Consumer Directed Employer Rate Setting Board

June 10, 2026
9:00 am – 3:00 pm

Minutes

ATTENDANCE

Online or Onsite	Name	Role	*Voting Member	^Advisory Member	Notes
Online	Bledsoe, Ben	CDE	*		
Onsite	Brannan, Pam	RSB Staff			
Online	Cleveland, Annette	Senator		^	
Onsite	Declet, Sonya	RSB Staff			
Online	Erickson, Eric	Licensed HCA		^	
Online	Gantala, Mike	Int. or Dev. Disabilities Org.			
Onsite	Glickman, Adam	SEIU	*		
Onsite	Goodfellow, Gwen	Home Care Worker			
Online	Harris, Paul	Senator			
Onsite	Hollimon, Cynthia	OFM	*		
Online	Raske, Martha	State Council on Aging		^	
Onsite	Rector, Bea	DSHS	*		
Onsite	Schlesselman, Diana	RSB Staff			
Online	Schmick, Joe	Representative			
Onsite	Strange, Cheryl	Board Chair		^	
	Tharinger, Steve	Representative		^	
Onsite	Williams, Courtney	Phys. Disabilities Org.		^	

Public attendees (Note: not all attendees present for entire meeting.)

Steven McCall, PHI Director of Research and Evaluation
Lisa Mikesell, Alliance for a Just Society
Andrew Beane, SEIU 775 Vice President
Angela Mason, SEIU Member
Nellie Prieto, SEIU 775 Executive Board Member
Jennifer Craft-Morgan, Director of Gerontology Institute
Kenneth Gardner, Benefits Group Director of Growth

AGENDA MINUTES

Topic	Discussion Highlight	Action items/Outcomes
Welcome and Introductions	Chair	Welcome by Board Chair to all attendees.
Approval of Minutes for June 8, 2026	Chair and Facilitator	Vote of yes by the voting board members. 4 Ayes, 0 Nays. Minutes approved.
Old Business	Chair and Facilitator	No old business.
Economic Security		

PHI	**Steven McCall** presented on Falling Behind: How Declining Real Wages Are Undermining Individual Provider Workforce Stability in Washington State. An analysis of the workforce and a detailed record of who entered, stayed, and when and why they left. Board Questions: Q: Have we compared stats to other states? Are there trends? A: Efforts for this type of data are rare so there is not a lot of comparable data. There are WA-specific features. There are some considerations regarding turnover. Q: On the topic of training and testing, is there anything we can deduce about testing problems and how that is associated with retention rates. A: There are issues that coincide with all the issues needed for testing and family dynamics. Q: The fire/rehire phenomenon and people who don't meet training requirements. Would this be considered involuntary? A: Leaving due to non-compliance would be involuntary. The issues he's covering don't necessarily fall under this consideration. He has more data he can share if needed. Seeing the reason for separation has many considerations including multiple sources of employment. Bea Rector shared some additional context on issues. Q: Are costs for training taken into consideration? A: Yes, but we were unable to quantify the rate. Q: Is there a way to see where people are going when they leave? A: Yes, seeing that many are going to other caregiving jobs, some into other health fields, and some into other types of jobs that pay higher wages. Shared a link: https://www.phinational.org/resource/falling-behind-how-declining-real-wages-are-undermining-individual-provider-workforce-stability-in-washington-state/. Steven shared he is available for questions. Other questions/observations: Guest: What Steven presented represents a lot of what she sees with other caregivers. There are considerations for family caregivers. Board Chair commented on the challenges of departures and the future of caregiving.	

<table>
<tr><th>Topic</th><th>Discussion Highlight</th><th>Action items/Outcomes</th></tr>
<tr><td>Living Wage Report</td><td>Lisa Mikesell presented Families Struggling to Make Ends Meet: Job Gap 2025-2025. Included an analysis of Data sources and Tax Code changes with a look at 2026 and beyond.

Board Questions:
Q: Have the tax changes, social security being taxed less, made an impact?
A: Work completed focuses on workforce so did not look at this. Shared via chat: these are caregivers who are almost all serving Medicaid clients, so they are paid by CDWA and other agencies thru Medicaid funds, not by private clients - so savings in SS taxes might benefit some of their clients, but would not really affect the pay of the caregivers themselves.

Q: Does the transportation include gas prices.
A: Gas prices are not included here. Also commented on increase of both housing and gas prices being a huge part of budgets.

Q: Health care is a fixed part of the labor rate. What is monthly out of pocket health care cost in King County?
A: See below.

Q; For transportation is IRS mileage rate being used?
A: Yes and the national household travel survey.

Q: How far in advance to we know the rate?
A: Mileage rate is usually released in mid to late-December for January 1.

