DSHS
WASHINGTON STATE
Department of Social and Health Services

Consumer Directed Employer (CDE)

Rate Setting Board (RSB) Agenda

July 13, 2026

Meeting #6 9:00AM – 2:00PM

Blake Office Park East

4500 10th Avenue SE, Lacey, WA

Agenda Overview, 9AM-2PM

- Welcome
- State Budget
- Budget
- Break
- Client Survey
- Lunch
- Union Presentation
- CDWA Presentation
- Adjourn

Welcome

Chair

Approval of the Minutes 06.24.2026

Chair

Old Business

Chair

State Budget: State of the State/Budget Parameters & Discussion

OFM

June 2026

2027-29 Operating Budget Overview

Robyn Williams |
Director
Budget Division

WASHINGTON STATE
OFM
Office of Financial Management

Overview and Purpose

- 2027-29 biennial budget context
- Revenue forecast and updates
- Budget requirements
- Caseloads and spending drivers
- Timeline

Revenue

Economic and Revenue Forecast Council

- Official state revenue forecaster
- Adopts quarterly forecasts of Near General Fund revenues for the current and the ensuing biennia
- Together with reserves from previous biennia, the forecasts determine available resources to support base budgets and new or adjusted policies

Revenue Forecasts

Economic and Revenue Forecast Council

- Actual revenue collections
- Unemployment rate, employment growth, oil prices, consumer price index, GDP, exports, etc.

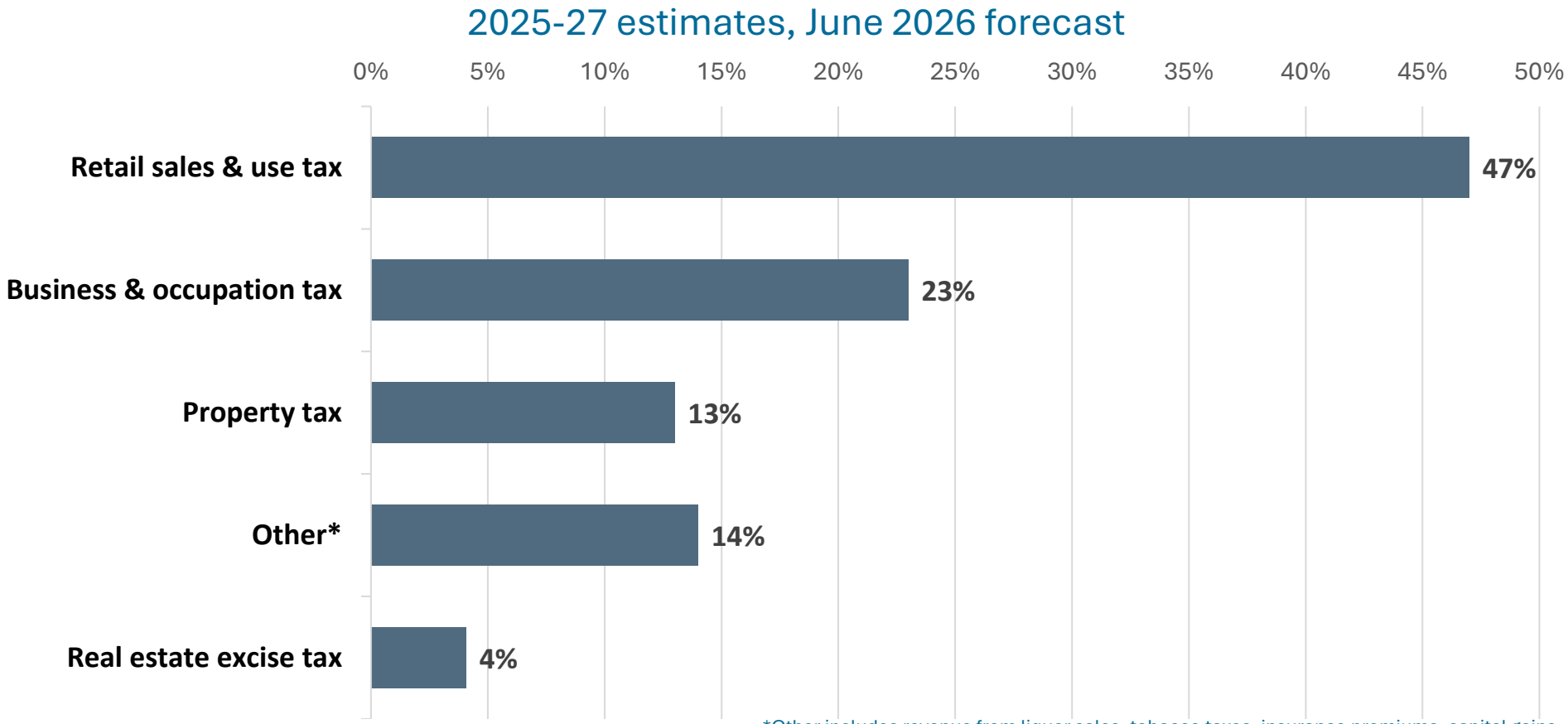
- Factors related to revenue forecast
  - International conflict
  - Economy (employment and wage growth, inflation, consumer spending)
  - Monetary policy (interest rates)

June Revenue Forecast

- Non-Economic Forecast: assumes enacted revenue legislation from prior legislative session
- Economic Forecast: updates projections based on economic factors and collections

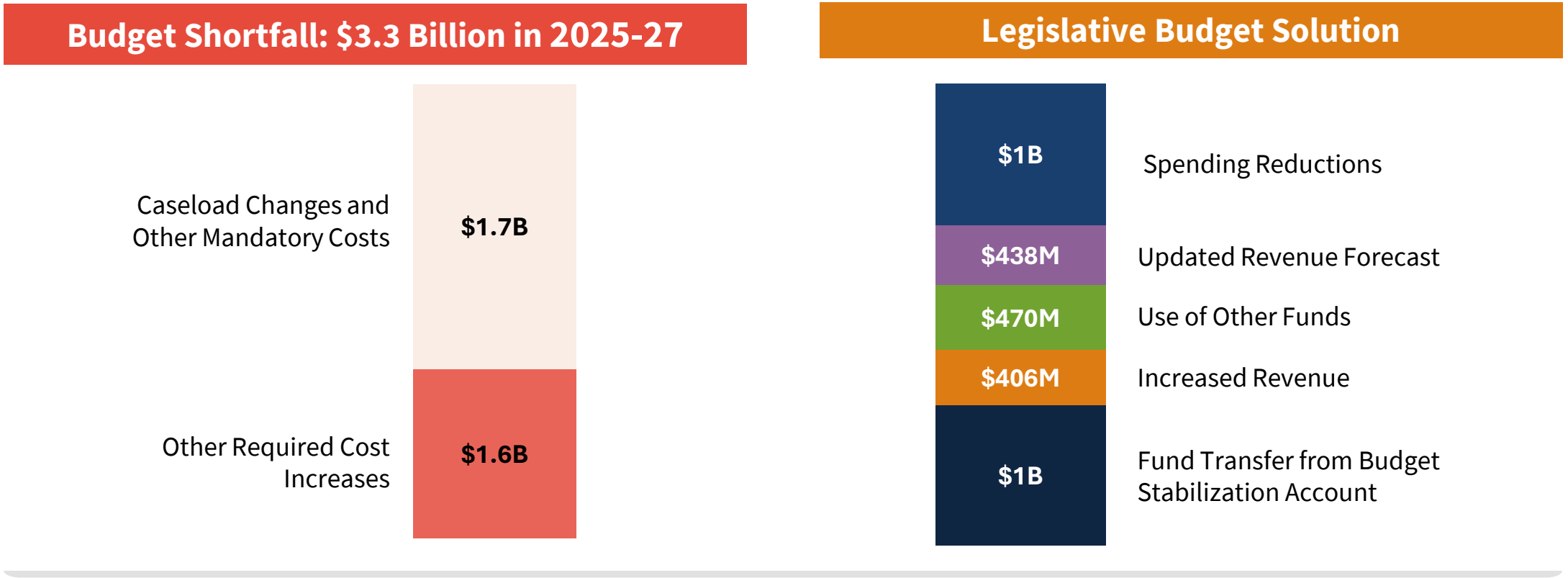
- June forecast changes (June compared to February)
  - 2025-27 biennium: total revenue increased by $960 million (1.3%)
    - Economic change: -$426 million(-0.6%), non-economic change: +$1.4 billion (1.8%)
  - 2027-29 biennium: total revenue increased by $1.8 billion (2.2%)
    - Economic change: -$450 million (-0.6%), non-economic change: +$2.2 billion (2.8%)
  - 2029-31 biennium: total revenue increased by $5.2 billion (6.0%)
    - Economic change: -$122 million (-0.1%), non-economic change: +$5.3 billion (6.1%)

Major Revenue Sources – Near General Fund



*Other includes revenue from liquor sales, tobacco taxes, insurance premiums, capital gains, etc.

Achieving a balanced 2026 supplemental budget



Challenges for the 2027-29 budget

- Projected structural budget deficit FY 2028
- Revenue collections trending down
- Potential impacts of legal challenges
- High caseloads expected due to economic uncertainty & high inflation
- Economic uncertainty
  - International conflicts impacting prices, ongoing federal funding uncertainty
  - Labor market mixed with jobs increasing month-to-month but down year-over-year, coupled with rising unemployment.
  - Seattle inflation is up and higher than the national average

Majority of Near General Fund Spending is Required

About **65%** of the budget is protected by law.

The other 35% for other purposes

Examples of required spending:

- Debt service
- Pension contributions
- Entitlements, *i.e.*, TANF, financial aid, Medicaid, K-12 basic education
- Correctional institutions
- Working families tax credits
- Courts
- Transfers to Budget Stabilization Account

Examples of not required spending:

- Higher education
- Human services, i.e., state-only funded health care programs, public health
- K-12 other programs
- Natural resources
- State basic operating costs
- Reserves

Base Budget Information

Carryforward Level

- Cost of ongoing programs, including workload and service changes directed by law and removal of costs considered non-recurring

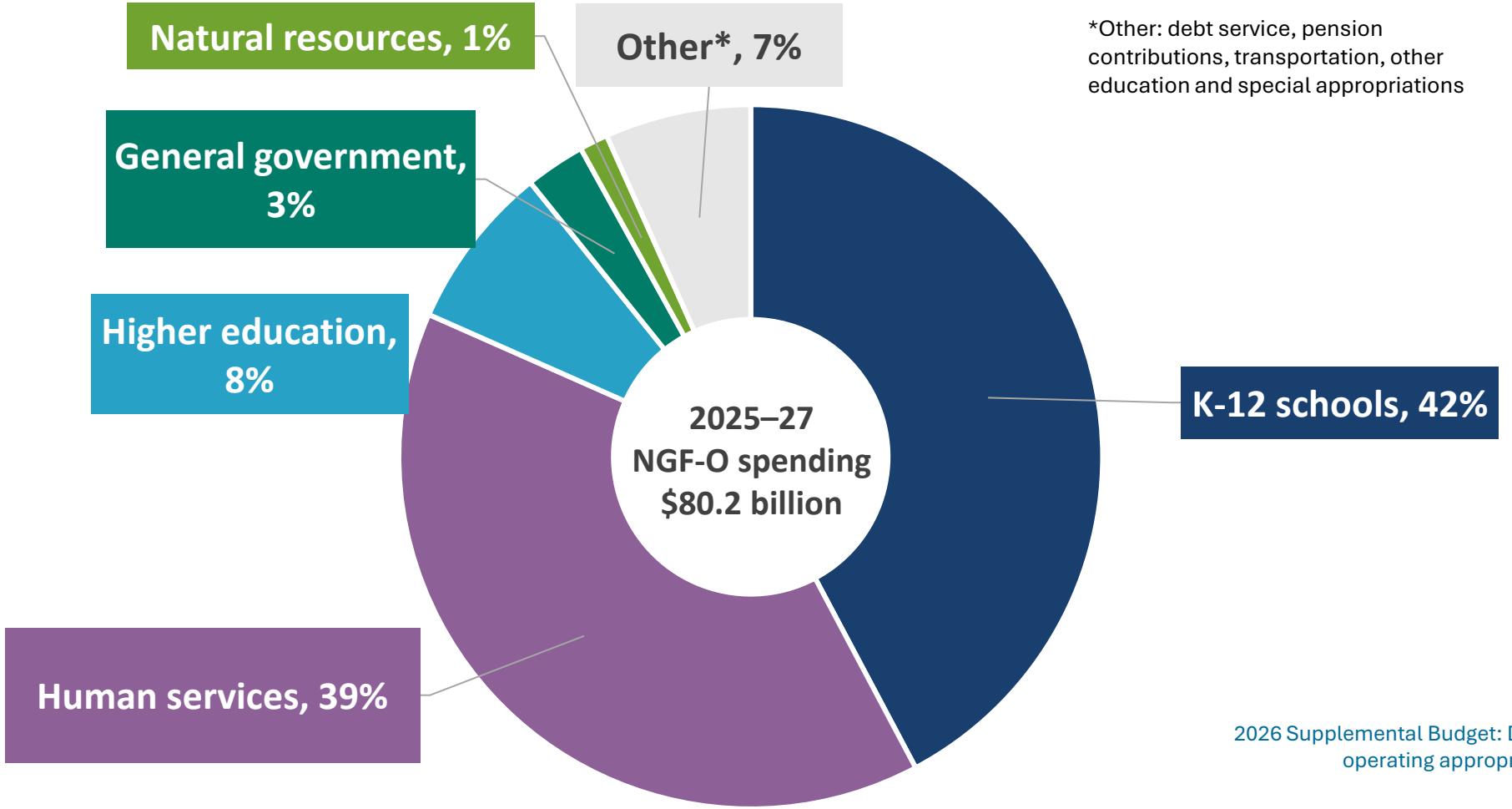
Maintenance Level

- Cost of providing current services in the ensuing biennium
- Based on current appropriations adjusted for projected changes in caseloads

Caseload Forecast Council

- Forecasts utilization of state entitlement programs:
  - public schools
  - long-term care
  - medical assistance
  - foster care
  - adoption support
  - adult and juvenile offender institutions
  - others

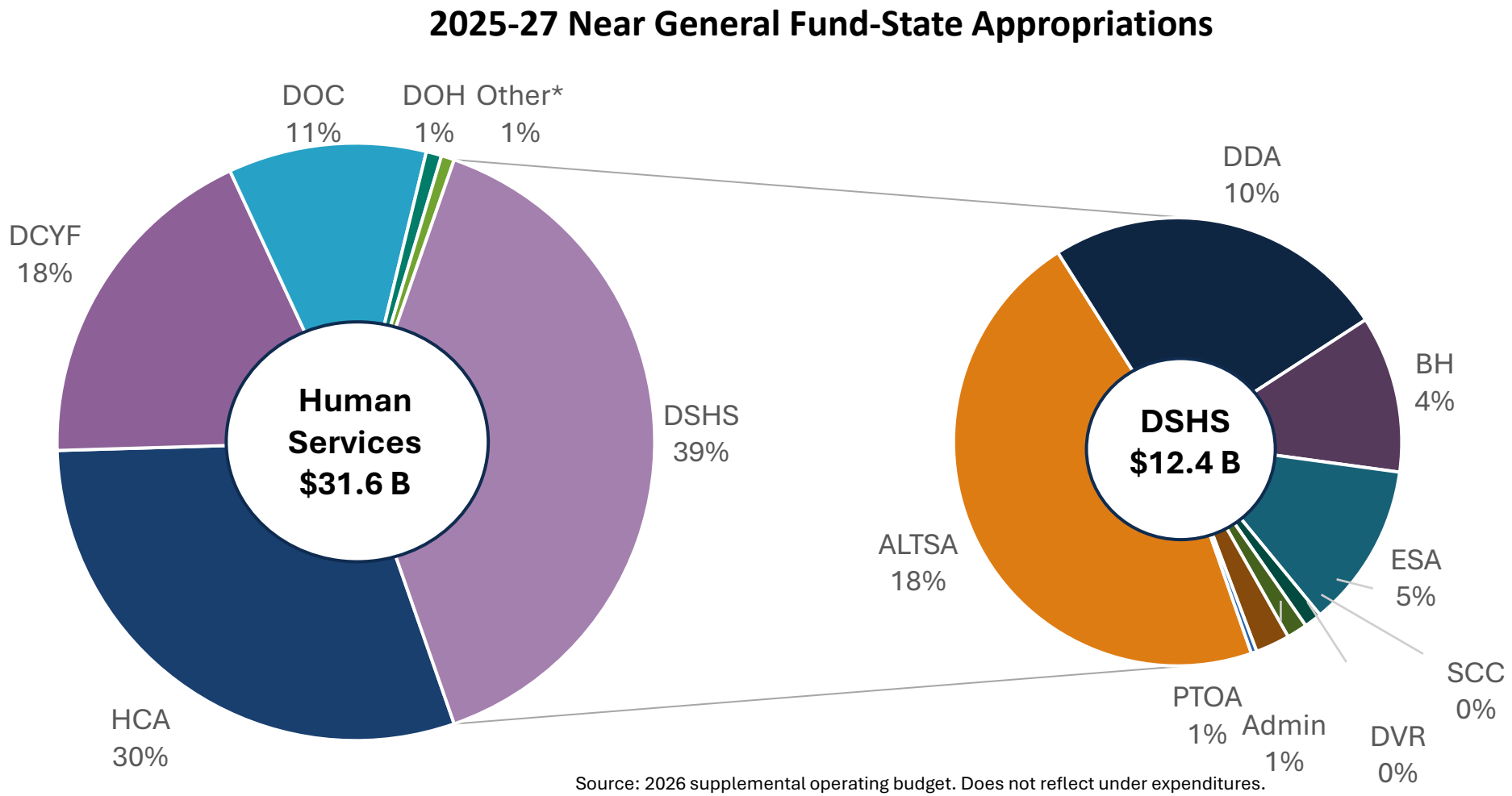
Near General Fund-State Spending



*Other: debt service, pension contributions, transportation, other education and special appropriations

