

ALTA/DDA/BHA IPAC SUBCOMMITTEE MINUTES

AUGUST 10, 2021 9 A.M. TO 12 P.M.

Administrations and Divisions:

Home & Community Services (HCS), Residential Community Services (RCS), Behavioral Health Administration (BHA),

Developmental Disabilities Administration (DDA), Division of Behavioral Health and Recovery (DBHR), Office of the Deaf & Hard of Hearing (ODHH)

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Welcome and Introductions – Loni Greninger, Jamestown S’Klallam Tribe Vice-Chair, IPAC Chair, Subcommittee Chair

- Welcoming
- Announcements
- Invocation
- Roll Call

Behavioral Health Administration - Dr. Marie Natrall-Ackles, Tribal Liaison

Covid-19 Updates-BHA currently has (22) active COVID-19 cases;

(8) employees at WSH; (6) employees and (1) patient at ESH;(2) employees at SCC; (1) employee at Maple Lane CRP; (1) employee at Fort Steilacoom CRP; (2) employees and; (1) patient at the Child Study Treatment Center CSTC

COVID vaccinations administered within BHA to staff and patient as of 0800hrs 08/17/2021: 7,410 total, (3,743 fully vaccinated)

- (3,667) first dose; (3,462) have received their second dose; (151) staff have received the J&J vaccine; (130) patients have received the J&J vaccine.
 - TrueBlood Updates-Moved into Phase 2 (King County) on 7/1/2021.
 - BHA Matrix Review-Continued to next meeting

Aging and Long-Term Services Administration – Marietta Bobba

- Money Follows the Person Tribal Initiative Updates
 - Makah Tribe – Will extend contract through December. New Care Coordinator has been hired and is being trained. 25 people with COVID so tribe is shut down through August 20th. Social Services is mostly in quarantine. Reaching out to health home clients by phone.
 - Nisqually Tribe – Mary Szafranski, public health officer. COVID outbreak and contact tracing on 38 people. 7 households under quarantine. Council will decide if tribe will shut down.
 - Lummi Nation – Savvy Caregiving on October 11-13.
 - American Indian Community Center – no report.
 - Fall Summit: Great Wolf Lodge is not available for this years' fall summit. The summit will be held both virtually and in-person on October 14 -15. The in-person session will be held at the Suquamish Clearwater Casino Resort. As always, AL TSA will pay for one room for each tribe, tribal organization, and tribal kinship navigator. A save the date flyer should be out later this week. Registration will open in early September. Anyone interested in joining the agenda planning team, let Marietta know at bobbam@dshs.wa.gov .
- Adult Family Home Employee Handbook – Long-Term Care Foundation, Bob LeRoy. Handbook is available on-line. It is offered as a template for AFH's and can also serve as a template for small non-profits. It offers detail policy and expectations for employees. Handbook offers the variety of items often associated with running a small business. Handbook can be downloaded. Webinars on HR best practices.
- More details at: The Long-Term Care Foundation, bob@lctcfa.org ; Employee Handbook and info about webinars: <https://www.longtermcarefoundationwa.org/resources>
- Pilot program pays training costs for sponsored individuals from AFH's to get training for home care aide certification. We have a new 2-year contract with DSHS so we will expand training opportunities. We will expand to C N A training and testing, pre-prometric training and refresher courses. New bridge programs and AFH administrator trainings. Financial support to AFH's so staff can go to trainings. Training mirrors DSHS trainings. Pilot program is specific to Medicaid contracted AFHs. Foundation is seeking alternate funding sources to expand training to other groups. Foundation often works with AFH Council to help new providers move forward.
- Ips have fallen behind in training requirements for certification.
- AL TSA Decision Package Updates:
 - AL TSA is working to develop draft language to support tribal contracting for LTSS reassessments and case management services. There is a disconnect when fiscal determinations are done. The discharge planning is often difficult to schedule the assessment.

Advocates are often needed or things breakdown. Care Coordinators are being established by some tribes at the hospitals to try to improve discharge services. Tribes are interested in doing assessments and case management.

