

**Developmental Disabilities Administration  
040 - M2 - VA - SEIU775NW CBA ADJUSTMENT**

**Agency Submittal: 2015-17 Final 2017 Sup**

**Budget Period: 2015-17**

**SUMMARY**

The Developmental Disabilities Administration (DDA) is obligated to pay for changes related to collective bargaining with Individual Providers in Fiscal Year 2017. One obligation is to fully compensate behavior support providers when they serve clients participating in the Advanced Home Care Aide Specialist (AHCAS) pilot. DDA requests \$96,000 GF-State to allow payment to pay behavior support providers, implement collective bargaining changes, and ensure AHCAS pilot success.

**PROBLEM STATEMENT**

The AHCAS pilot is designed to provide advanced specialized training to IPs who support clients in the high-risk/high medical cost category and/or experience behaviors of significant frequency and intensity. The goal is to build additional capacity to impact client health outcomes for high cost clients served in their homes while promoting value based purchasing in how IPs are compensated. The 2015-17 CBA provided necessary funding to implement the AHCAS pilot targeting 1,051 provider/client pairs effective July 1, 2015. Delays to both participant enrollment and deployment of IPOne resulted in the loss of unused funds in Fiscal Year 2016. The pilot is under way in Fiscal Year 2017 and is under resourced to provide behavior support services to all participating clients who will need these services. Failure to address this issue not only affects the population size participating in the pilot, but also undermines the department’s objective of building capacity to improve client health outcomes, violates the terms of the 2015-17 CBA, and recent FLSA overtime regulations for this workforce.

**PROPOSED SOLUTION**

Adjust Fiscal Year 2017 funding with the amounts requested above. This would ensure full funding of the pilot to support a total of 1,051 clients and provider pairs targeted to participate in the pilot by June 2017. The funds will provide eight hours of professional behavior support consultation to each participating client in need of this service.

Funds Request Item	Description	Estimated cost (Total Funds)
Behavior Support Services	8 hours per clients/year to develop and review behavior support plan	\$96,000

**EXPECTED RESULTS**

- Eligible clients in the target population will be able to receive professional behavior support services and,
  - Address client individual goals for managing challenging behaviors resulting into better health outcomes
  - Improve their relationships with IPs and sustain their chances of receiving services in their home as opposed to settings that are more restrictive.
- Eligible IPs participating in the pilot will be appropriately and efficiently compensated and,



**DSHS VISION**  
People are healthy • People are safe • People are supported • Taxpayer resources are guarded

**DSHS MISSION**  
To transform lives

**DSHS VALUES**  
Honesty and Integrity • Pursuit of Excellence • Open Communication • Diversity and Inclusion • Commitment to Service

## 040 - M2 - VA - SEIU775NW CBA Adjustment

- Build essential capacity to support clients in the pilot with advanced tools and skills to impact client health outcomes
- The Department (DDA & AL TSA), labor and other partners will have the opportunity to learn from this pilot how best to serve clients in the high-cost/risk categories in their homes and design better value based purchasing approaches in the IP workforce that impact client outcomes
- Department (DDA & AL TSA) will meet the state's collective bargaining obligations and FLSA overtime regulations

By funding this request, approximately 120 DDA eligible clients will be able to access behavior support services in Fiscal Year 2017 when they participate in the pilot. This service will be available to clients statewide. In addition, 1,051 IPs will be appropriately compensated.

If the request is not adopted, the number of clients eligible to participate in the pilot needing behavior support services will be reduced. The cost for violating federal regulations and the CBA are undetermined.

### STAKEHOLDER IMPACT

SEIU 775 NW will support this request.

Agency Contact: Bryan Way, (360) 902-7769

Program Contact: Grace Kiboneka, (360) 725-2598

**OTHER CONNECTIONS**

**Performance Outcomes/Important Connections**

**1. Does this DP provide essential support to one or more of the Governor's Results Washington priorities?**

Goal 4: Healthy and Safe Communities - Healthy People - 1.2.A.a -Increase percentage of mental health consumers receiving a service within 7 days after discharge from inpatient settings from 53.3% to 65% by 6-30-2017 .