2026 Supplemental Budget: Distribution of 2025-27 state operating appropriations (Near General Fund)

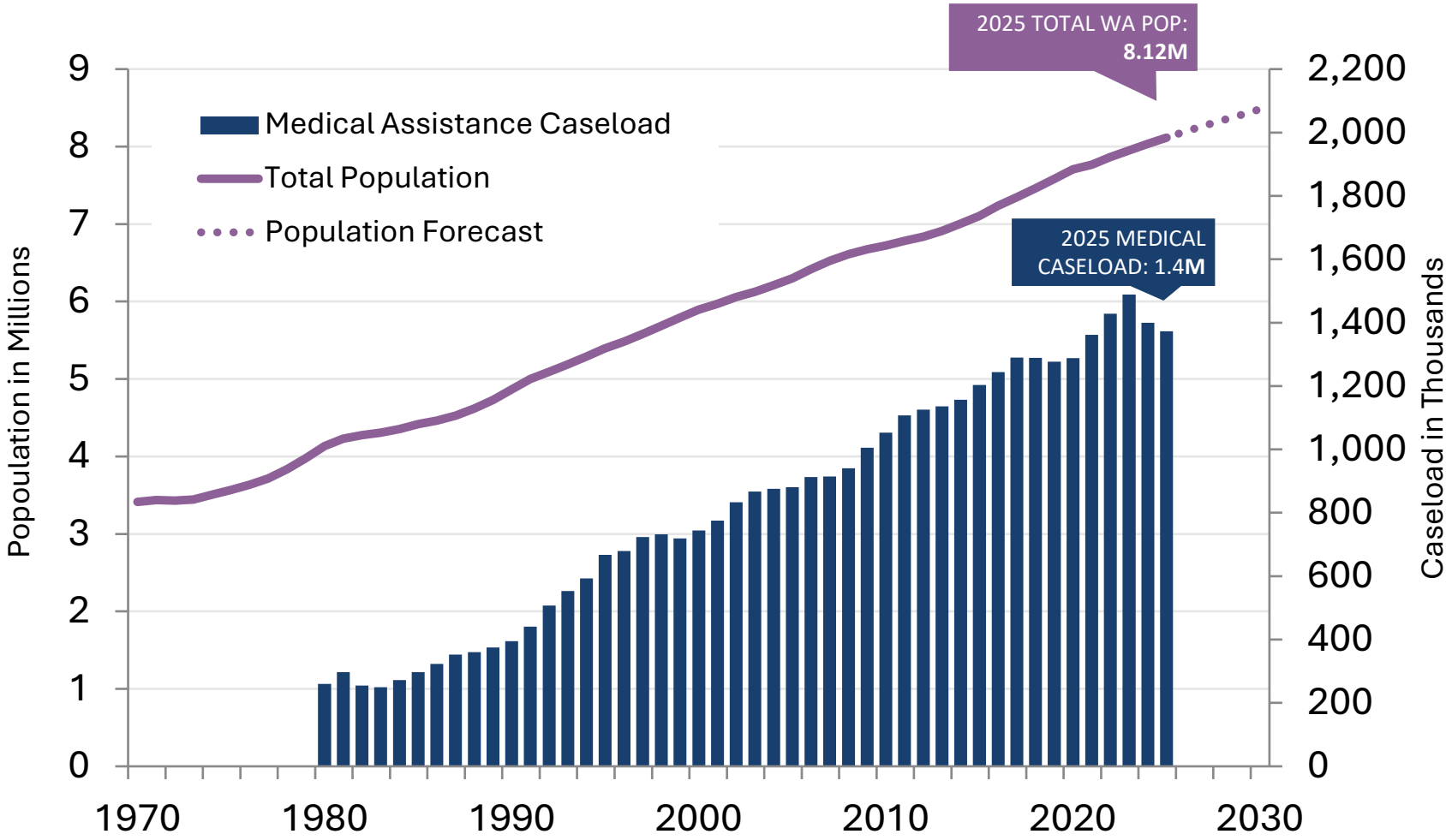
Human Services Spending



Source: 2026 supplemental operating budget. Does not reflect under expenditures.

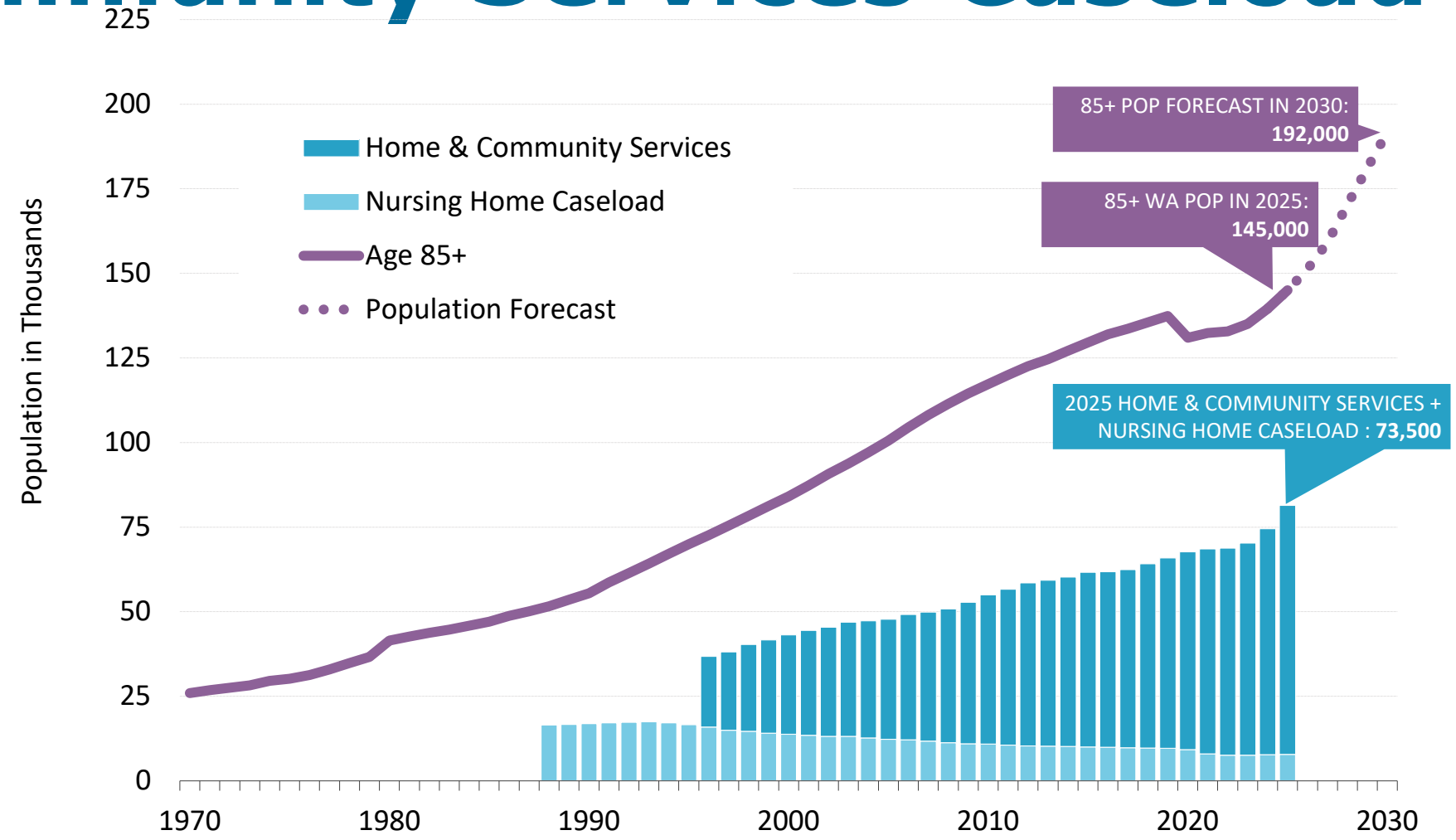
*Other: DVA, LNI, ESD, CFC, DSB, CJTC

Medical Assistance Caseload



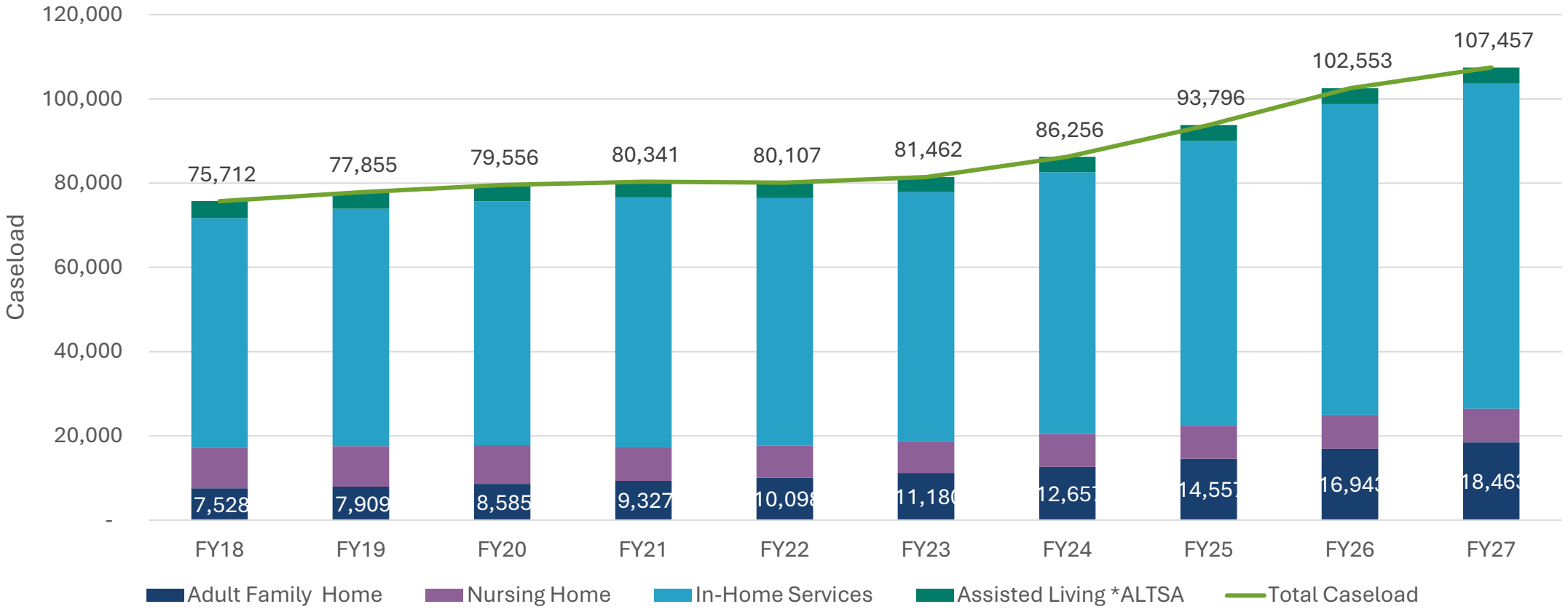
Source: Office of Financial Management, Forecasting and Research Division, 2025 Budget Drivers

Nursing Home, Home & Community Services Caseload



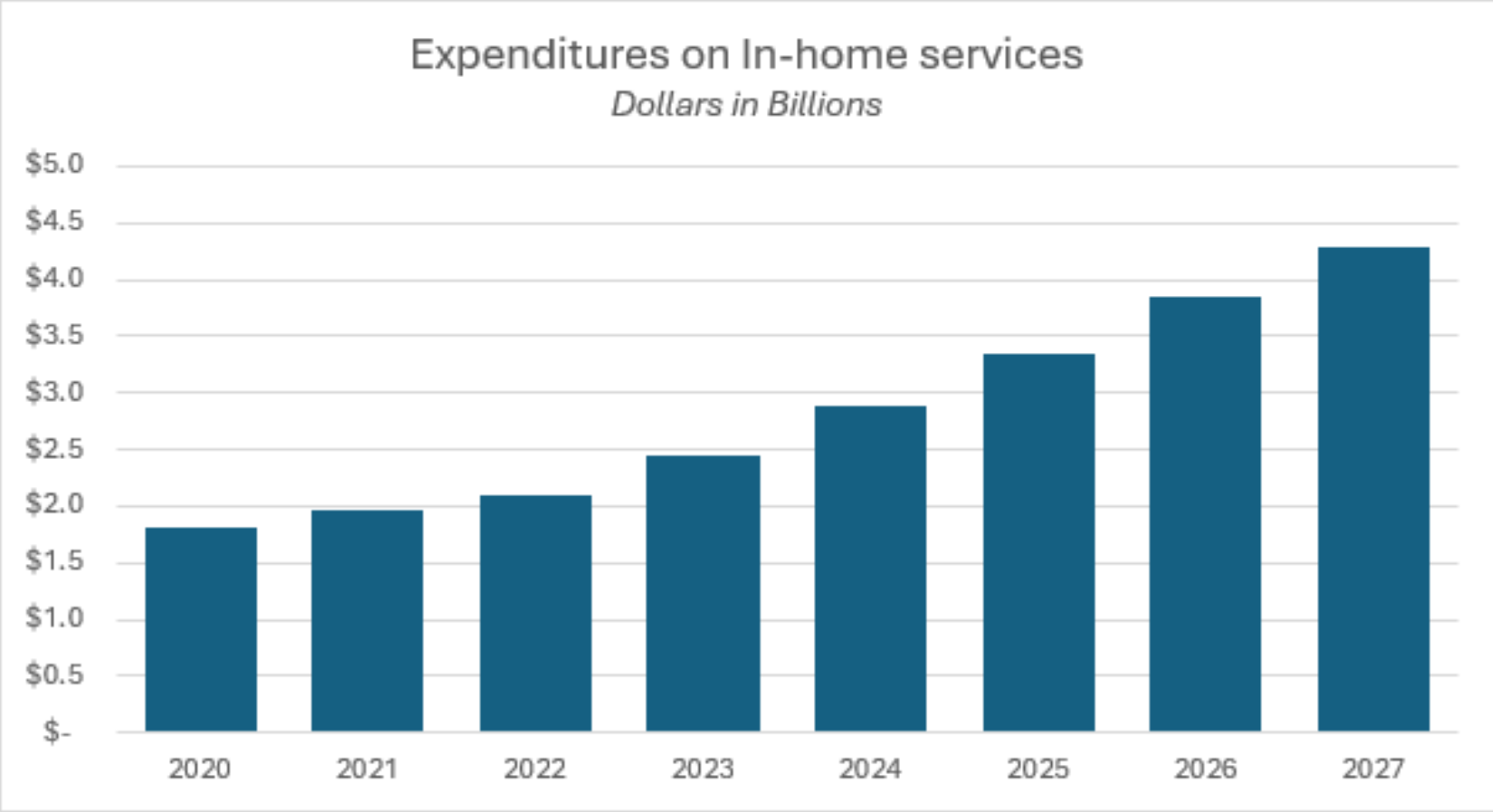
Source: Office of Financial Management, Forecasting and Research Division, 2025Budget Drivers

