fed	\$ 367,000	\$ 504,000

Agency Provider Administrative Rate Option 2

Option 2: \$ 0.56 per hour
 Additional \$0.56 per hour administrative rate, less available pandemic add-on to be part of permanent administrative rate in Biennium 2023-25

	FY2024	FY2025
Projected Hours	15,731,000	15,787,000

Homecare Agency Administrative Rate Pandemic Add-On

Jul-20	\$	0.50	per hour
Jan-22	\$	0.45	per hour
Jul-22	\$	0.36	per hour
Jan-23	\$	0.29	per hour

	FY2024	FY2025
Cost	\$ 8,809,000	\$ 8,841,000
<i>GF-State</i>	\$ 3,876,000	\$ 3,890,000
GF-Fed	\$ 4,933,000	\$ 4,951,000
Available Funding in Carry-Forward Level	\$ 2,124,000	
<i>GF-State</i>	\$ 934,560	
GF-Fed	\$ 1,189,440	

Incremental Cost Needed for funding this option:

	FY2024	FY2025
Cost	\$ 6,685,000	\$ 8,841,000
<i>GF-State</i>	\$ 2,941,000	\$ 3,890,000
GF-Fed	\$ 3,744,000	\$ 4,951,000
AL TSA Cost	\$ 5,923,000	\$ 7,833,000
<i>GF-State</i>	\$ 2,606,000	\$ 3,447,000
GF-Fed	\$ 3,317,000	\$ 4,386,000
DDA Cost	\$ 762,000	\$ 1,008,000
<i>GF-State</i>	\$ 335,000	\$ 444,000
GF-Fed	\$ 427,000	\$ 564,000