- There will also be a decision package concerning background checks that ALTSA is working in partnership with BCCU. More details will be available at next months IPAC subcommittee meeting. The background check workgroup ALTSA had pre-pandemic will have another meeting and provide feedback to the new state mandated workgroup. More details at the September meeting.
- Adult Protective Services – New Region 3 administrator has been hired. Interviews will begin soon for Assistant Administrator. Tribal trainings will begin once ALTSA has hired staff for the Academy. Notices will be sent out as soon as the Academy is open.
- WA CARES – the WA CARES website was shared. <http://www.wacaresfund.wa.gov/> . All employees will start paying in January 2022. Tribal employers can opt-in/opt-out to the program. Website has been created. It includes information on the funds, benefits, how to apply, self-employment opt-in, exemptions, learn more page, etc. Webinars will be posted regularly. Interest in creating a tribal page. Team has been getting questions from tribes and will add them to the page and links to general information. FAQs were reviewed and input was provided. Questions of tribal government ownership vs enrolled tribal member business will be researched. WA CARES tribal workgroup to continue discussion is August 17th from 1:30 p.m. -3 p.m.
- Topic: LTSS Trust Tribal Employer Opt-In Workgroup: Join Zoom Meeting

<https://us02web.zoom.us/j/88664519882?pwd=UEMxTXkwYjRlVWF5WDdwTm92YlNCdz09>

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- ALTSA Strategic Plan: <https://www.dshs.wa.gov/altsa/about-us> . IPAC will be discussing EDI and making sure that EDI movement remembers race and political distinctions are different. Tribal Government training needs to also be included in strategic planning. Clarify language to ensure that distinction is with political entities/governments and not a minority organization. Terminology needs to be improved.

- Leadership Staff changes: State government needs to train new leaders on government-to-government relationships, particularly new leaders from other states. Agreements are with governments, political entities and not with a minority organization.
- Exemption Policy for burial and memorial funds – The language discussed at an earlier meeting was reviewed and approved to send to WA Connections. It is unknown if any tribes have developed trust accounts. OIP may need to follow-up with tribes response to discussion. Hold off on sending to WA Connection until we hear from tribes. ALISA will work with OIP.
- Office of Deaf and Hard of Hearing shared an update on services available. <https://www.dshs.wa.gov/alisa/office-deaf-and-hard-hearing>
- ALISA Matrix review & update – delay until another meeting.
 - From the Office of Deaf and Hard of Hearing. New items for ALISA Matrix.

Remove barriers to telecommunications by providing current and emerging telecommunication services and features	Telecommunication Relay Service (TRS) Native American outreach specialist will use the WA Relay Native American banner & brochures and host exhibits at health fairs, tribal festivals, trade shows and provide 6-10 outreach presentations at tribal centers. Specialist will encourage Native Americans to apply for telecommunication equipment.	Deaf and Hard of Hearing Native Americans and their families will become familiar recognize and benefit from telecommunication relay and equipment distribution.	Francis Biderman* Native American Outreach Specialist frances.biderman@hamiltonrelay.com
Build Community Partnerships: Maintain communications and exchange resources between tribes and ODHH	Tribal liaison to share resources.	Communication and support between tribes and ODHH will be enhanced. Deaf and Hard of Hearing Native Americans and their families will become familiar and benefit from information & referrals, assistive technology, and available client services.	Suzy Mannella* Tribal liaison suzanne.mannella@dshs.wa.gov

Developmental Disabilities Administration – Justin Chan

- DDA clients with tribal affiliation (self-identified) and receiving DDA services
- Questions from Tribal Members
- For any questions, requests or comments, please reach Justin Chan chanjk@dshs.wa.gov or your [Local DDA Tribal Liaison](#)

Closing – Loni Greninger

Agenda Items for the September meeting:

AL TSA:

- New Staff Introductions
- Money Follows the Person Tribal Initiative Updates
 - Tribal Reports
 - Fall Summit
 - Savvy Caregiving Trainings
 - HCBS Conference Workshops
- AL TSA Decision Package(s) for 2022 state legislative session
- Project ECHO – Dr. Kris Rhoads
- AL TSA Resource Development Teams – Mika Greathouse
- Adult Protective Services
- WA CARES
- PACE update (invited)
- IP Certification Trainings
- AL TSA Matrix review & update

Next meeting is on September 14, 2021 from 9 a.m. to 12 p.m.