Long-term Care & Developmental Disability Caseload

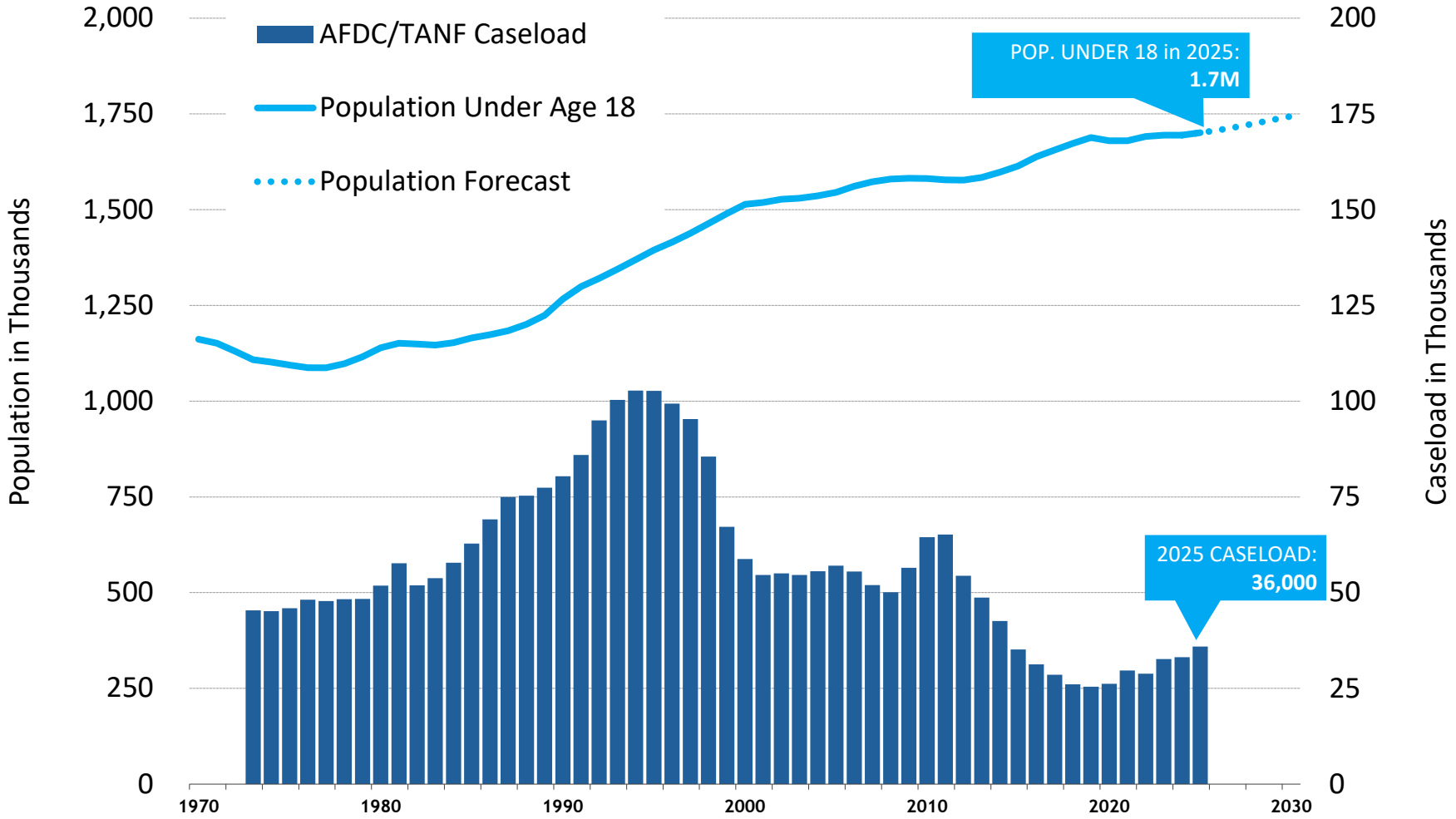


Source: Caseload Forecast Council February 2026 Forecast

In-Home Care Services Expenditures

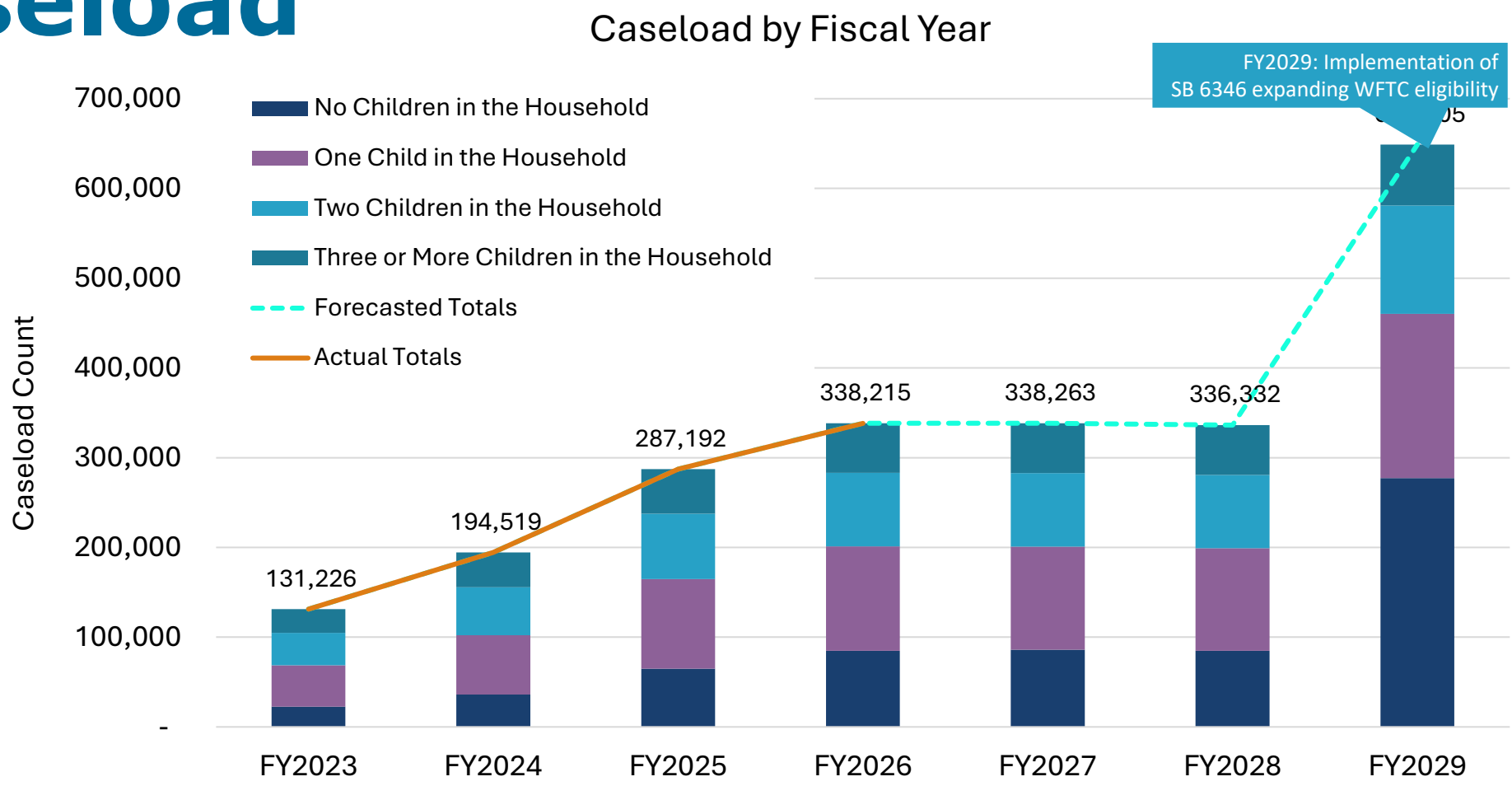


Income Assistance Caseload



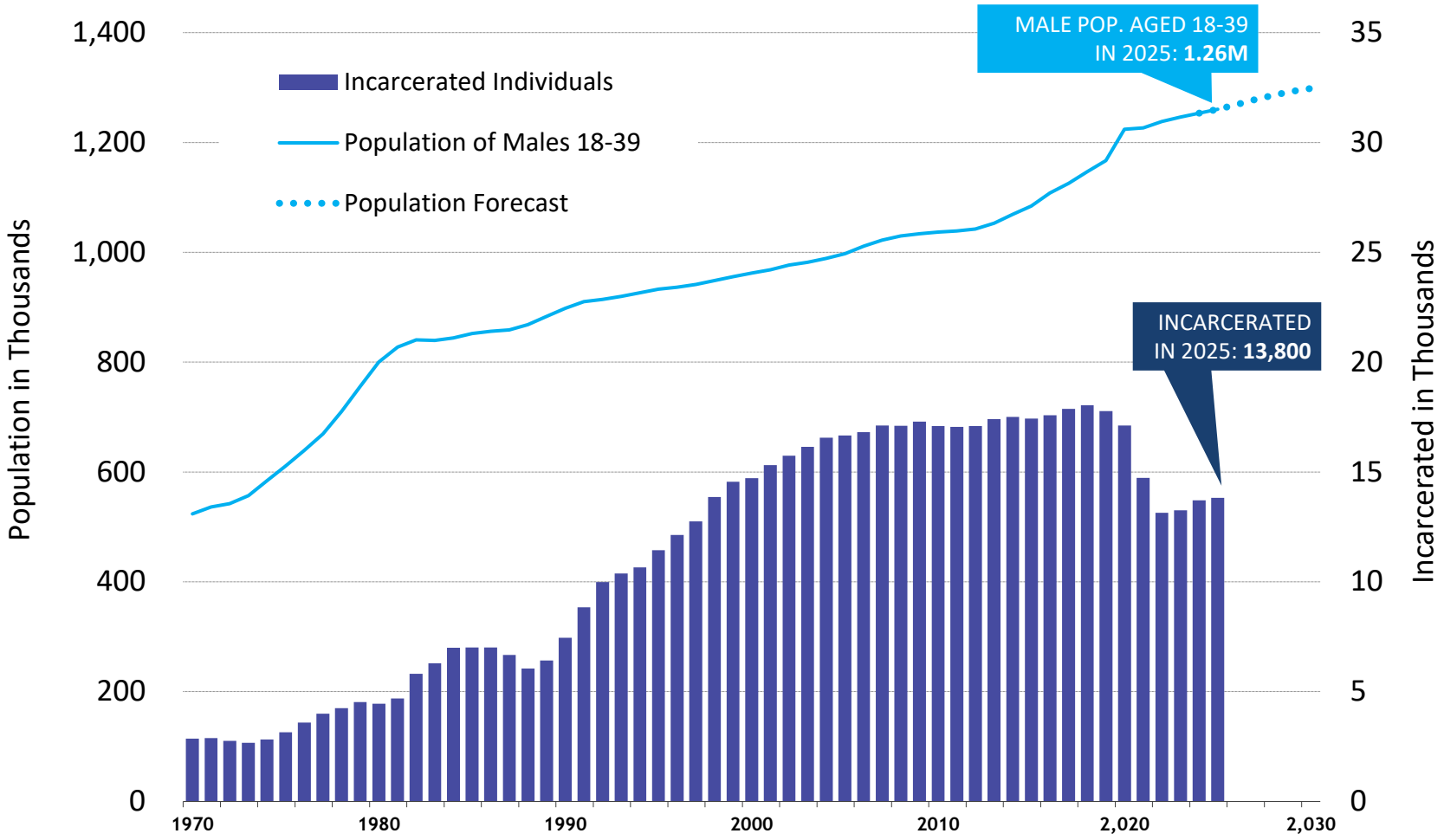
Source: Office of Financial Management, Forecasting and Research Division, 2025 Budget Drivers

Working Families Tax Credit Caseload



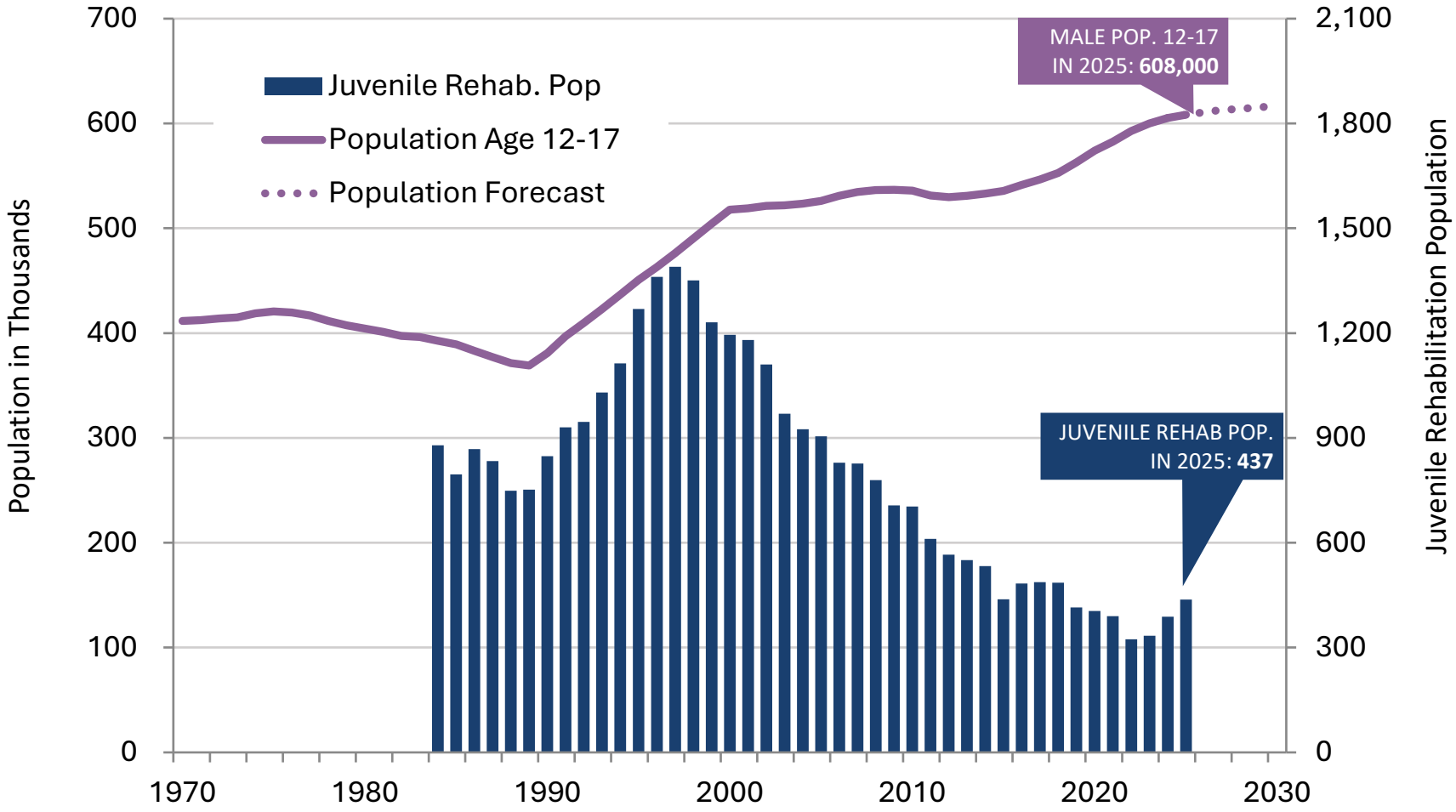
Source: DRAFT Caseload Forecast Council June 2026 Forecast

Corrections Caseload



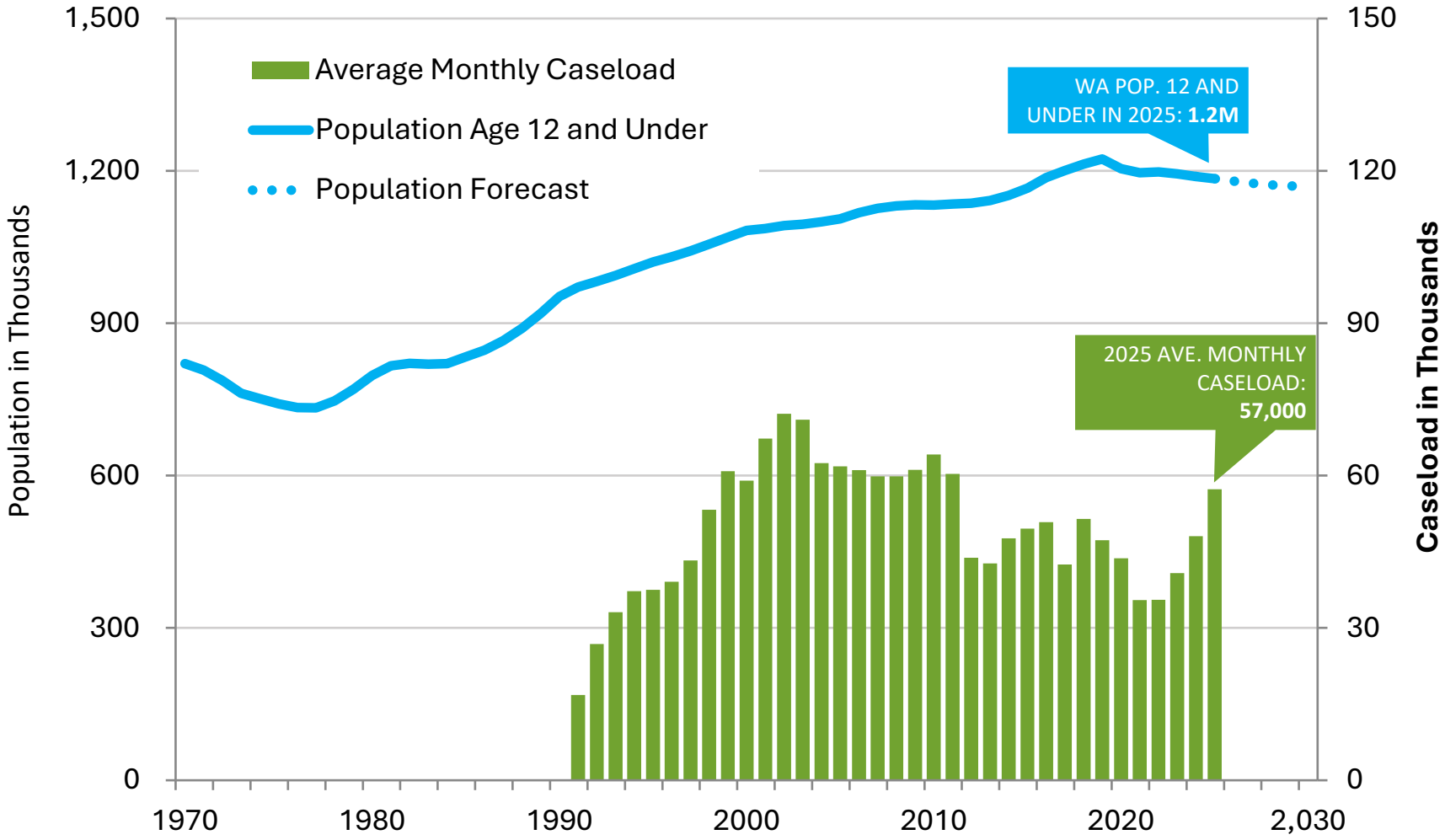
Source: Office of Financial Management, Forecasting and Research Division, 2025 Budget Drivers

Juvenile Rehabilitation Caseload



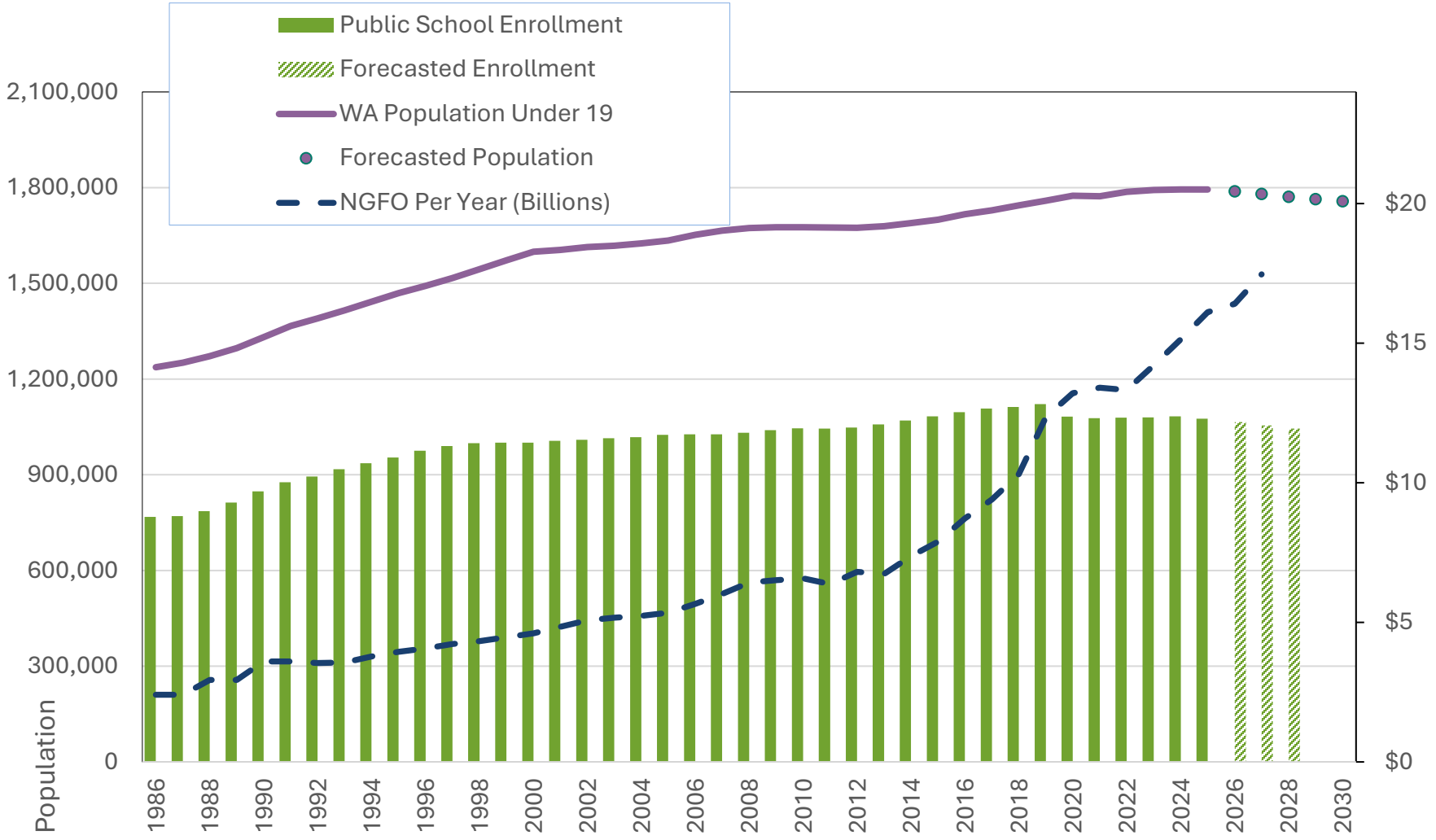
Source: Office of Financial Management, Forecasting and Research Division, 2025 Budget Drivers

