Consumer Directed Employer Rate Setting Board

June 3, 2026

10:00 am – 4:00 pm

Minutes

ATTENDANCE

Online or Onsite	Name	Role	*Voting Member	^Advisory Member	Notes
Onsite	Bledsoe, Ben	CDE	*		
Onsite	Brannan, Pam	RSB Staff			
	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	*		
	Goodfellow, Gwen	Home Care Worker			Unavailable June 3, 2026
	Harris, Paul	Senator			
	Hollimon, Cynthia	OFM	*		Unavailable June 3, 2026
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		^	
Online	Tharinger, Steve	Representative		^	
Online	Williams, Courtney	Phys. Disabilities Org.		^	

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

- Michael Howard
- Joan Kimani
- Kandie Luo
- Miguel Bautista
- Veena Sigh
- Stacv Graff
- Jaime Bond
- Jonathon Smith
- Gayle Chan
- Cherie Noble

AGENDA MINUTES

Topic	Discussion Highlight	Action items/Outcomes
Welcome and Introductions	Chair	Welcome by Board Chair to all attendees.
Purpose / Overview	CDE Program Team	Facilitator shared the purpose of the Rate Setting Board meetings.
Approval of Minutes for May 21, 2026	Voting Board	Vote of yes by the voting board members. 3 Ayes*, 0 Nays. *One voting member was absent
Board Groundwork		
Bylaws Review, Discuss, and Update	Chair, All	Review and discussion of the Board Bylaws including any need for changes and the definition of parity.
Vote on Bylaws	Voting Board Vote to approve Bylaws with discussed changes.	Vote of yes by the voting board members. 3 Ayes, 0 Nays
Charter Review, Discuss, and Update	Chair, All	Review and discussion of the Board Charter including any changes and reminder for OPMA training.
Vote on Charter	Voting Board Vote to approve Charter with discussed changes.	Vote of yes by the voting board members. 3 Ayes, 0 Nays
Policies & Procedures Review, Discuss, and Update	Chair, All	Review and discussion of the Board Charter including any needed changes and discussion of parity and definitions. **Action Item**: Request to add a statute reference to the top of the definitions.

Topic	Discussion Highlight	Action items/Outcomes
Vote on P&Ps	Voting Board Vote to approve the two policies with discussed changes.	Policy 1: Establishing the Rate Vote of yes by the voting board members. 3 Ayes, 0 Nays Policy 2: Selecting the Chairperson Vote of yes by the voting board members. 3 Ayes, 0 Nays
Break		
Foundational Information		

IP Historical Funding	Jonathon Smith, DSHS
	
	Presentation on IP Historical Funding
	
	• Provided a review of the 2025 - 2027 biennium, a review of the Fiscal years, a look at home care and agency providers and the general fund.
	• HCLA Budget Growth History by Fiscal Year.
	• A look at:
	  ○ The DDA biennium budget summary and IP personal care services caseload and expenditures including differences in growth over the years.
	  ○ IP labor rate growth year over year. The average is about 6% with some variation.
	  ○ Service utilizations and personal care services.
	• Some questions and answers covered on topics of budgets, hours, and forecasts.
		Action Item:
		Requested by SEIU. To see if the HCLA budget growth of history by fiscal year can be broken down, with an example of how much of percent increase is attributable to what?

Topic	Discussion Highlight	Action items/Outcomes
Emerging Population Growth	Jaime Bond, DSHS Presentation on Emerging Population Growth • Projected growth for people with disabilities including a look at the Washington State population. • Demands expected to exceed growth. • A look at English proficiency across IP population, serving people with complex needs, and eligibility determinations. • Mental illness and dementia prevalence and forecasts. • Caseloads, growing needs, qualifying conditions, as well as services and care.	
IP Projections/Sustainability	Stacy Graff, DSHS Christine Morris, DSHS Presentation on Long term support services and the role of caregivers. • A presentation on who received long-term services and supports along with associated conditions. • A look at diversity over time and aging populations. • The why of caregivers and the human side of the story including strategies, roles, challenges, recruitment, retention, and support strategies. Information about workforce pilots, projects, and work examples.	
Comparison of States' Investments in Workforce	Sonya Declet, DSHS There is a slide for this topic that will be reviewed in future RSB meeting presentation materials.	
Board Discussion	All	Discussions held for afternoon.
Lunch		
Foundational Information		

Topic	Discussion Highlight	Action items/Outcomes
Home Care Agency Parity	Jonathon Smith, DSHS Presentation on Homecare Agency Parity Statute • It is used to calculate the administrative and the pay & benefits rate. • The presentation highlights what is new or if there are changes based on 2026 SB 6019. • It includes explanations of calculations, incremental rates, wage related details, and non-billables.	
Home Care Agency Parity HCA Perspective	Michael Howard, Home Care Coalition Presentation on Parity for HCA Workers • Provided history and the parity formula. • Changes to the statue build on the foundation. • A look at the structural asymmetry that makes parity possible: IPs and HCA workers. • Parity is the bridge that connects the board's work to the agency workforce.	
Board Discussion	All Board discussion covered appreciations for the explanation and representation of parity and how it's essential. Questions about catching up on the labor rate side and confirmation that there is work to rectify. A review of changes over the years and agency to agency disparities. Observation of disparity experiences and cost considerations on the CDE site. Additional observations on topics of equality and equity.	
SEIU 775 Surveys		

Topic	Discussion Highlight	Action items/Outcomes
Caregiver and Employer Surveys	SEIU Member Guests: Joan Kimani Miguel Bautista Veena Singh Kandie Luo Presentation on the topics of key demographics, job characteristics, financial situations, multiple jobs, housing, public assistance, healthcare benefits, retention, paid time off, holidays, mileage, and family caregivers. Many presentation topics included data and statistics. Included key takeaways of disproportionate composition demographics, disproportionate economic hardships, and difficult financial situations. Open to discussion with Board: • Ben Bledsoe: Asked about trends in the SEIU data. • Member: Shared what CGs have reported. Some items get better and there is still a lot of work to do. • Member: The work is hard. Merchandise is expensive. • Member: Even when wages increase, it does not stay in place with inflation. Gave reference to the survey that shared difficulties as well. • Bea Rector: Reference to RSB 2024 and health care bridging gaps when hours are reduced below threshold and PTO still being used to cover hours. • Adam Glickman: Provided some detail about what can be done and the question of people are using PTO and not understanding the grace period. • Member: Shared some options for using time.	

Topic	Discussion Highlight	Action items/Outcomes

Caregiver and Employer Surveys	SEIU Guests:
	Cherie Noble
	Gayle Chan
	
	Presentation on 2026 RSB survey Results:
	Medicare Home Care Agencies
	• Objective was to explore the labor and admin sufficiency rates and impact on:
	  ○ Agencies' ability to provide Medicaid services, retain and recruit home care workers; and
	  ○ Agencies' ability to recruit and retain admin staff such as supervisors, and explore increases to other non-direct care costs, and office rents/ maintenance.
	• Provided some sample characteristics.
	• Presented survey questions and data results.
	• Presented data on difficulties with healthcare and difficulties due to current administrative rate.	

Board Discussion	All A part of each of the above presentations on SEIU surveys include Board questions.	
Public Comment	All Public attendees shared personal stories of caregiver experiences. • Member: Shared a personal story of leaving their regular job to become a caregiver to a family member and lost money and cannot live on caregiver pay alone. • Member: Shared a personal story of moving from being a small business owner to caring for her mother and two other clients within an AP organization. Shared need to fight for more hours to get adequate health care.	
Wrap-up		
Adjourn	All	Meeting adjourned at 3:26pm.