Exemption Policy for burial and memorial funds update:**Background:**

WA Connections offers a fast and easy way for families and individuals to apply for a variety of services such as Food, Cash, Child Care, Long-Term Care, and Medicare Savings Program's Individuals that are age 65 or older, blind or disabled may also apply for medical assistance.

<https://www.washingtonconnection.org/home/>

WA Connections staff presented to the IPAC subcommittee in March 2021. The staff has requested that the IPAC subcommittee assist in providing current information that would be useful to American Indians/Alaska Natives using the site. A priority area identified by the subcommittee and currently missing from the site is information on tribal exemptions that apply to payments, etc.

Goal: Provide WA Connections with current information on tribal exemptions and burial expenses.

Process:

1. Review existing information on tribal exemptions and burial expenses.
2. Determine if information is ready for inclusion on WA Connections or needs additional input, review, etc.

Historical/current documents:

DTL: March 22, 2010 - Burial expense funds impacting eligibility for Medicaid Services (attached).

Key takeaways:

1. **Revocable Burial Accounts:** Revocable burial accounts allow the individual access to the funds at any time. Because the money is available and can be used for other purposes other than burial, there is a limit to the amount that can be held. WAC 388-475-0500 limits these revocable funds to \$150. Examples of these types of accounts are savings or checking accounts.
2. **Irrevocable Burial Accounts:** Irrevocable burial accounts do not allow access to the funds until after the death of the individual. Because the money is not available, any amount determined to be culturally appropriate (based on an individual's expected burial costs) may be set aside in an irrevocable account. Common irrevocable accounts include burial trusts, pre-paid funeral plans, irrevocable bank accounts, and other funeral contracts where the funds are non-refundable to the individual upon purchase of the plan.

Individual tribes may consider setting up irrevocable accounts on behalf of their tribal members. Upon confirmation of the deposit of monies with the tribes, the Department would consider the funds to be held in an irrevocable account. The Department would accept verification from the tribe of the amount deposited, that it is culturally appropriate to that individual and that the funds will only be accessed to pay for burial expenses. The Department

has a draft form that tribe may use to attest to the reasonableness of the funds deposited. Burial Expense Form: 14_251a

HCA 14-540: Irrevocable burial fund provision for SSI related health care.

<https://www.hca.wa.gov/assets/free-or-low-cost/14-540.pdf>

HCA 14-539: Revocable burial fund provision for SSI related health care

<https://www.hca.wa.gov/assets/free-or-low-cost/14-539.pdf>

DSHS HCS Regional Desk Manual information (current): **Chapter VII: Financial Workers: Attached**

OPT-IN FOR TRIBES



OPTING-IN TO THE WA CARES FUND

As sovereign nations, tribes, choose whether or not to opt-in. When a tribe opts-in, all employees of their tribal businesses are covered. All employees will contribute .58% of their wages and in return, when they meet the [contribution requirements](#), they are insured against the need for long-term services and supports – up to a lifetime benefit of \$36,500 worth of care if and when they need it.

WHY SHOULD A TRIBE OPT-IN?

AFFORDABILITY & CONTINUITY

The fund costs only about \$300 per year for the typical earner – much less than most private long-term care insurance. WA Cares Fund contributions are only paid while you are working.

When a tribe opts in, employees who come to work for a tribal business retain coverage. A tribe that opts-in is able to keep premiums low and still offer a \$36,500 benefit to all eligible employees. This amount increases annually up to inflation. Doing it alone would not be possible.

BENEFITS

Peace of mind: Employees can worry less about whether they will be able to afford long-term care or be dependent on family or Medicaid for their needs.

CHOICE

WA Cares members decide how and where they use their benefits.

My benefit can be used to pay a family member, including a spouse, to provide care for me.



Tribes are some of the largest employers in their regions. If we don't opt in, workers could lose their benefit by coming to work for the Tribe. If someone has paid in for nine years or less working at a non-tribal employer and leaves their job when they are hired by a tribal employer, they will lose their benefit after five years with us.

LEARN MORE

HOW DO I OPT IN?

A tribe can learn more about opting in by contacting the Employment Security Department. When a tribe opts in, all of their businesses are included and all of their employees have access to coverage when they need it.