Child Care Caseload



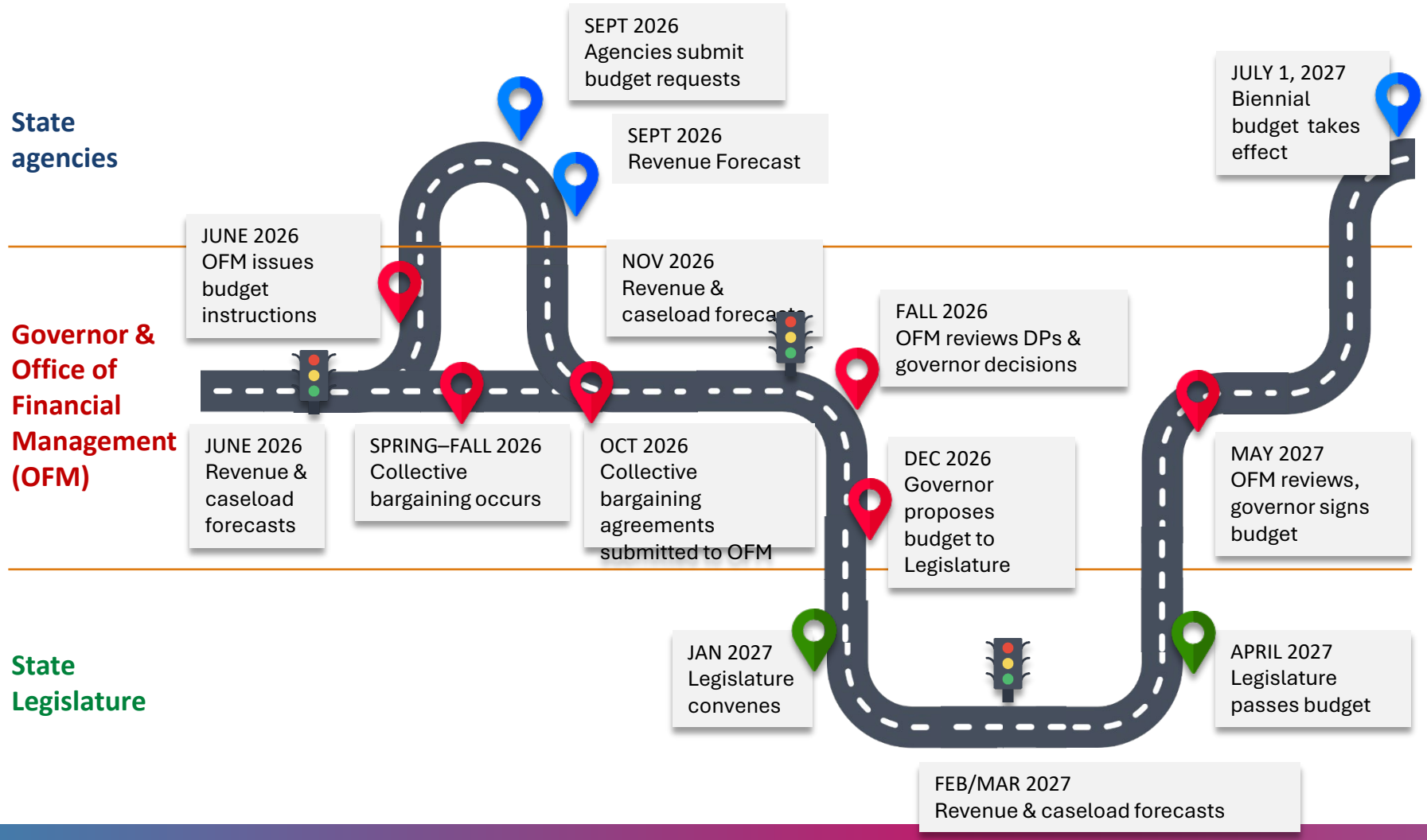
Source: Office of Financial Management, Forecasting and Research Division, 2025 Budget Drivers

K-12 Education Enrollment



Source: Office of Financial Management, Forecasting and Research Division, 2025 Budget Drivers

Budget timeline



For more information

Contact:

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Budget Division
robyn.williams@ofm.wa.gov

Scan the QR code to visit ofm.wa.gov or find us on social media.

WASHINGTON STATE OFM Office of Financial Management

Budget and Policy Center & Discussion

Budget and Policy Center

Break Time

All

Client Survey Results & Discussion

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Client Survey

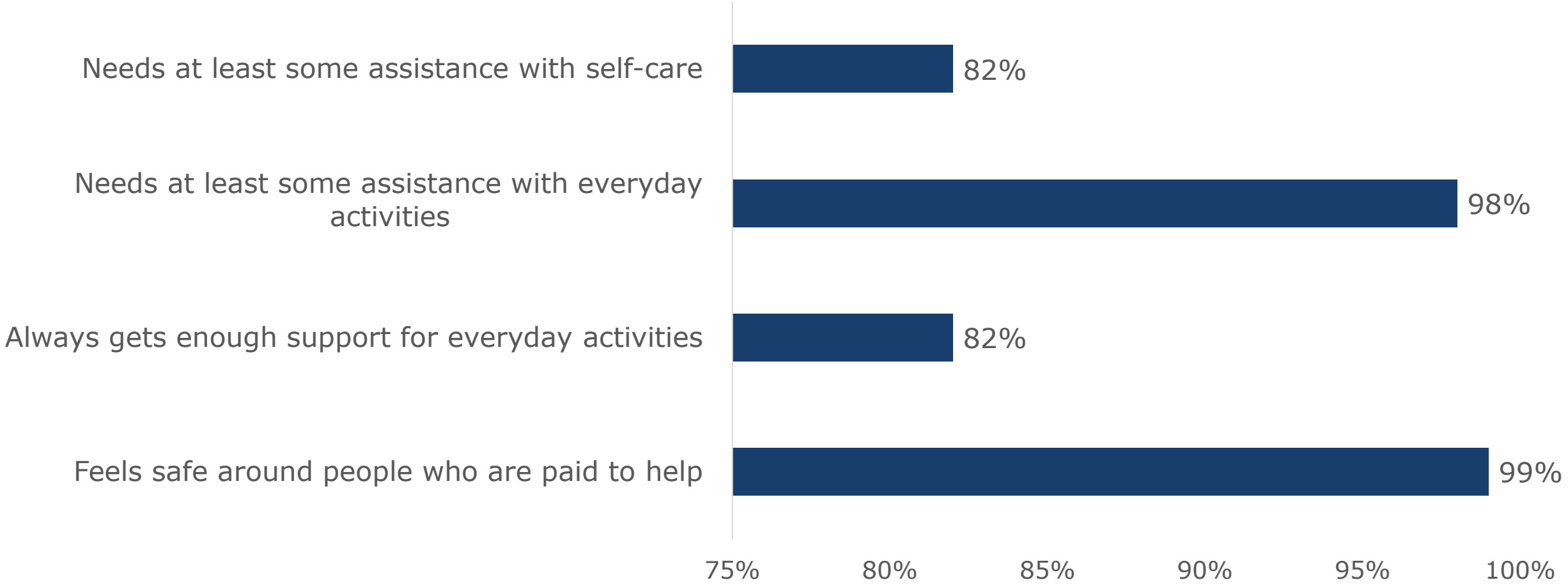
Conducted by HCLA & RDA

September 2025 –
January 2026

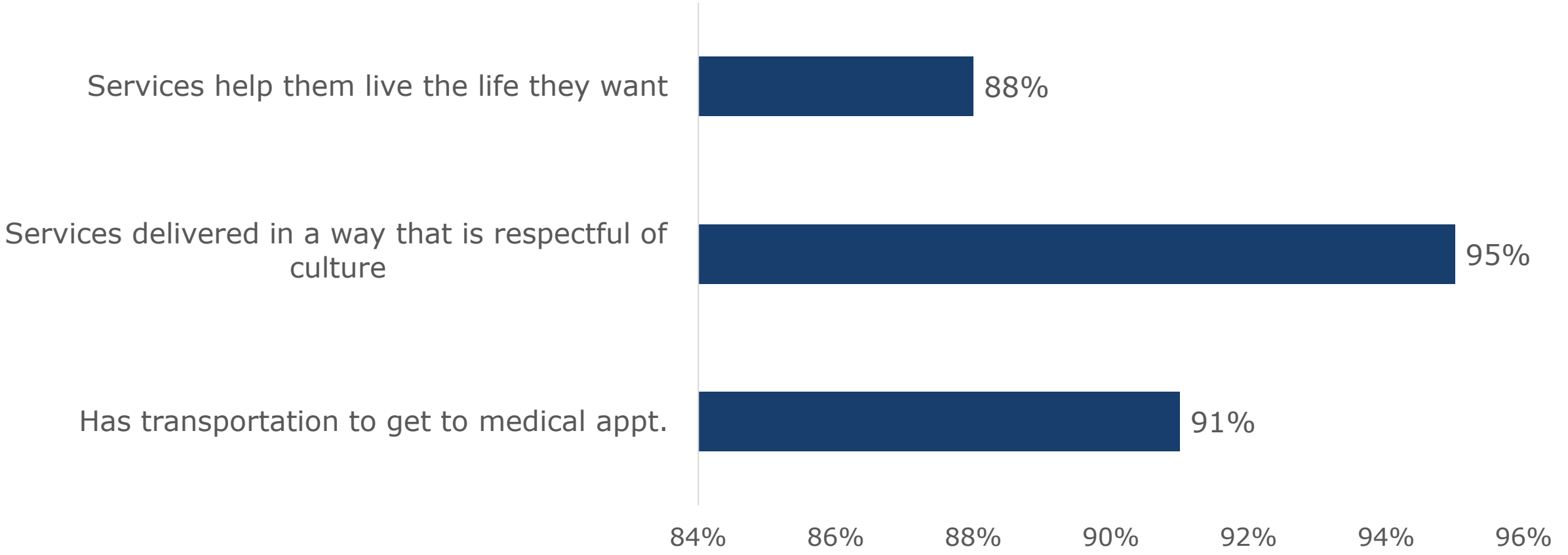
NCI-AD survey

- National Core Indicators – Aging and Disabilities
- Standardized survey to hear directly from people served by LTSS, across settings
- 1,161 in-home clients in WA

NCI-AD survey – WA results



NCI-AD survey – WA results



Client Survey Summary

- Survey of client caregiver hiring & retention experience
- Wanted to hear the client experience
- Non-familial caregivers only
- Completed via telephone
- 528 responses received
- Four languages in addition to English

Completions by Language Group:

Language Group	Total: Original Sample	Additional Sample (added 11/14)	% of Sample	Goal Completes	Actual Completes	% of Goal
English & other languages	796	330	86%	354	454	128%
Russian	61	36	7%	27	36	133%
Spanish	29	10	3%	13	13	100%
Vietnamese	29	10	3%	13	18	138%
Korean	9	10	1%	4	7	175%
TOTAL	**924**	**396**	**100%**	**411**	**528**	**128%**

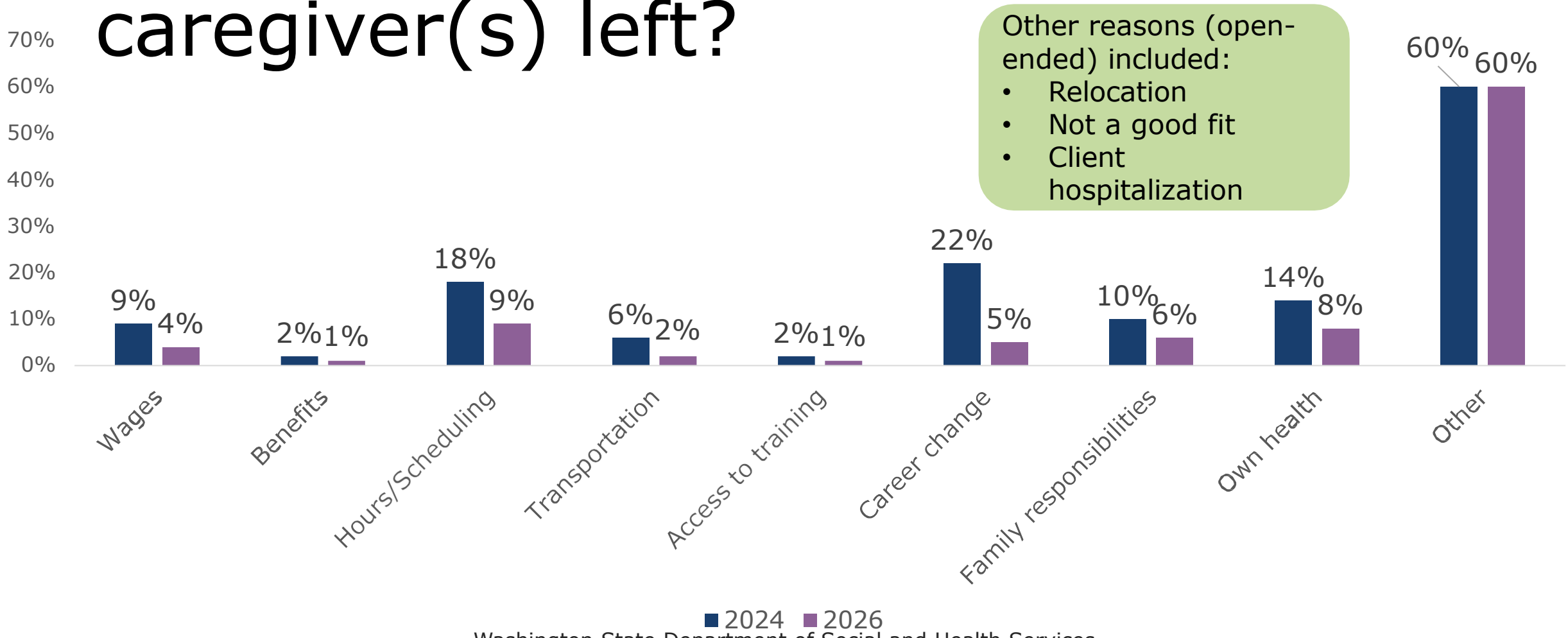
English & Other Languages includes interpreter interviews in the following languages:

4 Arabic	4 Cantonese	1 Mandarin	1 Tagalog
3 Cambodian	2 Farsi	1 Romanian	4 Ukrainian

Other “Spoken Language” groups (interview conducted in English)

1 ASL	1 Cambodian	1 Somali
1 Arabic	1 Oromo	1 Ukrainian

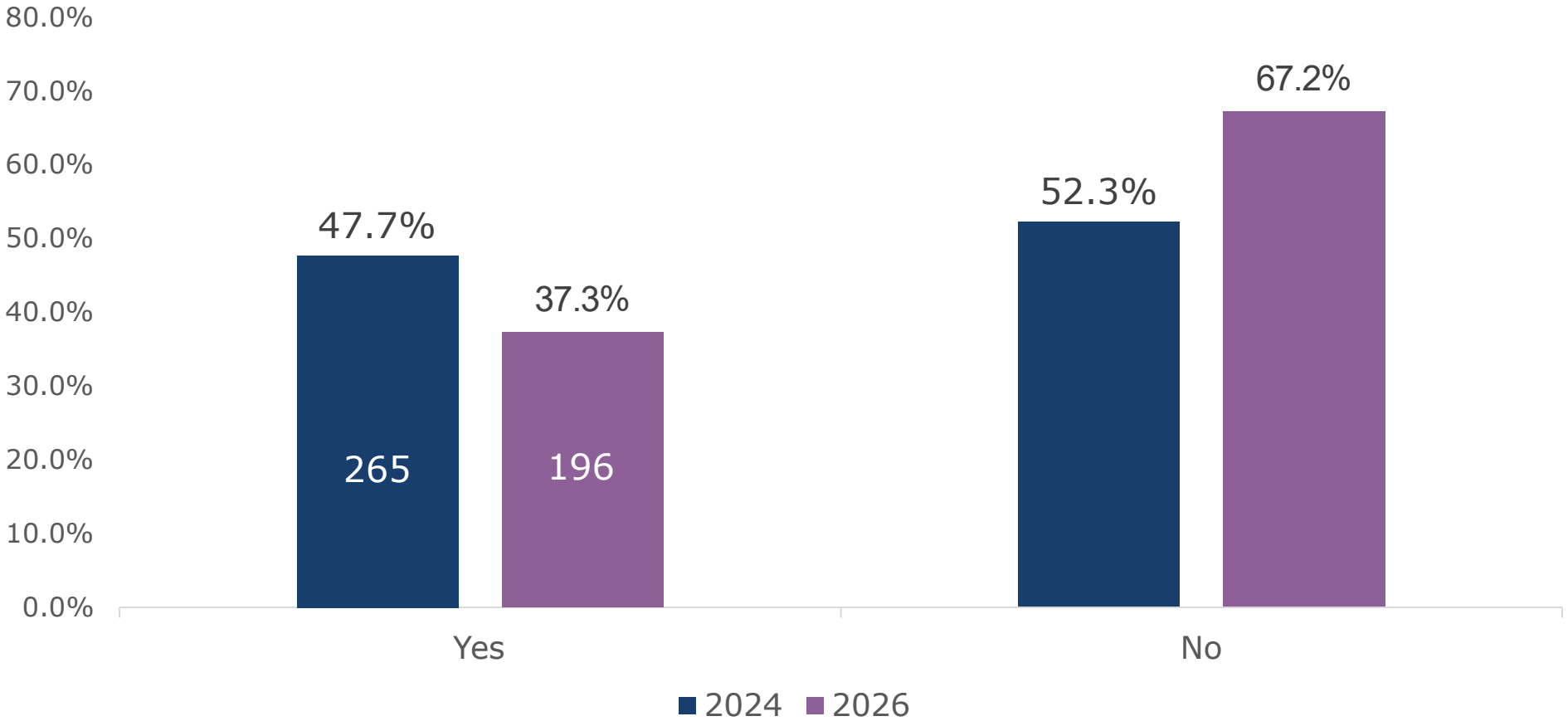
Q: What do you think weresome of the reasons your caregiver(s) left?



