

**Intellectual and Developmental Disabilities (IDD) Service Improvement
Working Group
Thursday, October 2, 2014
Legislative Office Building – Room 2B
Meeting Minutes**

Members Present: Tom Fiorentino and Jonathan Slifka (Co-chairs), Emily Angeloff, Deborah Chernoff, Judy Dowd, Terry Edelstein, Terry Macy, Morna Murray, Lisa Roland, Varian Salters, Shannon Jacovino for Leslie Simoes, Barry Simon, Tracey Walker and Julia Wilcox

Members Absent: Andrea Barton Reeves and Tom McCann

Guests: Cheryl Cepelak and Luis Perez – Nonprofit Employment Data Work Group

Call to Order – The meeting convened at 2:10 p.m.

Approval of Minutes – The minutes of the September 18th meeting were approved as submitted.

Presentation – Terry Edelstein, Cheryl Cepelak and Luis Perez provided a presentation to the group on the purpose, process and progress of the Nonprofit Employment Data Work Group of the Governor’s Cabinet on Nonprofit Health and Human Services and shared data about the current workforce.

The Cabinet serves as a vehicle for providing information to nonprofit health and human services providers and a venue to promote “best practices.” The Work Group’s mission is to identify current and trend data that provides nonprofit organizations with information they can use to strengthen their organizations as well as inform public policy to increase viability and sustainability.

Ms. Edelstein described the purpose of the Cabinet and Work Group and explained the relevance of the work of the Non-Profit cabinet to the work of the IDD Working Group. Deputy Commissioner Cepelak presented data on employee core competencies collected from the Department of Labor (DOL) and explained the findings which included specific data regarding the occupations in the private provider agencies (by most reported titles). The data included positions by occupation title/category for profit and nonprofit organizations across the state based on self-reported data. (See attached presentation document for more detail). They emphasized that the data is not perfect but can be used as a guide as DOL posts by industry codes and not by specific job titles.

Questions/Discussion –

Questions revolved around the connection of the Employment Data Work Group to the IDD Working Group and how to interpret the specific DOL data that was presented. Members also wondered whether benefit data was available. Terry encouraged the group to further decipher the data and inquire at DOL to see if they can provide more specific data. She said she would provide a link to the open data portal that may also provide some useful information.

The group discussed the term “livable wage” and how to reconcile that with wages paid to staff in private provider agencies. The members agreed that agencies should pay a livable wage in order to attract and keep great staff. It was mentioned that high turnover is costly for providers due to recurring training costs and that transition is also very difficult for individuals and families.

The DDS provider rate transition was also discussed briefly and Commissioner Macy stated that DDS is facing an enormous challenge to implement this - to balance rates and maintain funding to support necessary activities.

The group expressed interest in getting more data from DOL and will work on compiling a list of more specific data that may be useful and will also consider the possibility of asking DOL staff to present at a future meeting.

Future Meeting Dates/Times – The next meeting is scheduled for October 16, 2014 at 2:00 p.m. at the LOB.

Adjournment – The meeting adjourned at 3:30 p.m.