TIMELINE

- July 25, 2021: SHB 1323 Clarifies Tribes May Elect Coverage
- January 1, 2022: Contributions begin
- January 1, 2025: Benefits become available
- Tribes that choose to opt in before January 1, 2022 will have seamless coverage for new workers

NEED MORE INFORMATION?

ESD will be undergoing rule making. Sign up here to be notified.

TRIBAL OPT-IN FLYER

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WA CARES FOR EMPLOYEES

What is WA Cares?

The WA Cares Fund* is a universal long-term care program that provides Washington workers with access to a wide range of long-term services and supports. Workers all contribute and earn the benefit while they are working and, if they ever need long-term care, can access the earned benefit when they need it.

With WA Cares, you can:

- Earn a **\$36,500** long-term care benefit.
- Pay an affordable premium of **0.58%** of your wages only while you are working.
- Retain your benefit for your whole lifetime, even after you retire.

From Employees: Why I Like WA Cares



When I have a bad year, I don't pay much but I still earn the same benefit as everyone else.



My benefit can be used to pay a family member, including a spouse, to provide care for me.



I can choose from services like meal delivery, transportation, or home modifications.

Ready When You Need It

The WA Cares Fund provides workers with the peace of mind that they will have long-term care when they need it.

If you work 500 hours a year or more (about 10 hours per week), once you have paid in for 10 years without a break of five or more years, you will earn your benefit. You can use it decades after you retire. If you need help sooner, you can qualify if you contributed 3 of the last 6 years. You can choose from a wide variety of services to meet your needs.

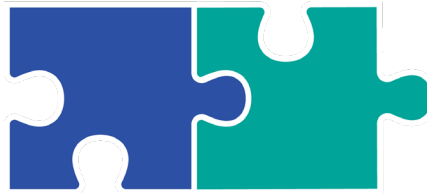


WA CARES FOR EMPLOYEES

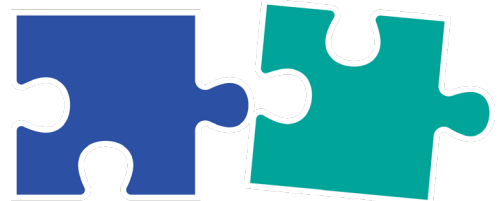
The Impact of Opting In or Out

Tribal employers do not automatically participate in the WA Cares Fund. To provide coverage to their employees, they must choose to opt in. Employees who do not work their entire careers for tribal business are at risk of losing coverage.

Benefits are earned over the course of our careers and may be accessed after contributing for ten years without a break of five consecutive years.



When tribes opt in, employees of tribal businesses are covered. They continue earning their benefits while employed with a tribe or tribal business.



When tribes do not opt in, employees who come to work for a tribal business from another employer before they are vested lose coverage after they work for the tribe for five years.

Reasons to Opt In



Tribes are some of the largest employers in their regions. If we don't opt in, workers could lose their benefit by coming to work for the Tribe. If someone has paid in for five years working at a non-tribal employer and leaves their job when they are hired by a tribal employer, they will lose their benefit after five years with us.



As an employer, any private coverage I offer my employees can be used in combination with the LTSS Trust. I won't contribute anything to WA Cares, but by contributing just over ½ percent of their own wages over the course of their career, they will earn a \$36,500 long-term care benefit.

A tribe can opt in by contacting the Employment Security Department. When a tribe opts in, all of their businesses are included and all of their employees have access to coverage when they need it.

With questions about opting in, contact:

Brett Cain, Policy Analyst
ESD Leave and Care Division
brett.cain@esd.wa.gov | 360-763-2879

LTSS Trust (WA Cares Fund) Tribal Employer Opt-In Workgroup

DSHS/ESD & Tribal Representatives

Questions & Answers

1. Is there a federal option that is similar to this state program?
 - a. The WA Cares Fund could be compared to Social Security or Medicare. Like Social Security and Medicare, all workers pay in a percent of their wages while they are working so they have coverage later in life. Although they are earned benefits similar to WA Cares, Social Security and Medicare do not provide coverage for long-term services and supports. With WA Cares, premiums are affordable, set at no greater than .58% of wages, there is no employer paid portion, and premiums are not required in retirement. Once people stop working, they stop paying premiums and retain access to benefits if they have vested. Although the program appears to align well with Social Security and Medicare, there is not currently a federal option to provide long-term services and supports outside of Medicaid.