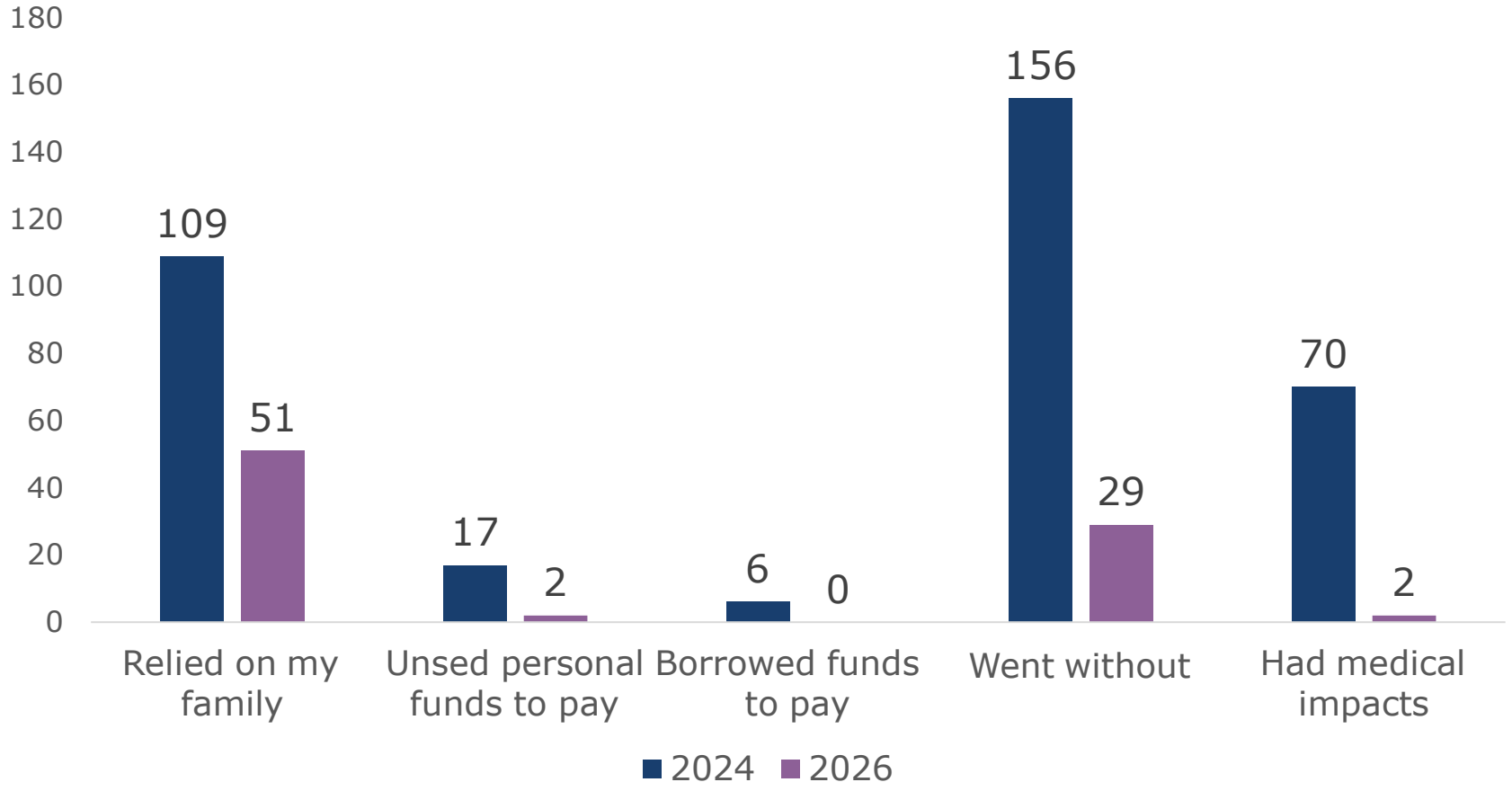
Other reasons (open-ended) included:

- Relocation
- Not a good fit
- Client hospitalization

Q: Have you ever had to wait for services because a caregiver could not be found to provide the services you need?



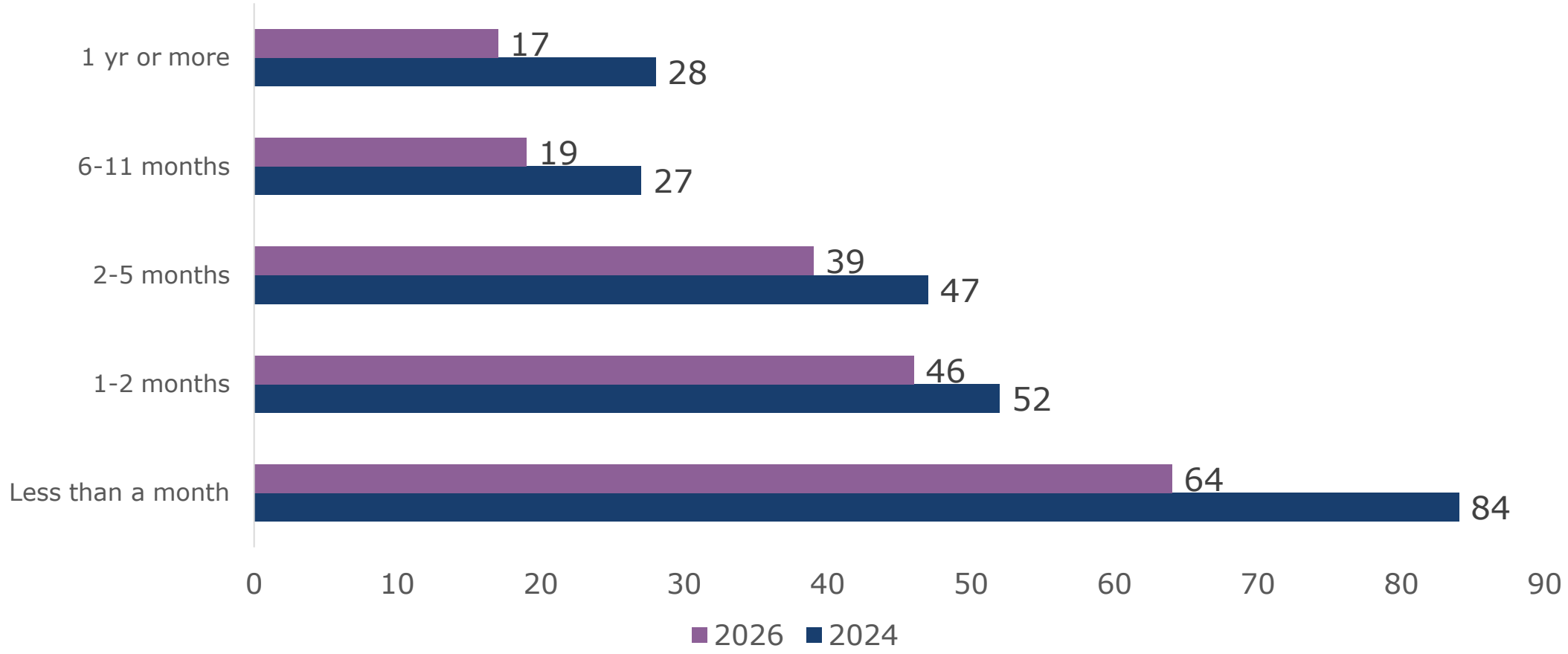
Q: What were some of the impacts of having to wait for a caregiver?



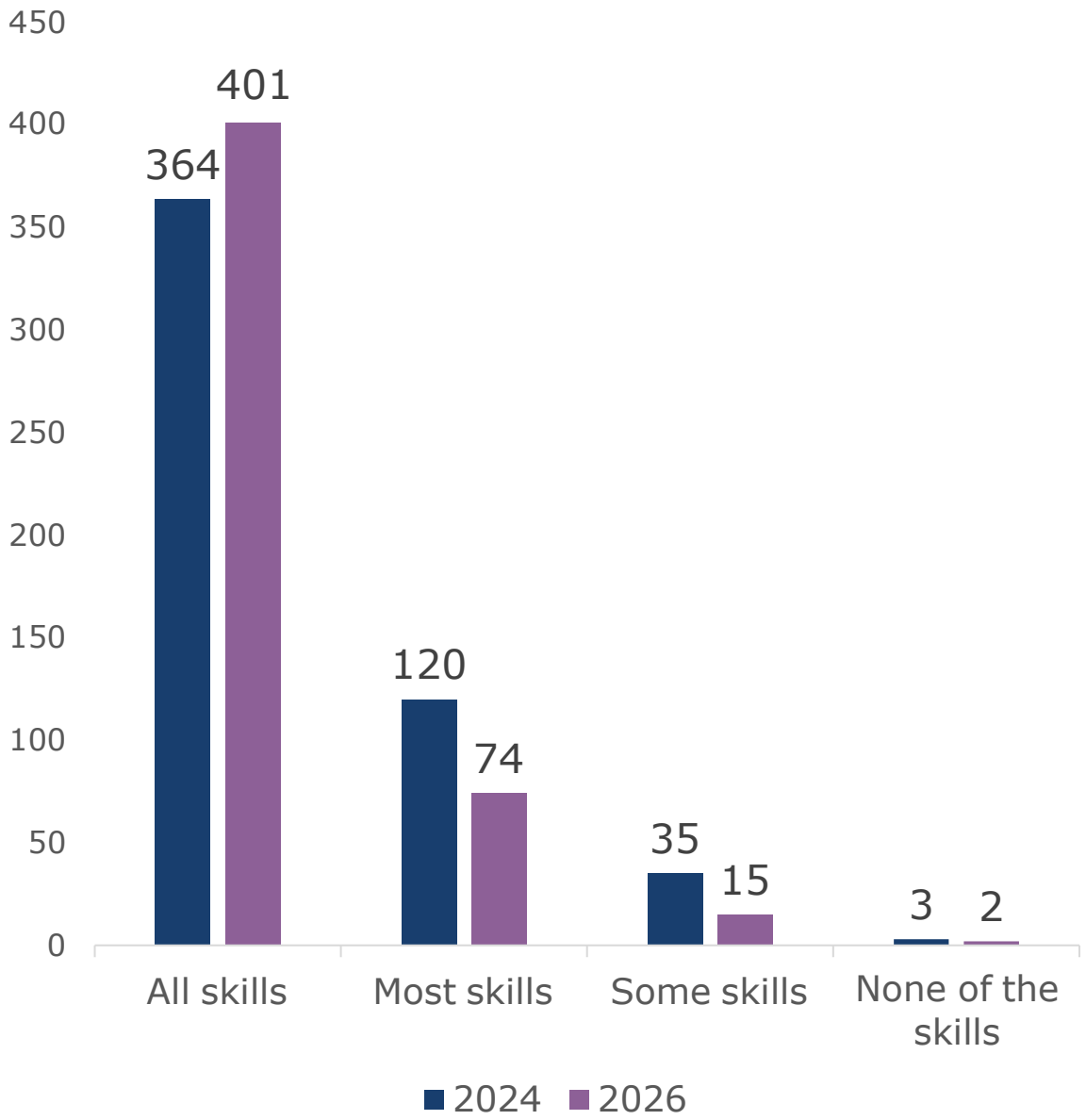
Other impacts (open-ended) included:

- Mental wellbeing declined
- Couldn't attend doctor appt.

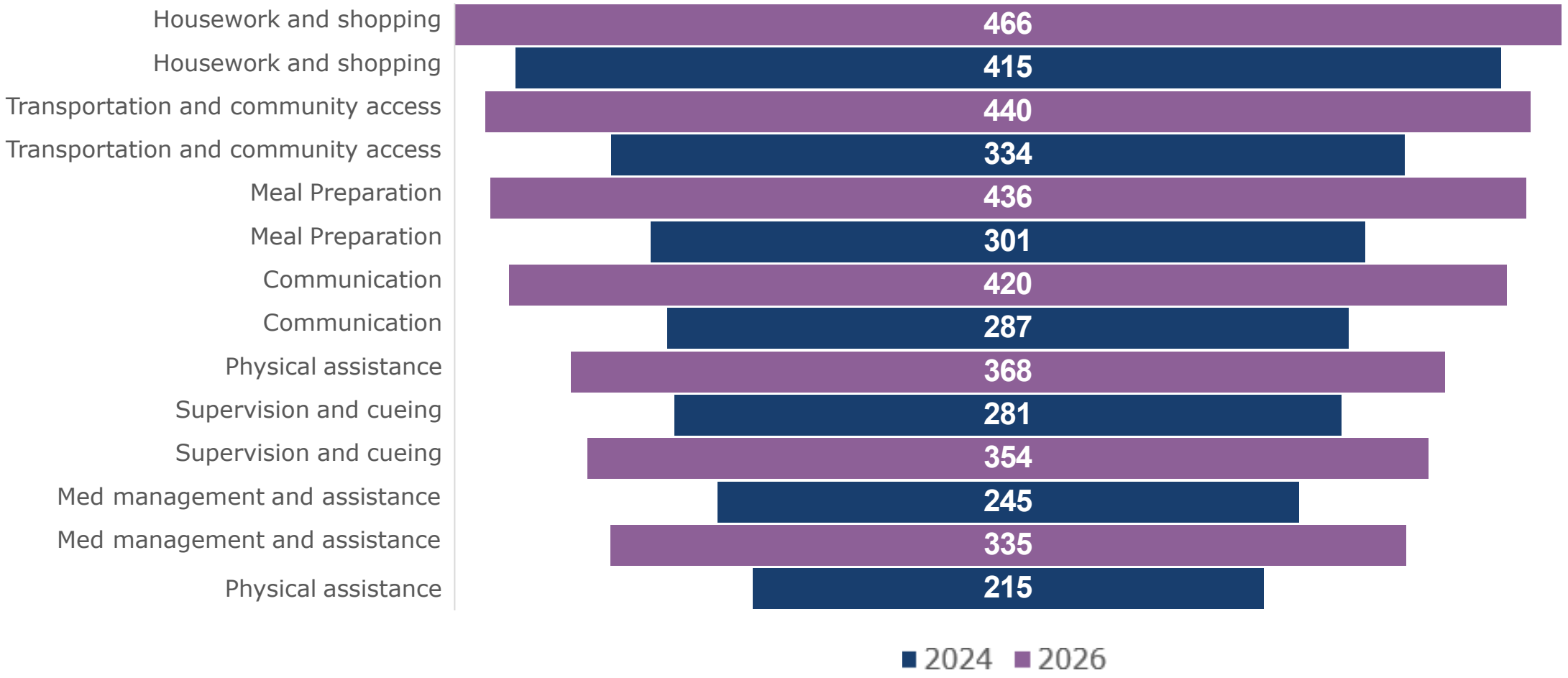
Q. What is the longest amount of time you've had to wait for a caregiver to be found?

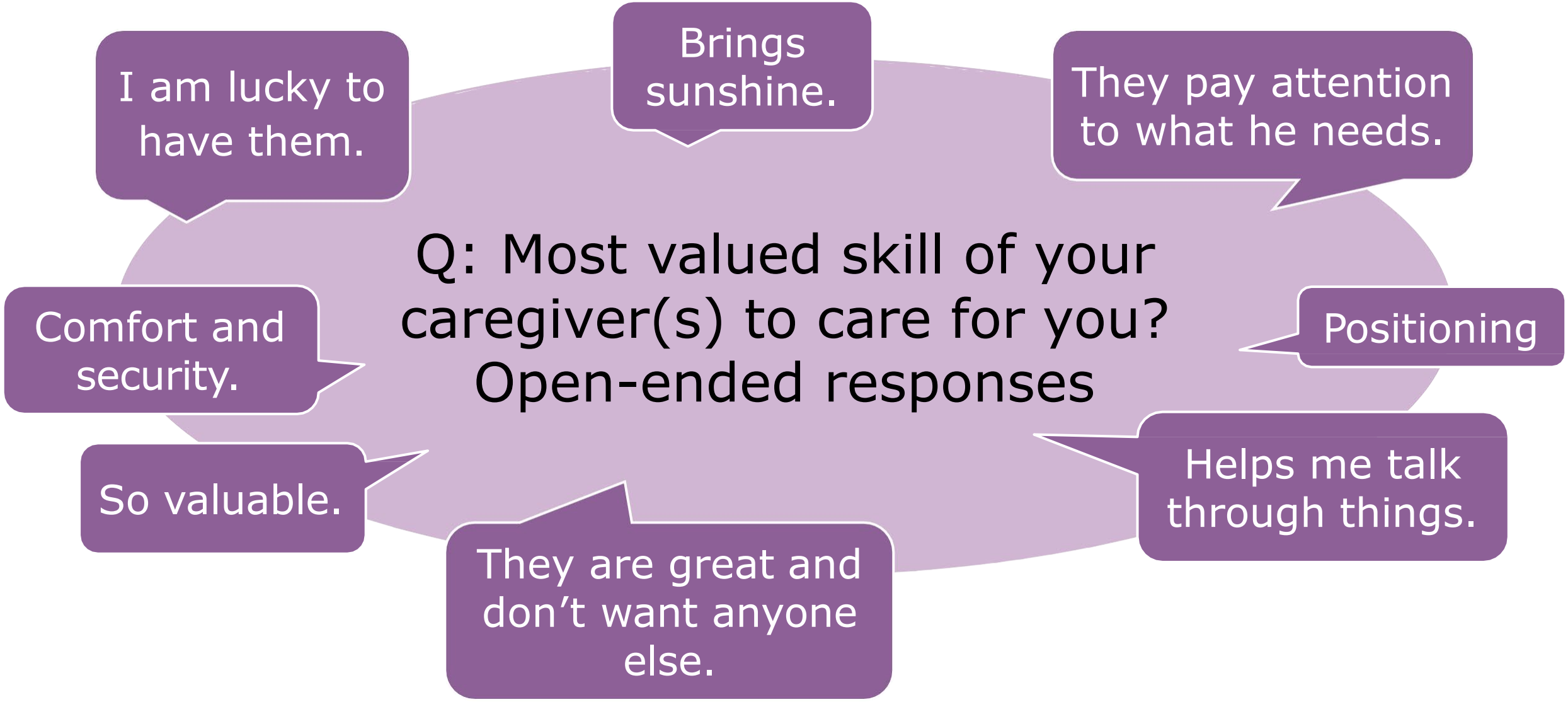


Q: Please tell us which of the following statements is the most accurate regarding the skill level of your caregiver(s):