**2. The decision package meets the following DSHS' strategic objectives:**

2.1: Ensure seniors and individuals with a disability who are in need of long-term services and supports are supported in their communities.

**3. Identify other important connections or impacts below.** (Indicate 'Yes' or 'No'. If 'Yes' identify the connections or impacts related to the proposal.)

- a) Regional/County impacts? No
- b) Other local government impacts? No
- c) Tribal government impacts? No
- d) Other state agency impacts? No
- e) Responds to specific task force, report, mandate or executive order? No
- f) Does request contain a compensation change or require changes to a Collective Bargaining Agreement? Yes
- g) Facility/workplace needs or impacts? No
- h) Capital budget impacts? No
- i) Is change required to existing statutes, rules or contracts? No
- j) Is the request related to litigation? No
- k) Is the request related to Puget Sound recovery? No
- l) Other important connections?

Compliance with the 2015-17 Collective Bargaining Agreement and FLSA overtime regulations for IPs, and meeting the obligations of the 2017-19 CBA, if it is ratified and funded by the legislature.

**4. Please provide a detailed discussion of connections/impacts identified above.**

**040 - M2 - VA - SEIU775NW CBA Adjustment**

The 2015-17 CBA with SEIU 775 provided necessary funding to implement the AHCAS pilot, targeting a total of 1,051 provider/client pairs effective July 1, 2015. Under the CBA, providers are to be compensated for time spent while taking AHCA training and receive a wage differential when they successfully complete the training. The state would be in violation of the CBA and the new FLSA overtime regulations if IPs were not paid accurately and appropriately.

**Alternatives/Consequences/Other**

**5. What alternatives were explored by the agency, and why was this alternative chosen?**

No other alternatives were deemed feasible to explore.

**6. How has or can the agency address the issue or need within its current appropriation level?**

The agency is not funded for these costs through the caseload forecast process or the information technology budget.

**7. Does this decision package include funding for any IT-related costs (hardware, software, services, cloud-based services, contracts or IT staff)?**

- No**
- Yes (Include an IT Addendum)**

**Fiscal Detail**

**040 - M2 - VA - SEIU775NW CBA Adjustment**

<b>Operating Expenditures</b>	<b><u>FY 2016</u></b>	<b><u>FY 2017</u></b>	<b><u>FY 2018</u></b>	<b><u>FY 2019</u></b>
001-1 General Fund-State	0	96,000	0	0
<b>Total Cost</b>	<b>0</b>	<b>96,000</b>	<b>0</b>	<b>0</b>

<b>Staffing</b>	<b><u>FY 2016</u></b>	<b><u>FY 2017</u></b>	<b><u>FY 2018</u></b>	<b><u>FY 2019</u></b>
FTEs	0.0	0.0	0.0	0.0

**Performance Measure Detail**

<b>Activity:</b>	<b>Incremental Changes</b>			
	<b><u>FY 2016</u></b>	<b><u>FY 2017</u></b>	<b><u>FY 2018</u></b>	<b><u>FY 2019</u></b>
<b>Program: 040</b>				
D074 Personal Care	0	0	0	0
No measures submitted for package				

**Object Detail**

	<b><u>FY 2016</u></b>	<b><u>FY 2017</u></b>	<b><u>FY 2018</u></b>	<b><u>FY 2019</u></b>
N Grants, Benefits, and Client Services	0	96,000	0	0
<b>Total Objects</b>	<b>0</b>	<b>96,000</b>	<b>0</b>	<b>0</b>

**DSHS Source Detail**

**Overall Funding**

<b>Operating Expenditures</b>	<b><u>FY 2016</u></b>	<b><u>FY 2017</u></b>	<b><u>FY 2018</u></b>	<b><u>FY 2019</u></b>
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**Fund 001-1, General Fund-State**

**Sources Title**

0011 General Fund State	0	96,000	0	0
<b>Total for Fund 001-1</b>	<b>0</b>	<b>96,000</b>	<b>0</b>	<b>0</b>
<b>Total Overall Funding</b>	<b>0</b>	<b>96,000</b>	<b>0</b>	<b>0</b>