2. Do people still have to contribute if they are not going to make the 10 years required for permanent vesting?
 - a. Yes, however, there is an alternative vesting path for individuals with long-term care needs that occur within three years of retiring. If, at the time of application for benefits, an individual has contributed three years out of the last six years, that person will be vested. WA Cares Fund is a social insurance model and contributions made by those who do not vest or use benefits will build for future generations.

3. How will using this benefit affect estate recovery or eligibility for Medicaid?
 - a. WA Cares Fund is an earned benefit, so once you've vested, there is no paying it back through estate recovery. The program is entirely self-funded and requires no general fund state nor federal funds to administer. It has little to no impact on Medicaid eligibility. WA Cares should be treated like a third party payer for services and will not impact eligibility (like private insurance now). The only impact may be for people who are currently receiving Medicaid LTSS (and would also work enough to vest) paying participation toward the cost of their care. If WA Cares Fund covers that service, they would no longer pay and could go over resources if they

don't spend that money each month. People need to be aware so they don't go over resources.

4. Will premium payments be refunded if benefits are not used?
 - a. No. WA Cares Fund is a social insurance model and contributions made by those who do not vest or use benefits will build for future generations. The LTSS Trust Commission will be considering whether or not to refund premiums paid by someone who has a dependent that is developmentally disabled if the person paying premiums vests and passes away before they can use the benefit.
5. Will there be a tribal premium sponsorship program similar to the qualified health plans administered by the Health Benefit Exchange?
 - a. No. WA Cares Fund is based on wages reported by employers to the Employment Security Department. The premium payment is set at .58% of wages. If a tribe wishes to pay the premium on behalf of their members, it would need to happen between the tribal government and its members after wages are reported and remitted to ESD by tribal employers.
6. Is a legislative change required for tribes to opt in?
 - a. Substitute House Bill 1323 passed in the 2021 legislative session adding the ability for tribes to opt in and opt out at any time to honor tribal sovereignty and provide a pathway to participation. With this legislative change, Tribes that choose to opt in will have coverage for all employees of the tribe and tribal businesses. In addition, the bill requires ESD to adopt administrative rules to implement the tribal opt-in and opt-out provisions and will engage with interested tribes when that rulemaking gets underway.
7. Will there be tribal members that are automatically included in WA Cares Fund even if a tribe does not choose to opt in?

If a private employer is a tribal member and their business is not associated with a tribe and not on tribal land, they will be included in the program. Businesses affiliated with a tribe and on tribal land will not be included unless the tribe chooses to opt in.

8. What information is needed for a tribe to opt in?

ESD will work with individual tribes to get the information necessary to opt in. With SHB 1323 passing the legislature in 2021, ESD will begin making rules to implement the opt-in and opt-out requirements. ESD invites participation in rule making by tribes and DSHS/ESD tribal workgroup sessions will continue as rules are developed.

9. Is there flexibility to break down to business structures that opt in instead of a full opt-in of the tribe and all of their businesses?

The current law intends that whole tribes opt in to WA Cares Fund rather than business structures of one tribe opting in independently.

10. If a tribe opts in, can individual employees decide to opt out?

No. The program offers universal coverage for all employees once a Tribe opts in. Individuals who have purchased private coverage by November 1, 2021, and do not want WA Cares Fund coverage to wrap around may apply to opt out. The actuarial math for WA Cares is based on all participants contributing their entire careers. Anytime there is a voluntary aspect to participation, there is a risk premiums will need to increase. Workers pay a small portion of their wages, set at .58%. For example, someone earning \$30,000 annually would contribute \$3.35 per week to WA Cares Fund. If they work at least 500 hour per year, after paying in for 10 years without a break of 5 consecutive years, they would have access to a \$36,500 benefit. All Washington workers will pay in for their whole careers and earn the same benefit. Allowing individual workers to opt out would not align with the solvency requirements of WA Cares and would increase the cost to the state to manage opt-outs.

11. How would an individual on a reservation who has their own business be considered?

The state cannot make decisions about tribal land. They would likely be included as all other self-employed individuals who can opt in independently. This would depend on the structure of the business and any employee and employer relationship.