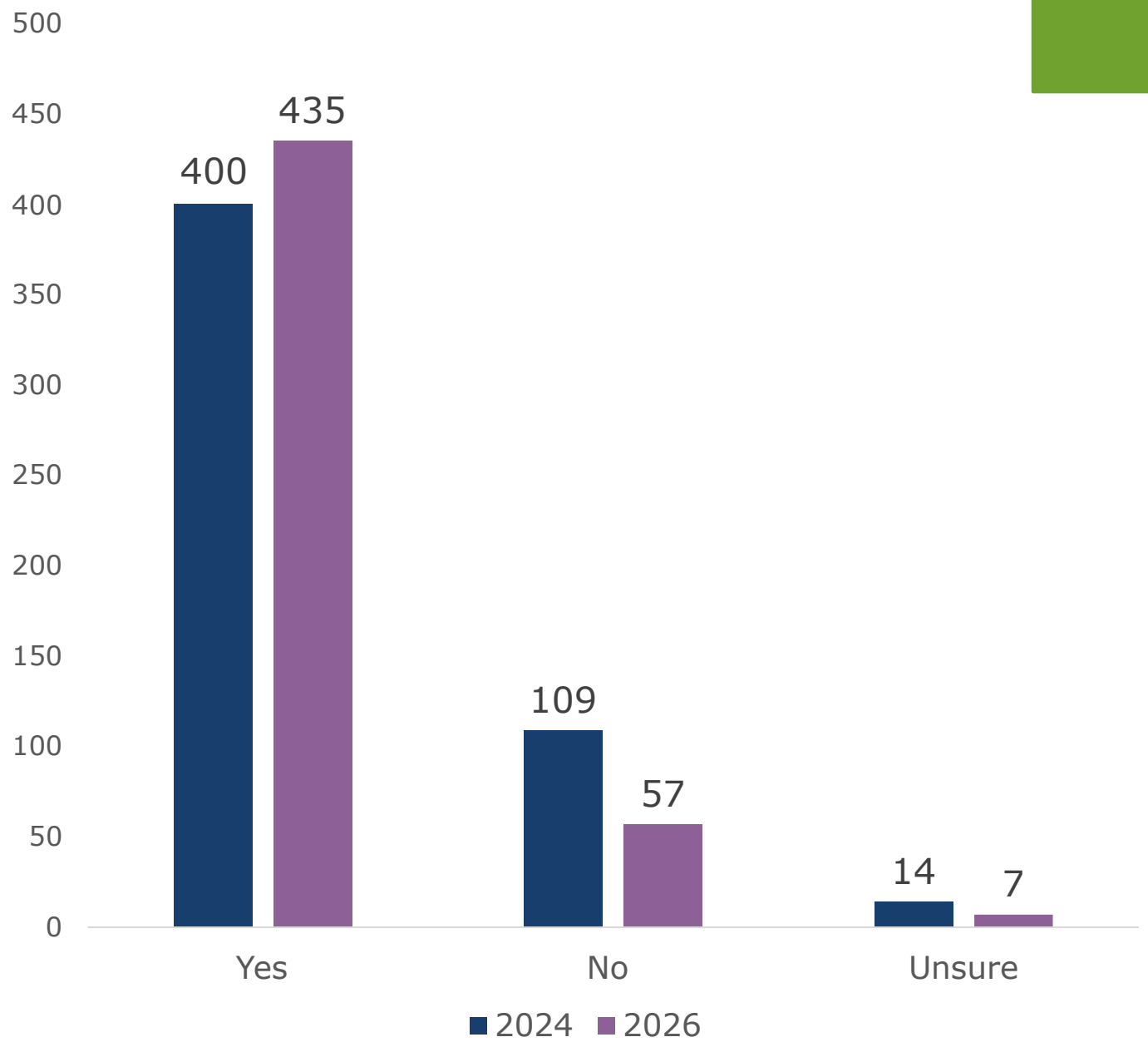


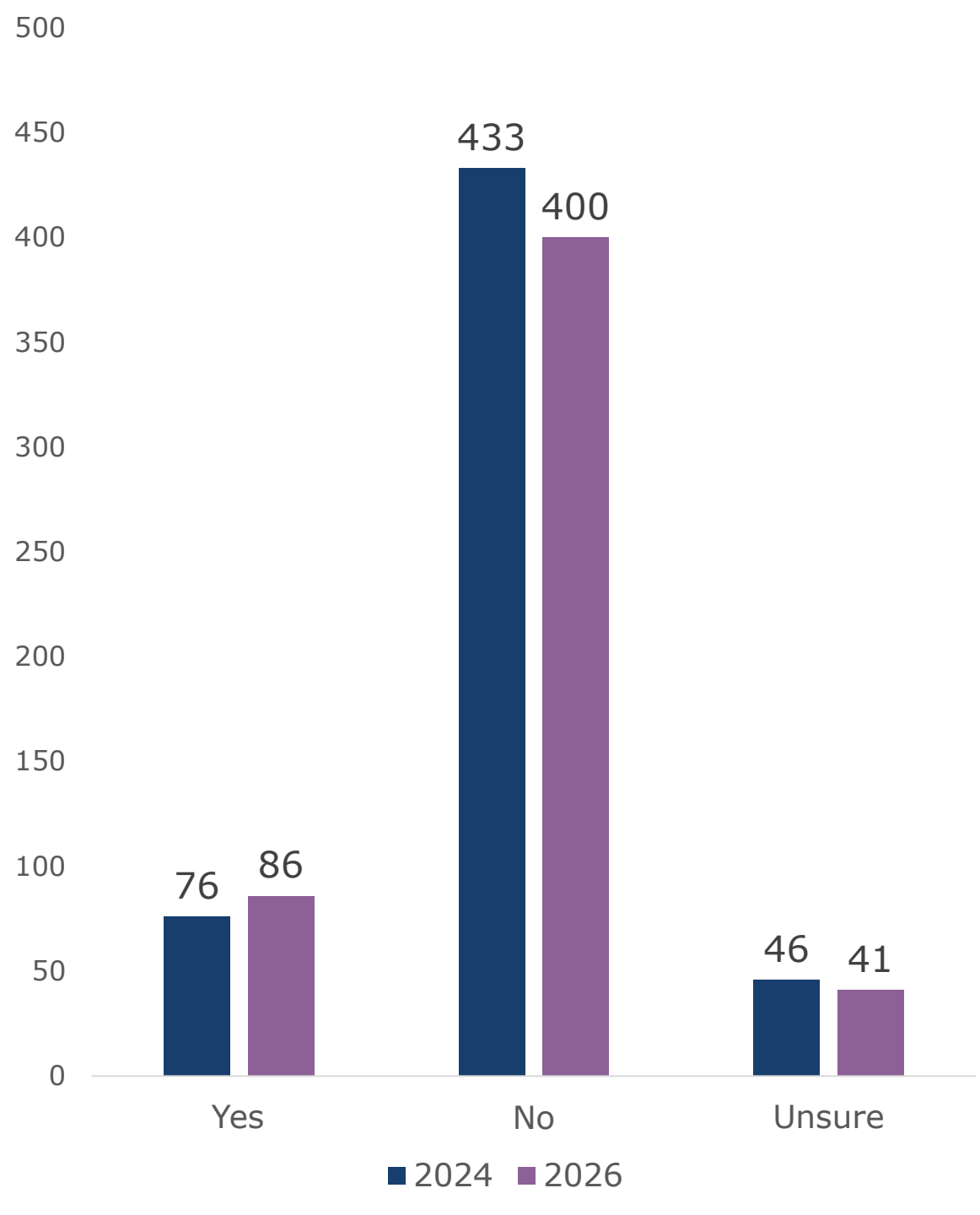
Q: Most valued skill of your caregiver(s) to care for you?




I am lucky to have them.
Brings sunshine.
They pay attention to what he needs.
Q: Most valued skill of your caregiver(s) to care for you? Open-ended responses
Comfort and security.
Positioning
So valuable.
Helps me talk through things.
They are great and don’t want anyone else.

Q. Has your current caregiver(s) been able to fill all the hours you're eligible for?





Q: Have you ever lost a caregiver because they didn't complete training?

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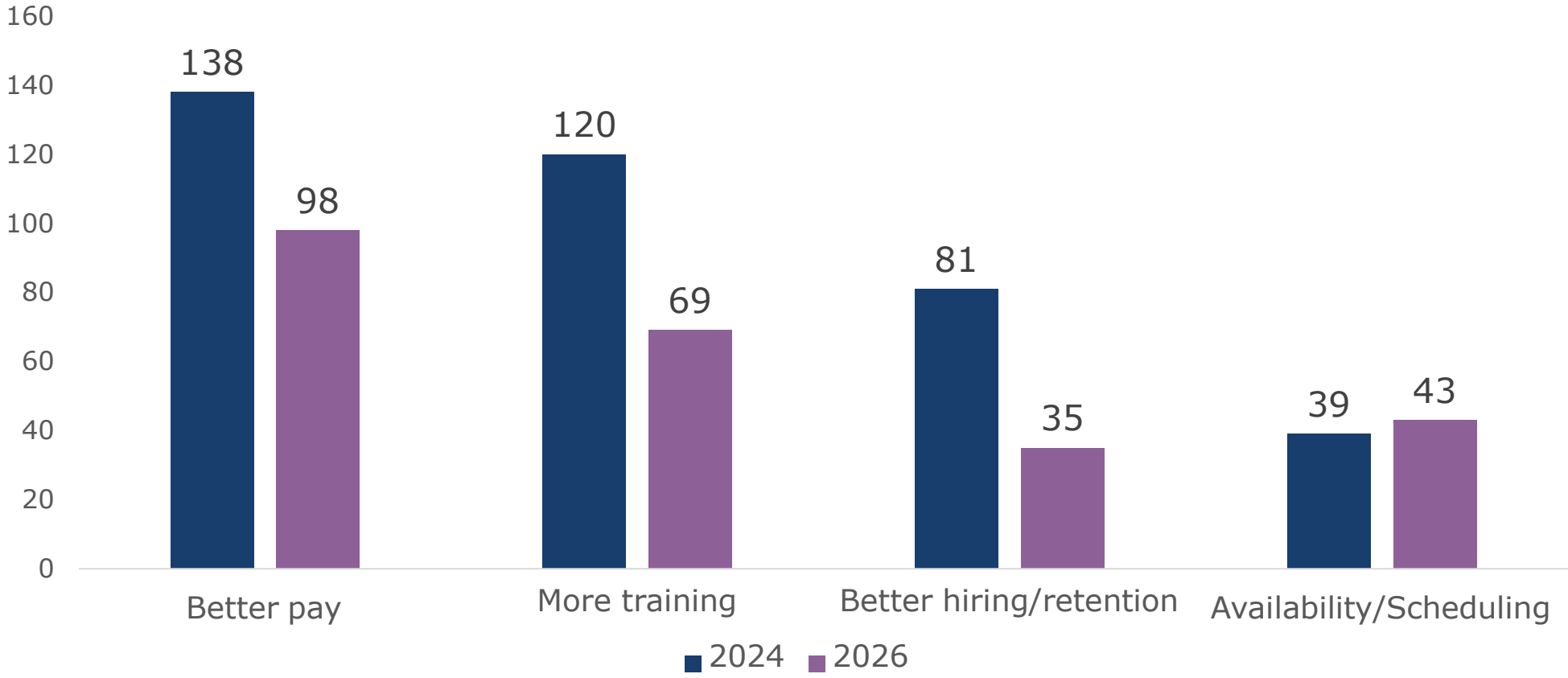
Q. What changes do you feel are needed to support caregiver recruitment and retention? Open-ended responses



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Thank you

Lunch

All

Union Rate Proposal & Discussion

SEIU 775

CDWA Presentation: Public Comment

Chair

Adjourn and Thank You!

2026 RSB Meeting Schedule

May 21	**June 3** **June 8** **June 10** **June 24**	**July 13** **July 15**	**August 5** **August 24** **August 31**

For more information, visit the

Consumer Directed Employer Rate Setting Board at:

www.dshs.wa.gov/altsa/stakeholders/consumer-directed-employer-rate-setting-board

TAB 3

Home Care Workers: Why Adequate Pay is Essential

Eli Taylor Goss Washington State Budget and Policy Center; Katie Baird, Ph.D. Professor of Economics at the University of Washington Tacoma

July 13, 2026

Presentation before the Consumer Directed Employer Rate Setting Board

The Budget and Policy Center's mission:

To use research and analysis to advance the well-being of Washington communities, improve the economic security and social opportunity of all in the state, and support the essential role of government in promoting a just and prosperous society.

WASHINGTON STATE BUDGET &POLICY CENTER

Katie Baird, Ph.D.

Professor of Economics
University of Washington Tacoma

Degree: Ph.D. Economics, University of Massachusetts

Research Topics: Voting, Health Care, Social Policy, Education

Current Budget and Policy Center Board Member

WASHINGTON STATE BUDGET &POLICY CENTER

Presentation Roadmap

1. Overview of Washington State's Economic and Fiscal Conditions

2. Equity Benefits of Higher Pay for Home Care Workers

3. Benefits to Washingtonians of Higher Pay for Home Care Workers

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Washington State's Fiscal and Economic Conditions

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State Economy is Stable

- **State GDP Growth (4.5 percent) is Highest in the Nation. Fourth highest GDP/capita in nation.**

- **Unemployment rate remains below historical average:**
  - 2025: 4.6 percent
  - 2026: 5.3 percent
- **Consumer spending (therefore taxable retail sales) is growing:**
  - 2025: +2.2 percent
  - 2026: +4.6 percent

- **State personal income continues to grow:**
  - 2025: +2.9 percent
  - 2026: +1.4 percent

Source: Washington State Economic and Revenue Forecast Council, "Economic Forecast: Calendar Year Summary Tables," June 2026, https://erfc.wa.gov/sites/default/files/2026-06/calendar_0626.pdf
Washington State Economic and Revenue Forecast Council, "Washington State Economic and Revenue Forecast," Feb. 2026, https://erfc.wa.gov/sites/default/files/2026-03/feb26pub.pdf. US Bureau of Economic Statistics, https://www.bea.gov/data/gdp/gdp-state

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State Has $5 Trillion in Wealth

- **Total property tax valuation (state and county):** $2.07 *trillion*[1]
  - Total taxes levied: $18.5 billion (<1 percent of value)

- **Untaxed personal property:** $3.03 *trillion*[2]

- **Washington ranks high in wealth**

1. Washington State Department of Revenue, "Valuations and Average Tax Rates," https://dor.wa.gov/sites/default/files/2025-10/Table_7_2025.xlsx
2. Washington State Department of Revenue, "2020 Tax Exemption Study: A Study of Tax Exemptions, Exclusions or Deductions From the Base of a Tax; a Credit Against a Tax; a Deferral of a Tax; or a Preferential Tax Rate," https://dor.wa.gov/sites/default/files/2022-02/2020_Tax_Exemption_Study_Entire_Report.pdf?uid=62703203dc561.

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State Fiscal Conditions Are Strong

- **Revenue projections are increasing.**[1]
  - 2025-2027: +$961 million
  - 2027-2029: +$1.8 billion

- **Revenue collections are growing.**[2]
  - 7 percent increase in 2026 over last year

- **Budget reserves growing.**
  - FY 2027: $1 billion (2.6% percent of annual spending)
  - FY 2029: ~$2.8 billion (6.4% percent of annual spending)

1. Washington State Economic and Revenue Forecast Council, "Revenue Review," June 2026, https://erfc.wa.gov/sites/default/files/2026-06/rev20260626.pdf
2. Washington State Economic and Revenue Forecast Council, "Economic & Revenue Update," June 15, 2026, https://erfc.wa.gov/sites/default/files/2026-06/jun26.pdf
3. Washington State Economic and Revenue Forecast Council, April 2026 Adopted Enacted Budget Outlook, Apr. 2026, https://erfc.wa.gov/sites/default/files/2026-04/20260422_Enacted_Sup_BO_Adopted.pdf

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Lawmakers Have Recognized Fiscal Flexibility

- **Recently passed legislation:**
  - Millionaires Tax: Over $3 billion annually[2]
- **27 identified by the DOR, such as:**[1]
  - B&O tax, repeal preferential rate for meat processors: **$67.3 million/biennium**
  - Estate tax, increase graduated rate, passed in 2025 but repealed in 2026: **$300+ million/biennium**
- **Prior legislative proposals, such as:**
  - Wealth tax: $1-4 billion per year[3]
  - High earner payroll tax: $3 billion per biennium[4]
  - Apple Health Employer Assessment: $800 million per year[5]

1. Washington State Department of Revenue, "Revenue alternatives," Dec. 2024, https://dor.wa.gov/sites/default/files/2024-12/RevenueAlts_2025_Final.pdf. *Note: Revenue estimates do not reflect a policy position of DOR.*
2. Washington State Office of Financial Management, "Multiple Agency Fiscal Note Summary, ESSB 6346," Mar. 27, 2026, https://fnspublic.ofm.wa.gov/FNSPublicSearch/GetPDF?packageID=77653
3. Balance Our Tax Code, Tax on Financial Assets SB 5797/HB 2046, https://balanceourtaxcode.com/wp-content/uploads/2025/10/BOTC-2026-SB-5797-HB-2046-draft-4-1.pdf
4. Washington State Office of Financial Management, "Multiple Agency Fiscal Note Summary, S HB 2100," Feb. 9, 2026, https://fnspublic.ofm.wa.gov/FNSPublicSearch/GetPDF?packageID=76645
5. Washington State Office of Financial Management, "Multiple Agency Fiscal Note Summary, SB 6173," Jan. 28, 2026, https://fnspublic.ofm.wa.gov/FNSPublicSearch/GetPDF?packageID=75847

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Equity Benefits of a Home Care Worker Pay Increase