From Lisa:
<table><tr><th>Factor</th><th>Amount</th></tr><tr><td>Monthly Health Care Costs, WA State 2025:HH1: single adult</td><td>$197.59</td></tr><tr><td>HH2: single adult + child 6-8</td><td>$460.04</td></tr><tr><td>HH3: single adult + child 6-8 + child 1-2</td><td>$766.80</td></tr><tr><td>HH4: 1 adult wage earner + 1 adult + child 6-8 + child 1-2</td><td>$837.62</td></tr><tr><td>HH5: 2 adult wage earners + child 6-8 + child 1-2</td><td>$837.62</td></tr></table></td><td></td></tr>
<tr><td colspan="3">Break</td></tr>
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Topic	Discussion Highlight	Action items/Outcomes
Union Presentation and Discussion	Andrew Beane presented on Caregivers' Wages. Shared on where wages are and statutory factors. Angela Mason, caregiver and SEIU 775 member, shared testimonial information on personal experience of working paycheck to check along with associated stress of car and rent issues. Nelly Prieto, caregiver and SEIU 775 executive Board member, shared testimonial on costs rising and paycheck staying the same. It cost more to fill the tank than is reimbursed for. Q: Is there any info or study on the full caregiver pay package beyond only wages. A: This might be available in another presentation, but this one is wage specific. Q: Do we have comparables overall? If put all the labor rate into wages, do other states do this? Trying to get a sense of funds and balancing needs. A: Never seen a comparable on full rate and would not be a direct comparison as some states rely on other benefits to cover healthcare. This is something that SEIU can probably find out. Short discussion on comparables and rates. Board members commented on it's helpful to see the real numbers. Though making investments we're not staying ahead for quality of life, and the board will have some difficult decisions to make. Board Chair shared we on working on getting the info we need for visibility and a look at economics. Looking at the need and how caregiver workforce compares to other industries.	SEIU will look to see if they have wage comparables from other states.
Lunch		
Economic Security		

Topic	Discussion Highlight	Action items/Outcomes
Academic Lit Review and Discussion	Jennifer Craft-Morgan presented an Academic Lit Review on aging populations and direct care workers. Board Questions: Q: Looking at things that affect recruitment and retention. The work overload, is that related to workforce shortages? A: It's a combination of working short along with systems not set up to allow workers to have enough time to work with clients. Evidence that work overload impacts recruitment/retention, absenteeism, and job satisfaction. A look at benefits including work ladders can help improve cycle conditions. Q: There are increasing demand and increases in chronic conditions. Do you see a driver being developmental disabilities? A: People with DD are living longer and becoming more complicated in care needs. It shows this population needs more support Board member shared that the caregivers that do this work are never off the clock and do the work anyway. Board member shared observations on retention and management of the system. Jennifer shared that supervisors have a lot of impact on the work of direct care workers, and it's important to have a sense of their work and how it's organized. One of the problems for career advancement is for workers who do not know the field and barriers with ability to connect with training opportunities. Q: Are training capacities and certification requirements causing limitations to this work? A: The workforce doesn't have to wait for credentials. What is needed is career ladders that support staffing and help with credentialing and wage increases. There is examination of apprenticeship models that promotes learning and wage increases.	

Topic	Discussion Highlight	Action items/Outcomes
Hardship Funds and Discussion	Kenneth Gardner presented on CareBack Cash: A Hardship Funds Pilot for Caregivers. A look at the foundational roles and financial constraints. Board Questions: Q: Geographic distribution of the funds? A: Flooding relief centered on western Washington and Spokane. Basic housing was statewide. Q: Regional breakdown? A: Don't have this but can get more info if needed. Notes that some caregivers are reluctant for employers to know their hardships. Board member spoke about equity based on linguistics, geographic, family/non-family. Kenneth shared that they reached out in ten languages and would learn more over time. The requests came in quickly. There were smaller categories as well still needing support. Board member shared on the client-side people are leaving homes due to funding and required spend-down issues.	
Public Comment	Board Chair opened to public comment. An online guest who is a caregiver shared that before she was a CG they could afford to live on their salaries. Now as a CG she can work 70 hours and still has difficulty with bills, which causes stress with her family over bills and food. There is a need to raise wages for CG who are on tight budgets and so they can spend time with their families. Facilitator shared that comments may be sent to CDERateSettingBoard@dshs.wa.gov. There is also an opportunity during meetings for public comment.	
Adjourn	Board Chair: Today we heard some moving testimony and what it takes to be a caregiver along with joys and difficulties. Where we go from here is a lot of hard thinking and the need for our best thinking. Take time to peruse the briefing materials which are available online at https://www.dshs.wa.gov/altsa/stakeholders/consumer-directed-employer-rate-setting-board.	Meeting adjourned at 1:23pm.