12. How can we be sure Tribes retain sovereignty and protect themselves against future changes they disagree with changes being made to the program by the state?

The state will honor tribal sovereignty. If program changes considered by the legislature concern a tribe or tribes who have opted in to the program, those tribes may consider working with the legislature to address those issues or may wish to opt out. SHB 1323 provides the ability for a tribe to opt out at any time for any reason.

13. Will it be a simple process for people to access their benefit? Will there be an ability to pay benefits backdated to the date of an application?

The state is working to develop policy and systems that will provide seamless access to benefits and an array of services and providers that can be paid. Tribes could participate as providers in many areas, including as home care agencies, individual providers, and paying other family members, such as spouses, to provide care. The LTSS Trust Commission will be making a recommendation about DSHS's policies for functional eligibility. DSHS is considering policy that would make benefits payable back to the application start date.

14. If a Tribe finds a benefit on the private market that meets their needs, can they opt out after electing coverage?

A Tribe can opt out at any time for any reason. The Tribe may want to consider whether workers will remain covered once they are retired if they are required to take on premium payments out of pocket that were previously covered by the employer. WA Cares Fund could be used in combination with private coverage to offer a safety net. With WA Cares, individuals only pay in while they are working and retain coverage later in life without paying premiums.

15. If individuals who pay in leave the state, can they access benefits? What happens to their contributions if not?

At this point only Washington residents can access benefits. This is something that will be flagged for the LTSS Trust Commission to discuss this year to consider policy changes. Right now, their contributions remain in WA Cares Fund for future generations.

16. What if a tribe that opts in later decides to opt out? What happens to the employee's contributions?

When a Tribe that had previously chosen to opt in decides to opt out, their employees will no longer pay in to WA Cares. Those who did not meet the ten year vesting requirement will lose their vesting status after five years because in order to vest, individuals cannot have more than a five year break in contributions. Those who have a long-term care need earlier in their careers

could qualify if they've contributed three out of the last six years. Contributions that are not used will remain in WA Cares Fund for future generations.

17. What are the important dates for Tribes to consider regarding their option to opt in?

January 1, 2022 is when employers begin withholding .0058 of their employee's wages for WA Cares Fund. In April of 2022, the first wage reports are submitted by employers to ESD. Employees of Tribes who do not opt in before January 1, 2022 will not have coverage and will not pay premiums until the Tribe opts in. By January 1, 2025, services become available to qualified individuals who need long-term care.

Regardless of a Tribe's decision to opt in, all individuals who have purchased private long-term care coverage by November 1, 2021 and do not want WA Cares to supplement their private policy may apply for an exemption. This exemption is permanent and individuals cannot opt back in if they lose private coverage. Applications for exemptions may be submitted to ESD from October 1, 2021 through December 31, 2022. These timelines are unrelated to the Tribe's ability to choose whether or not to opt in or opt out.

ALTSA Strategic Plan 2021-2023: <https://www.dshs.wa.gov/altsa/about-us>

All strategic plan goals support improving long-term services and supports for all residents in Washington State. There are also specific goals related to work with Tribes.

Strategic Objective 1.3: WA Cares Fund – Conduct planning and outreach activities for implementation of the Long-Term Services and Supports Trust Act which will deliver benefits to eligible individuals beginning January 2025.

Decision Package: 050 – PL – ES – LTSS Trust Staff/Infrastructure This funding will be allocated for the establishment and launch of the Long-Term Services and Support Trust program.

Funding will be used towards policy formation, IT system creation and support, public outreach, network development and LTSS Trust Commission support.

Importance: Long-term care is not covered by Medicare or other health insurance plans, and the few private long-term care insurance plans that exist are unaffordable for most people. More than 90 percent of seniors are uninsured for long-term care. Approximately 70 percent of individuals who reach age 65 will need long-term care in their lifetimes. Many of those individuals will have to spend down savings to qualify for Medicaid in order to get the care they need. Providing another method for funding long-term care will relieve hardship on families and lower the increasing burden of Medicaid costs on the state budget. ALTSA has a significant role in the planning and implementation of the Trust Act.