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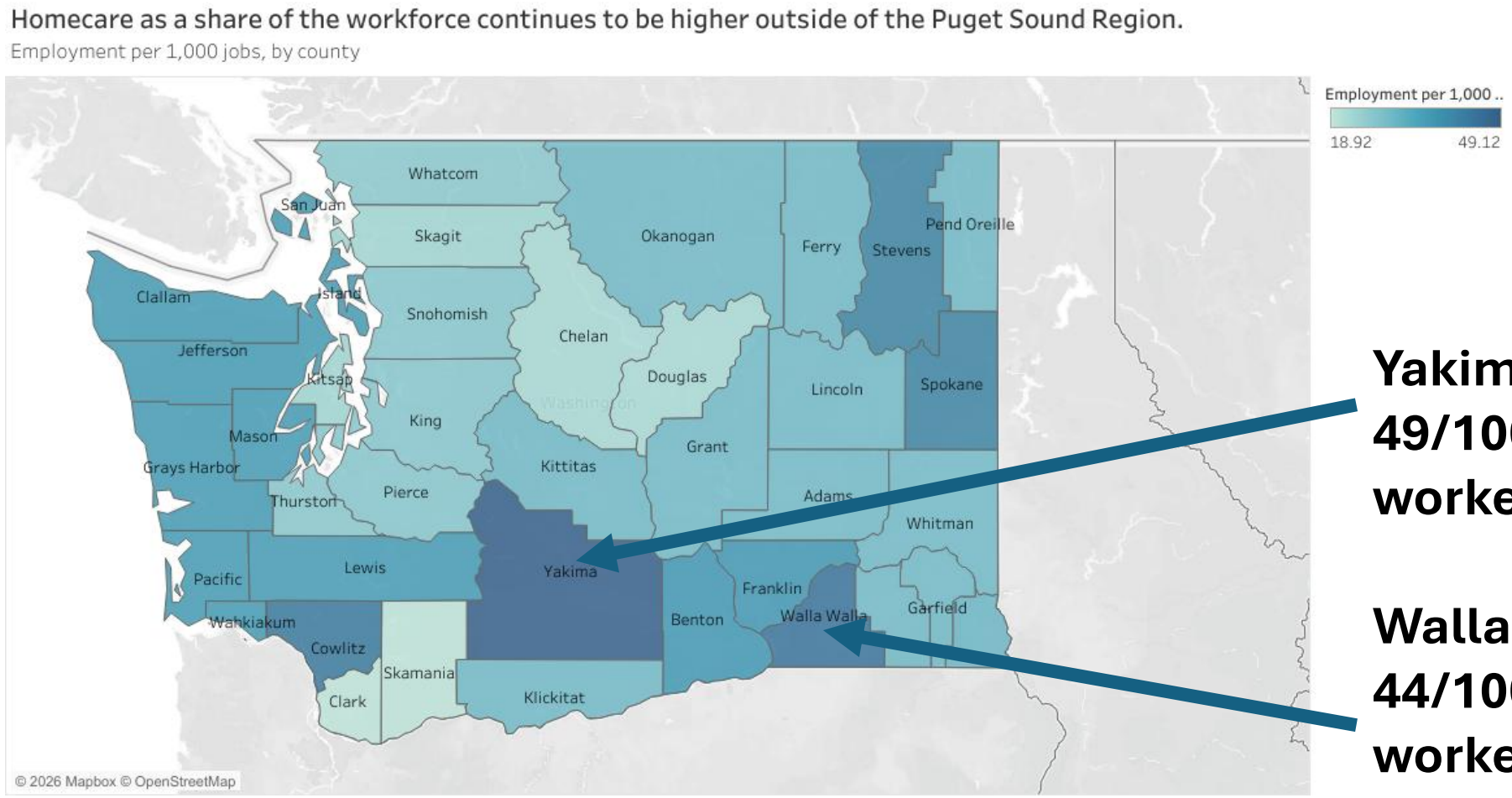
Pay Increase Promotes Equity

- **WA home care workforce disproportionately women of color and immigrant women:**
  - 82 percent women
  - 47 percent people of color
  - 35 percent immigrants
- **Disproportionately from Lower Income Households:**
  - 15 percent are in households below the **poverty** threshold
  - 28 percent are in households receiving **food stamps**
  - 34 percent are in **cost-burdened** households (spend more than 30 percent of income on housing).

Source: Federal eserve Bank of San Francisco https://www.frbsf.org/wp-content/uploads/sites/3/Homecare_Snapshot_WA_2022-1.pdf
Paraprofessional Healthcare Institute (PHI), Direct Care Workforce State Index, Washington, https://www.phinational.org/state/washington/

WASHINGTON STATE BUDGET &POLICY CENTER

Disproportionately Live in Poorer Rural Communities



Yakima: 49/1000 workers

Walla Walla: 44/1000 workers

Source: U.S. Bureau of Labor Statistics, "Occupational Employment and Wages, May 2025," https://data.bls.gov/oes/#/home. Retrieved May 26, 2026. Data query: One occupation for multiple geographical areas; Home Health and Personal Care Aides; Metropolitan or Non Metropolitan Area; Washington geographies. Visualization, with data, available here.

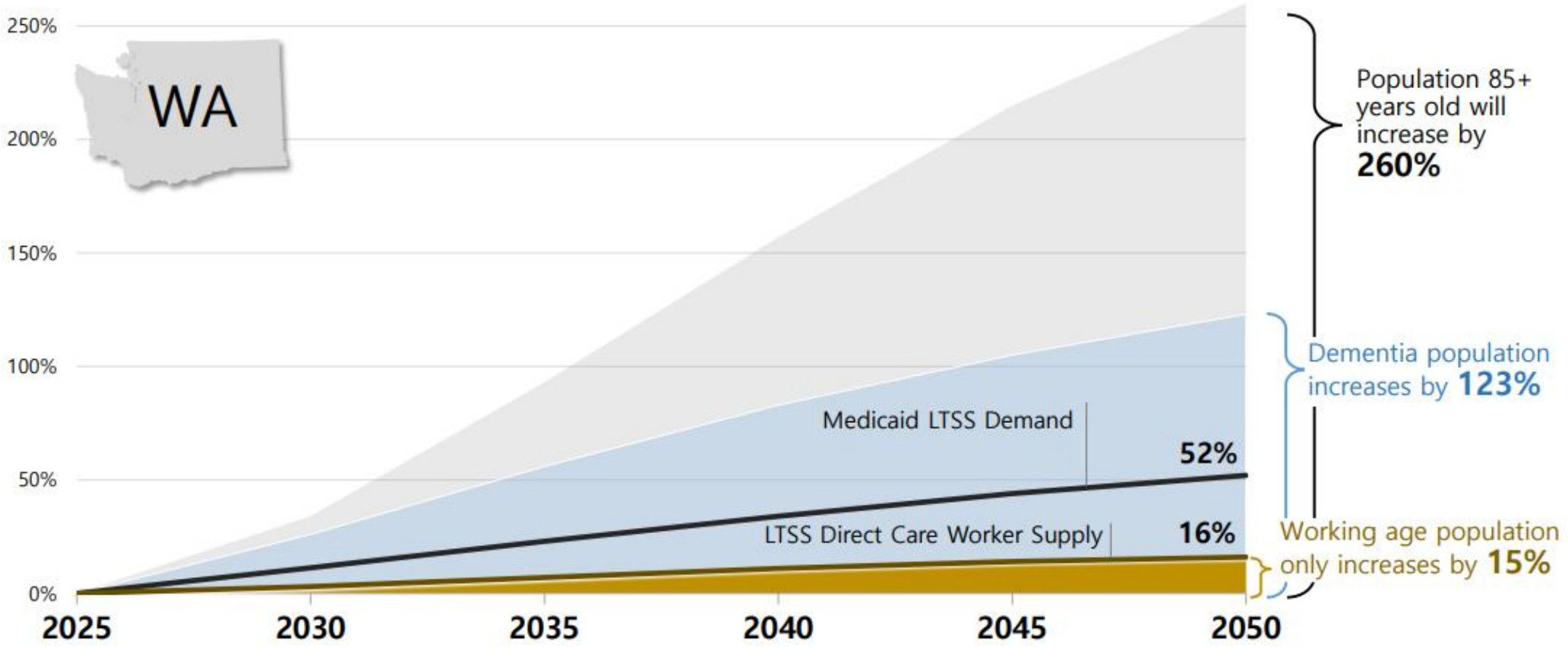
WASHINGTON STATE BUDGET & POLICY CENTER

Benefits of a Pay Increase To Washingtonians

WASHINGTON STATE BUDGET &POLICY CENTER

DSHS

Potential Demand for Long-Term Care Population Compared With Growth in the Working Age Population



Source: David Manusco, PhD, Washington State Department of Social and Health Services, "the Demographic Trends Impacting Need for Long-Term Services and Supports," Oct. 17, 2024, https://waseniorlobby.org/wp-content/uploads/MANCUSO-DSHS-Research-and-Data-Analysis.pdf

WASHINGTON STATE BUDGET & POLICY CENTER

Pay Increases Enhance Quality of Home Care Workers' Contribution

- **Improves Recruitment:**
  - Reduces shortages (Currently an estimated 11,730 openings/year)

- **Improves Retention:**
  - Reduces turnover and associated costs
  - Reduces worker stress of financial insecurity
  - Increases productivity and quality of care

1. Weller, Christian, Almeida, Beth, Cohen, Marc, and Stone, Robyn, LeadingAge, "Making Care Work Pay," Sept. 2020, https://leadingage.org/wp-content/uploads/drupal/Making%20Care%20Work%20Pay%20Report.pdf. Federal Reserve Baord of San Francisco.

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Home Health Care Saves Money and Supports Families

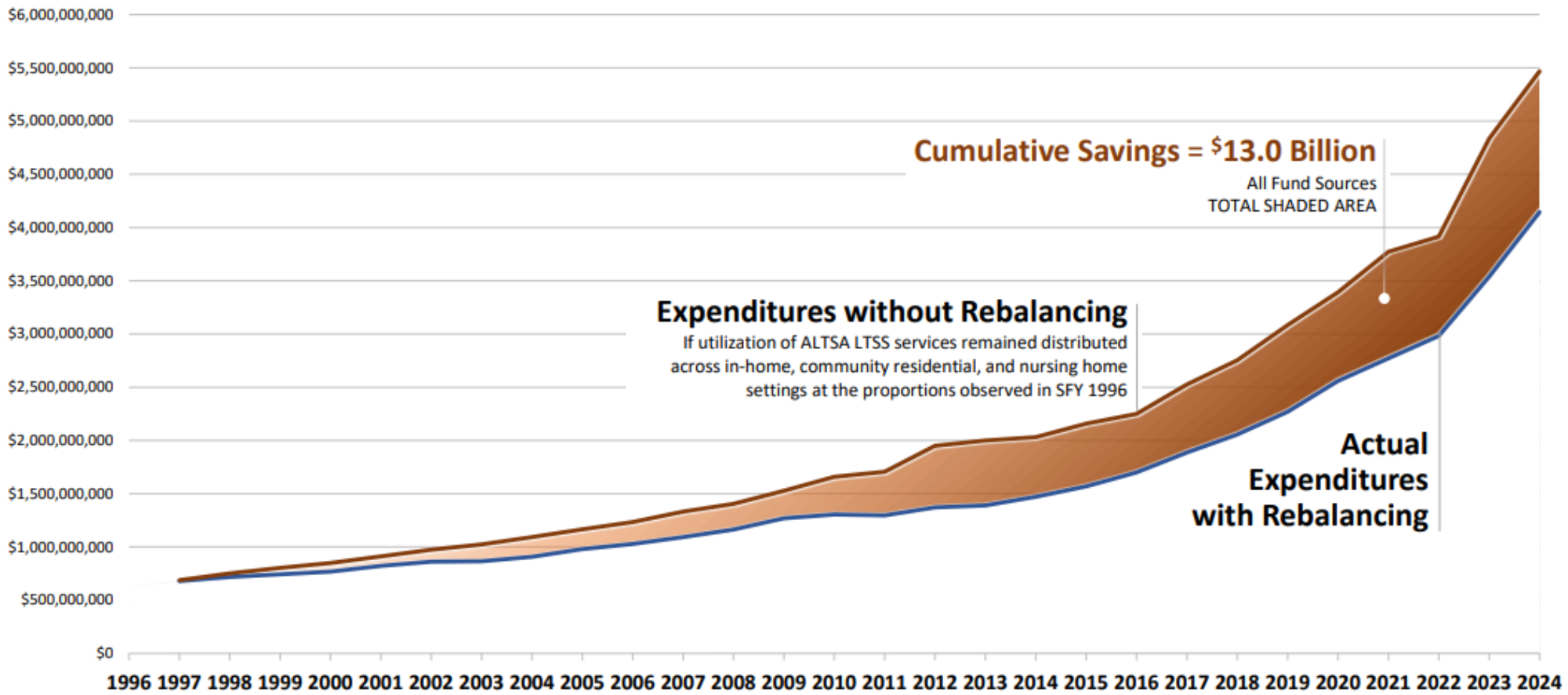
- **Cost-effective substitute for institutional care**
  - SNF typically $100,000/year
- **Delays admission to SNF and hospitals**
- **Allows for clients and their families the option of “aging in place”**

Source: May 2025 Medicaid Snapshot, “Medicaid Cuts could force seniors out of their homes, devastate Washington’s highly-ranked long-term care system,” https://www.cantwell.senate.gov/imo/media/doc/may_2025_long_term_care_medicaid_snapshot.pdf

WASHINGTON STATE BUDGET &POLICY CENTER

ALTSA Long-Term Services and Supports Rebalancing Savings

Annual ALTSA LTSS Service Expenditures* • All Fund Sources • Cumulative Savings SFY 1997—SFY 2024



DSHS WASHINGTON STATE Department of Social and Health Services

NOTES: In-scope services for this analysis include ALTSA in-home personal care services, community residential services, and nursing home services. Estimated rebalancing savings include acuity adjustments to per capita expenditures to reflect the expected lower average acuity of clients who would have been served in in-home or community residential settings in the absence of rebalancing.

DSHS | Facilities, Finance, and Analytics Administration | Research and Data Analysis Division • OCTOBER 2024

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Increasing Home Care Workers' Pay: Takeaways

- Washington's economic picture and fiscal conditions are sound. Lawmakers have many good options in the future for raising revenue.
- Improving pay for home care workers promote racial, gender, and geographic equity.
- Improving pay supports a growing need and cost-effective option for meeting Washington families' health care needs

WASHINGTON STATE BUDGET &POLICY CENTER

TAB 4

SEIU 775 Summary

Prepared for the Consumer Directed Employer Rate Setting Board

July 2026.

Sterling Harders

She/Her | SEIU 775 President

SEIU 775

Forbes

Subscribe: Les

MONEY > PERSONAL FINANCE

How The Trump Administration Is Blocking Access To Home Care

By Howard Gleckman, Senior Contributor. I cover tax, budget and retireme...

Follow Author

Published Apr 16, 2026, 04:12pm EDT

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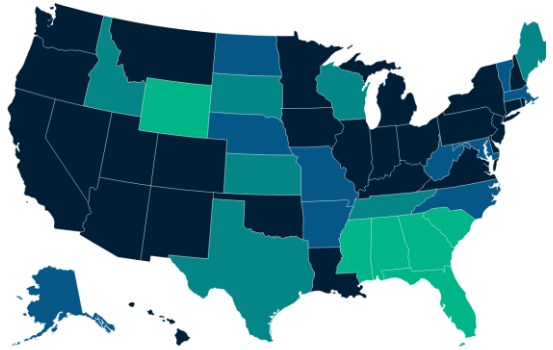
Figure 3

Federal Medicaid Cuts in the Enacted Reconciliation Package, By State

As a % of 10-year baseline federal spending (2025-2034)

< 7% 7%–10% 10%–13% ≥ 13%



Note: $911 billion in federal Medicaid spending cuts over the 10-year period is allocated across states, including $79B in estimated Medicaid spending interactions. See Methods in "Allocating CBO's Estimates of Federal Medicaid Spending Reductions Across the States: Enacted Reconciliation Package" for more details.

Source: KFF analysis of CBO estimates of the enacted reconciliation package

KFF

JUSTICE IN AGING
FIGHTING SENIOR POVERTY THROUGH LAW

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STATEMENT

Trump Administration's Attacks Put Home Care at Risk

May 14, 2026

Print

Older adults and people with disabilities want to and should be able to remain at home with their families and in their communities and receive the help they need to live lives of dignity. Instead of supporting states to strengthen aging and disability care programs, the Trump administration announced yesterday that it is withholding an unprecedented $1.3 billion in Medicaid funding from California, including funding for in-home supportive services (IHSS) the state already delivered.

American Immigration Council

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Mass Deportation: Analyzing the Trump Administration's Attacks on Immigrants, Democracy, and America

Special Report

Published: July 23, 2025

Current compensation for caregivers

- Weighted average wage $24.82 | Wage scale: $23.68 -$27.44
- Affordable healthcare for themselves and their children
- Modest dc retirement benefit
- 1 hour of paid time off for each 23 hours worked – 8 days for avg caregiver
- 6 paid holidays for year
- Paid mileage with a 130 monthly cap

SEIU 775

2026 caregiver survey

- Only **11%** said they could cover a $500 emergency expense with money in checking, savings, or cash.
- **50%** said they are “just getting by” or “finding it difficult to get by.”
- **15%** said they had skipped meals “always” or “very often”
- **40%** had to ask for money to pay bills.
- **35%** reported missing payments on utilities.
- **33%** reported paying rent or mortgage late.
- **7%** reported homelessness or housing instability in the last year.

