

Rate Transition Sustainability workgroup

Meeting Minutes of 10-5-2011

DRAFT

Present: Matthew Reyher, Pat Bourne, Terrence Hickey, Elisa Velardo, Peter Mason, Sheryl Kemp

Review of the minutes of the September 21st, 2011 meeting and were accepted.

Charge of Group: The group will examine current information; wages and benefits in CT as well as Nationally, to ascertain if and how other states handle inflation with regard to sustaining the workforce in CT Provider agencies for the purpose of proposing a plan to the Legislature that is realistic and acceptable to providers with a timeframe for implementation. This work would include unionized workers as well. This item was again reviewed by the committee.

Starting point: The group discussed the review sheet provided to the group by Peter. Keeping in mind that these are averages and not actual costs associated with client support. Next meeting Peter will bring actual rates allocation correlated to the rates. The rates are a base on which additional items that are added to capture a final rate for an individual. All attributes of the direct care staff are build upon for all other cost associated with the support of an individual. This includes supervision, sub-staff, non-salary, benefits and A&G costs. The group also discussed the DDS service authorization form.

Focus: There was consensus to focus on the combined wage and benefits issue as the core argument as we move forward. The legislature will have more sympathy from this perspective than to argue the total cost of doing business. It will be important to show that wage increases will in fact result in savings for the state by decreasing worker reliance on state plans for housing, medical, food stamps and other subsidies. As wages increase so do associated costs of hiring and managing staff.

Cautions and Factors impacting decisions: One Legislature will not want to tie the hands of a future legislature. Caution that if the plan requires a minimum wage COLA then that will be how the increase will need to be allocated. Will want to link the increases to both the wage and benefits which will then give some flexibility as to how increases are applied.

Where will we look for data or get information to assist us: Matt brought information that CCPA provided for the state of Maryland. Discussion centered on indexing of waiver rates. Pat will look at ANCOR- Direct care professionals and present the committee with the information. The search will be focused on finding any system that is tied to an index. The Courant has information on salaries by metro Hartford and counties. Information was shared

with committee members. Pat will look into information at CBIA and Elisa will get information on Sustinet.

Much discussion centered on benefit as members of the committee shared what their particular agency costs are in relation to their benefit line items. Additional information will be sought from CBIA to get a flavor of what all industry provides in benefits programs. A review of the Non-Profit commission report will be needed as reference material to continue with their recommendations and suggestions.

Future task: Look at the rate spread in relation to the LON. Peter will bring that data to the next meeting.

Committee members were asked to bring COR data sheet for benefits from the June 30, 2011 time period. This will allow for the current cost to be reviewed.

Next Meetings: October 19, 1- 4:00pm Wallingford

November 2, 1 – 4:00pm Wallingford Tentative

Respectfully Submitted,

Matthew P. Reyher