Success Measure 1.3.2: Tribes/Tribal Enterprises will have an opt-in option to the WA CARES Fund by June 2023. Action Plan:

- The ALTSA Tribal Affairs Office and the DSHS Office of Indian Policy (OIP) will work with the WA CARES Fund staff and tribes/tribal enterprises/tribal organizations to implement a tribal opt-in provision.
- ALTSA staff and DSHS OIP will coordinate with the Indian Policy Advisory Committee/subcommittee, the Tribal Leaders Social Services Council (TLSSC), the Governor's Office of Indian Affairs, the Health Care Authority and the Employment Security Department to implement LTSS Commission and tribal recommendations from 2021 workgroups.
- ALTSA staff and DSHS OIP will coordinate with the Indian Policy Advisory Committee/subcommittee, the TLSSC, the Governor's Office of Indian Affairs, the Health Care Authority and the Employment Security Department to look at other issues or considerations as found by tribes and tribal enterprises (page 8).

Strategic Objective 2.13: Tribal Affairs – Continue to build strong relationships with, and expand contract opportunities for, tribes/tribal organizations to increase access to culturally attuned long-term services and supports for American Indians/Alaska Natives (AI/AN) to age in their homes or community-based settings of their choice.

Importance: ALTSA continues to focus on strengthening government-to-government relationships with tribes, decreasing barriers to accessing services and advancing culturally attuned services, providers and programs. We will continue to work with tribal organizations to: 1) delay or prevent institutional placement for AI/ANs; 2) identify AI/ANs who are living in institutions and assist them to return to their community of choice; and 3) develop culturally attuned service systems and providers to support AI/ANs once they return to their

communities. Work will focus on developing service contracts and engaging potential partners at the state, tribal and county levels for improved and culturally attuned service delivery of long-term services and supports.

Success Measure 2.13.1: Procure and sign at least three contracts to benefit AI/AN elders, veterans and adults with disabilities by June 2023.

Action Plan:

- ALTSA will engage tribes and tribal organizations to expand information and identify opportunities for the delivery of long-term services and supports to AI/ANs.
- ALTSA will build state agency partnerships (Department of Commerce, Health Care Authority, etc.) to identify complementary funding resources and opportunities for tribal contracting that support elders and individuals with disabilities and provide comprehensive, evolving long-term services and supports with mindfulness to the barriers.
- ALTSA will build strong relationships with long-term service providers to assist with increasing statewide capacity to serve AI/AN older adults and individuals with disabilities during the COVID-19 pandemic and throughout the recovery period.

Success Measure 2.13.2: Identify and implement increased federal financial participation for a minimum of one long-term services and supports contract provided by June 2023.

Action Plan:

- ALTSA will engage tribes to identify long-term services and supports that meet the federal requirements for increased federal financial participation.
- ALTSA will share federal requirements for Indian Health Service contract language updates to help tribal social and health service departments bill for Medicaid-reimbursed long-term services and supports at optimum reimbursement levels.
- ALTSA will develop and implement billing guidelines and systems for Medicaid reimbursed long-term services and supports provided by Tribal Governments/Enterprises in coordination with the Health Care Authority. (page 18-19)

Strategic Objective 3.5: Promote equity, diversity, and inclusion (EDI) practices.

Importance: ALTSA recognizes the relevance of understanding and practicing EDI principles in the delivery of long-term services and supports. Creating and maintaining a work and service delivery environment that recognizes, values, supports and embraces respect for individual differences is important to supporting the administration's vision and to providing equal and culturally competent access to populations that may otherwise be left out or not appropriately or fully served. In order to create and maintain such a workplace culture and service delivery system, ALTSA understands the benefits of integrating equity (fairness), diversity (difference) and inclusion (participative voice) in all areas of its business.

To achieve this goal, support for EDI must start with leadership. ALTSA is committed to building an infrastructure of EDI principles that includes a shared understanding throughout the administration of the benefits of a diverse workforce. Having a diverse workforce can help ALTSA better meet the needs of the people we serve every day. By having certified diversity professionals and executives throughout the v v DSHS | Aging and Long-Term Support Administration P a g e | 24 administration, the principles of fairness, difference and participative

voice will be understood in a manner that reinforces that EDI is not something we do, but is, in fact, who we are. ALTSA recognizes the need to address the ongoing effects of systemic racism on staff and clients. In doing so, ALTSA is committed to better education of leadership and staff members about race and how to practice antiracism. Only by first looking inward and working on ourselves can we truly be committed to providing the highest quality services for the clients we serve.

Success Measure 3.5.1: Provide fundamentals of EDI, to include anti-racism training to ALTSA management and staff by December 2022.

Action Plan:

- ALTSA will continue training staff about EDI principles.
- ALTSA will expand Quality Assurance policies and procedures to measure success.
- ALTSA will continue to expand on Certified Diversity Executive/Certified Diversity Professional (CDE/CDP) learning throughout the administration.

Success Measure 3.5.2: Operationalize EDI principles throughout the organization, as measured by completion of the Action Plan by December 2022.

Action Plan:

- ALTSA will meet or exceed the Culturally and Linguistically Appropriate Services (CLAS) Standards. We will be proactive in supporting a diverse workforce across the administration. We will create and support programs to help retain staff. We will examine institutional practices and policies and remove any potential biases identified within those policies and procedures.
- ALTSA will provide opportunities for staff and leadership to acquire shared language and practices on equity through diversity workshops (regional), discussion opportunities and resource sharing on EDI topics that engage the entire workforce. ALTSA will build on recognized milestones of equity, diversity and inclusion with the additional EQUITY TOOLS of truth, social justice and dismantling racism to advance our progress in removing obsolete structures to create more productive practices and a more inclusive workplace.
- ALTSA will work with tribes and ALTSA EDI to identify barriers and unintended consequences of hidden bias in current practices. Page 23-24)

Row Labels	Count of TribalAffiliation
Confederated Tribes and Bands of the Yakama Nation	81
Confederated Tribes of the Chehalis Reservation	8
Confederated Tribes of the Colville Reservation	60
Cowlitz Indian Tribe	19
Hoh Indian Tribe	1
Jamestown S'Klallam Tribe	4
Kalispel Indian Community of the Kalispel Reservation	6
Lower Elwha Tribal Community	9
Lummi Tribe of the Lummi Reservation	48
Makah Indian Tribe of the Makah Indian Reservation	17
Muckleshoot Indian Tribe	33
Nisqually Indian Tribe	11
Nooksack Indian Tribe	12
Port Gamble Band of S'Klallam Indians	8
Puyallup Tribe of the Puyallup Reservation	33
Quileute Tribe of the Quileute Reservation	1
Quinault Indian Nation	11
Samish Indian Nation	5
Sauk-Suiattle Indian Tribe	6
Shoalwater Bay Indian Tribe of the Shoalwater Bay Indian Reservation, Washington	3
Skokomish Indian Tribe	8
Snoqualmie Indian Tribe	1
Spokane Tribe of the Spokane Reservation	27
Squaxin Island Tribe of the Squaxin Island Reservation	5
Stillaguamish Tribe of Indians of Washington	1
Suquamish Indian Tribe of the Port Madison Reservation	5
Swinomish Indians of the Swinomish Reservation of Washington	5
Tulalip Tribes of Washington	43
Upper Skagit Indian Tribe	6
Grand Total	477



STATE OF WASHINGTON
DEPARTMENT OF SOCIAL AND HEALTH SERVICES
Aging and Long-Term Support Administration
PO Box 45600, Olympia, Washington 98504-5600

June 17, 2021

Dear Tribal Leader,

We are pleased to announce the release of our updated 2021-2023 Aging and Long-Term Support Administration (AL TSA) Strategic Plan, located on our website at:

<https://www.dshs.wa.gov/altsa/about-us>

[RCW 43.88.090](#) directs each state agency to define its mission and to establish measurable goals to achieve desirable results for customers, and to develop clear strategies and timelines for achieving these goals. [Guidelines](#) for state agencies to follow when developing strategic plans are released by the Office of Financial Management (OFM) each biennium.

The Strategic Plan is a living document that undergoes a regular cycle of updates. If you have suggestions for improvements to AL TSA's Strategic Plan, please contact Kristi Knudsen at kristi.knudsen@dshs.wa.gov.

Thank you for the work you do in supporting individuals in need in Washington State.

Sincerely,

Bill Moss
Assistant Secretary
Aging and Long-Term Support Administration

DSHS: *Transforming Lives*