Statutory Factors

- Inflation
- Other factors (recruitment & retention)
- Stable workforce
- Affordable healthcare
- Comparables
- State’s ability to pay

Inflation

Between 2020 – 2025:

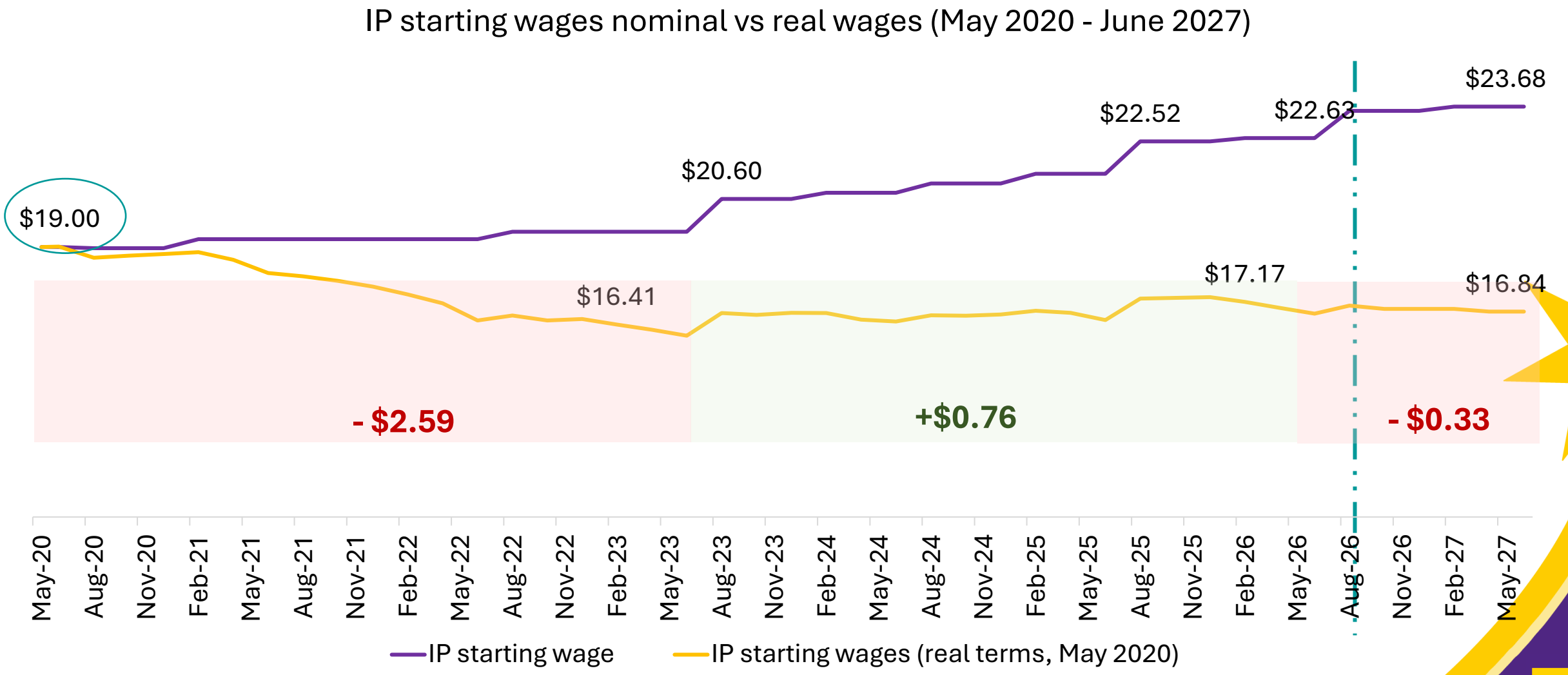
Overall costs increased by **30%**

Rent of primary residence has increased by **31%**

Food prices have increased by **35%**

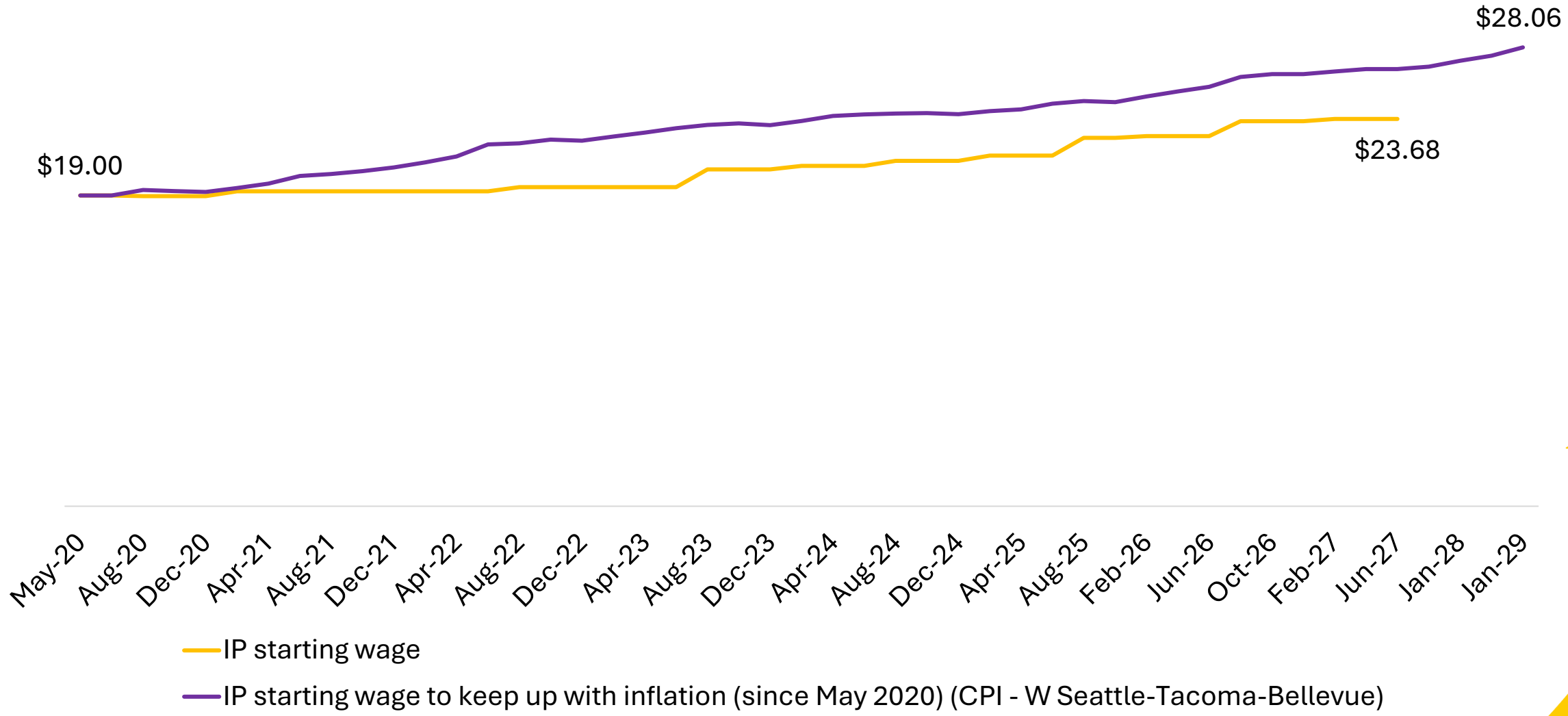
Energy increased by about **64%** between 2020 and April 2026.

Projection through the end of the biennium – we'll be $2.16 under where we were in May 2020



Source: Own elaboration with information from SEIU 775 Collective Bargaining Agreements, the Bureau of Labor Statistics,, Consumer Price Index, Seattle Tacoma Bellevue area (visited Jan. 23, 2026). Washington State Economic and Revenue Forecast Council June 2026

IP starting wages keeping up with inflation through 2029



Source: Own elaboration with information from SEIU 775 Collective Bargaining Agreements, the Bureau of Labor Statistics,, Consumer Price Index, Seattle area ; and Washington State Economic and Revenue Forecast Council June 2026

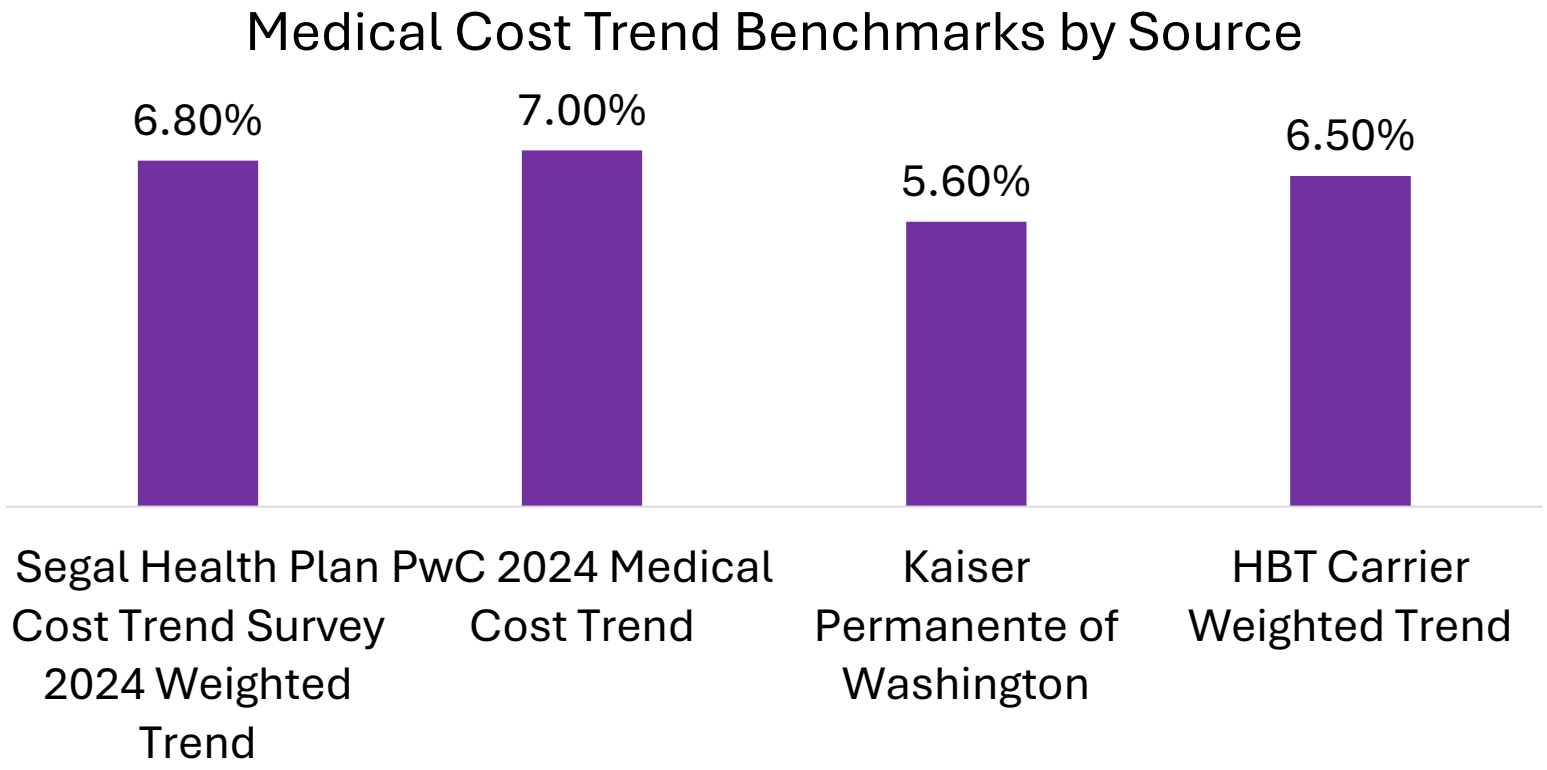
2026 and beyond

Statewide average projected	2025	2026	2027	2028	2029
Single adult wage	$28.91	$29.99	$31.14	$32.36	$33.66
Single adult & 1 child	$41.49	$43.04	$44.68	$46.44	$48.30

- These are conservative projections
- 2025 wages were 7.8% - 22.5% higher than projected
- Highest % increases in Spokane and Yakima

Alliance for a Just Society

Caregiver testimony
Saoirse Douthat



Benefits Group model: 6.5% annual medical inflation and 4% admin

Medical Cost Trend Surveys

Thirteen health insurers request average 22.4% rate increase for 2027 individual market

Thirteen health insurance companies have requested an average rate change of 22.4% for Washington state's 2027 individual health insurance market.

26 May

Requested individual health plans and average rate changes for 2027

Company name	Sold on Exchange, off Exchange, or both	Number of people impacted	Requested average rate change
Asuris Northwest Health	Off Exchange	789	14.9%
BridgeSpan Health Company	On Exchange	209	12.7%
Community Health Plan of Washington	On Exchange	36,854	24.5%
Coordinated Care Corporation	On Exchange	97,979	27.8%
Kaiser Foundation Health Plan of the Northwest	Both	8,180	9.5%
Kaiser Foundation Health Plan of Washington	Both	40,341	14%
LifeWise Health Plan of Washington	On Exchange	25,628	21.3%
Molina Healthcare of Washington, Inc.	On Exchange	30,845	25.8%
Premera Blue Cross	On Exchange	9,639	24%
Regence BlueShield	Both	16,016	8.6%
Regence Blue Cross Blue Shield of Oregon	Both	8,336	17.4%
UnitedHealthcare of Oregon, Inc.	Both	6,759	26.4%
Wellpoint Washington, Inc.	Both	269	13.7%
Total		281,844	22.4%

OFFICE of the INSURANCE COMMISSIONER WASHINGTON STATE

38%

of caregivers who have union health insurance said that if their health care premium increased to $50 it would be "very difficult to afford", or they "would not be able to afford it."

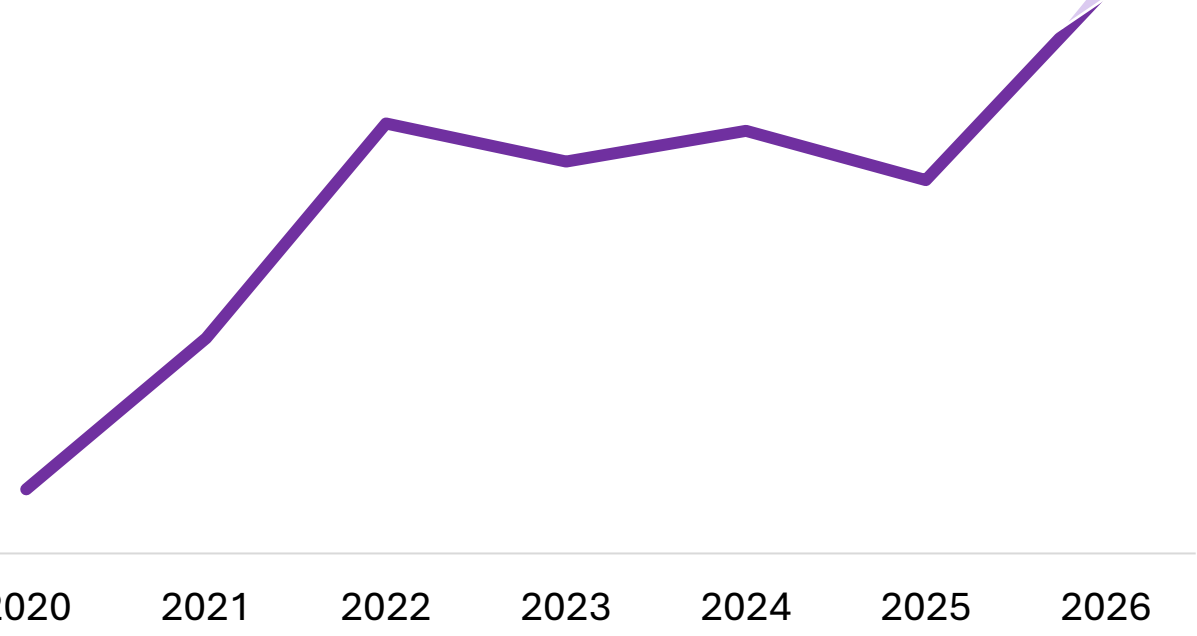
SEIU 775, 2026 Member survey

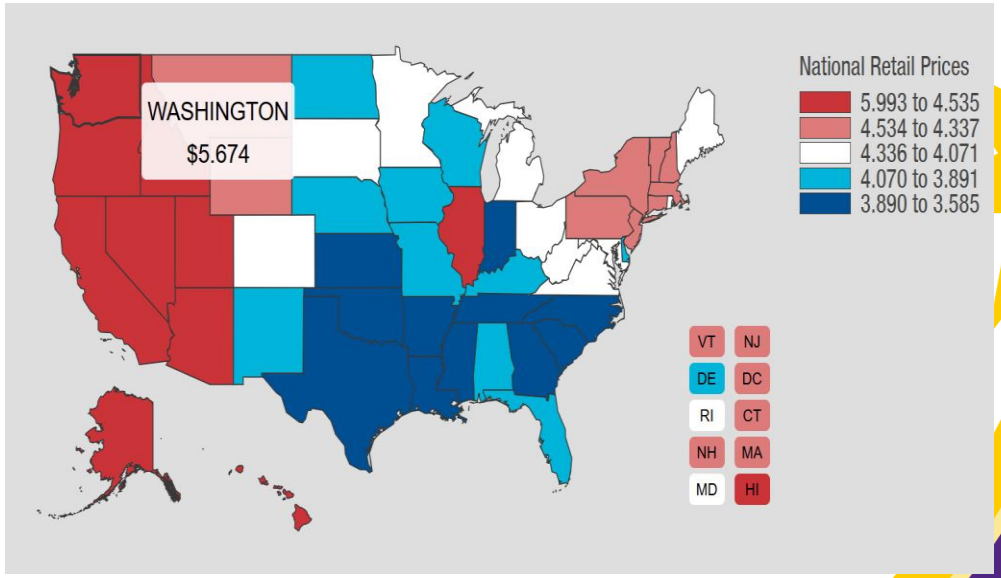
Caregiver testimony
Sophia Hill

Mileage and the cost of work

Gasoline (all types) in Seattle-Tacoma-Bellevue, WA, all urban consumers, not seasonally adjusted
Consumer Price Index for All Urban Consumers (CPI-U)
2020 to 2026

115% increase between 2020 - 2026



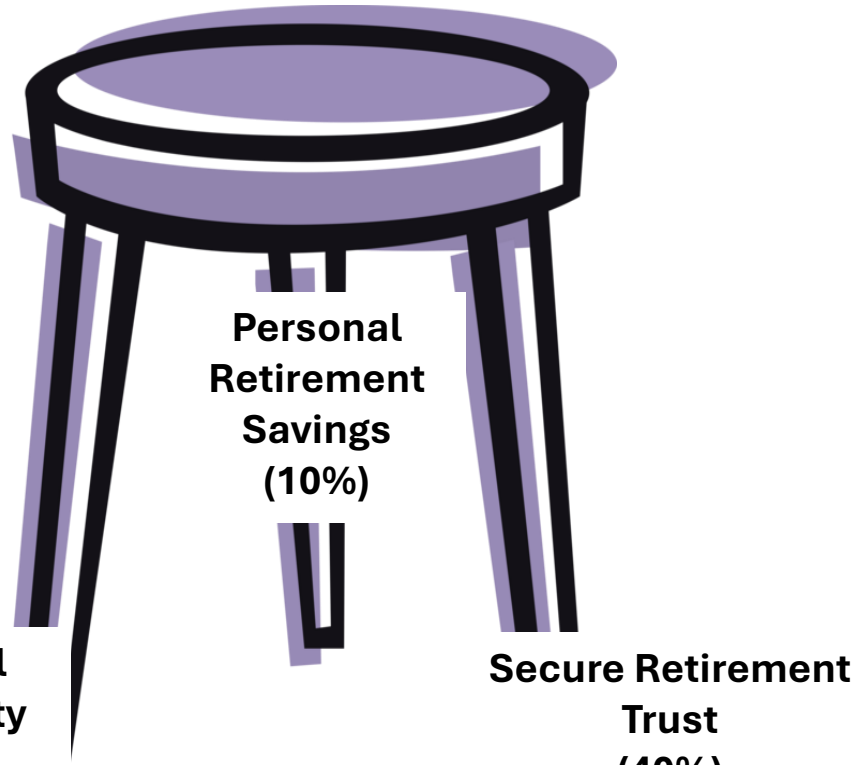


Sources: https://gasprices.aaa.com/

SEIU 775

Replacement income

Replacement income: for a low-wage worker = 90% or more of the income you had when you were working in retirement.



SRT recommendation

Retirement contribution up to 10% to 15% of wages

=

This would get the SRT benefit to **40% of replacement income and grow as income grows.**

Meeting Caregivers' Basic Needs

Top 5 Requests

318
(31%)

Rent or Mortgage

267
(26.8%)

Critical Home Repairs
flood, storm damage, etc.

122
(12.2%)

Car Repairs

83
(8.3%)

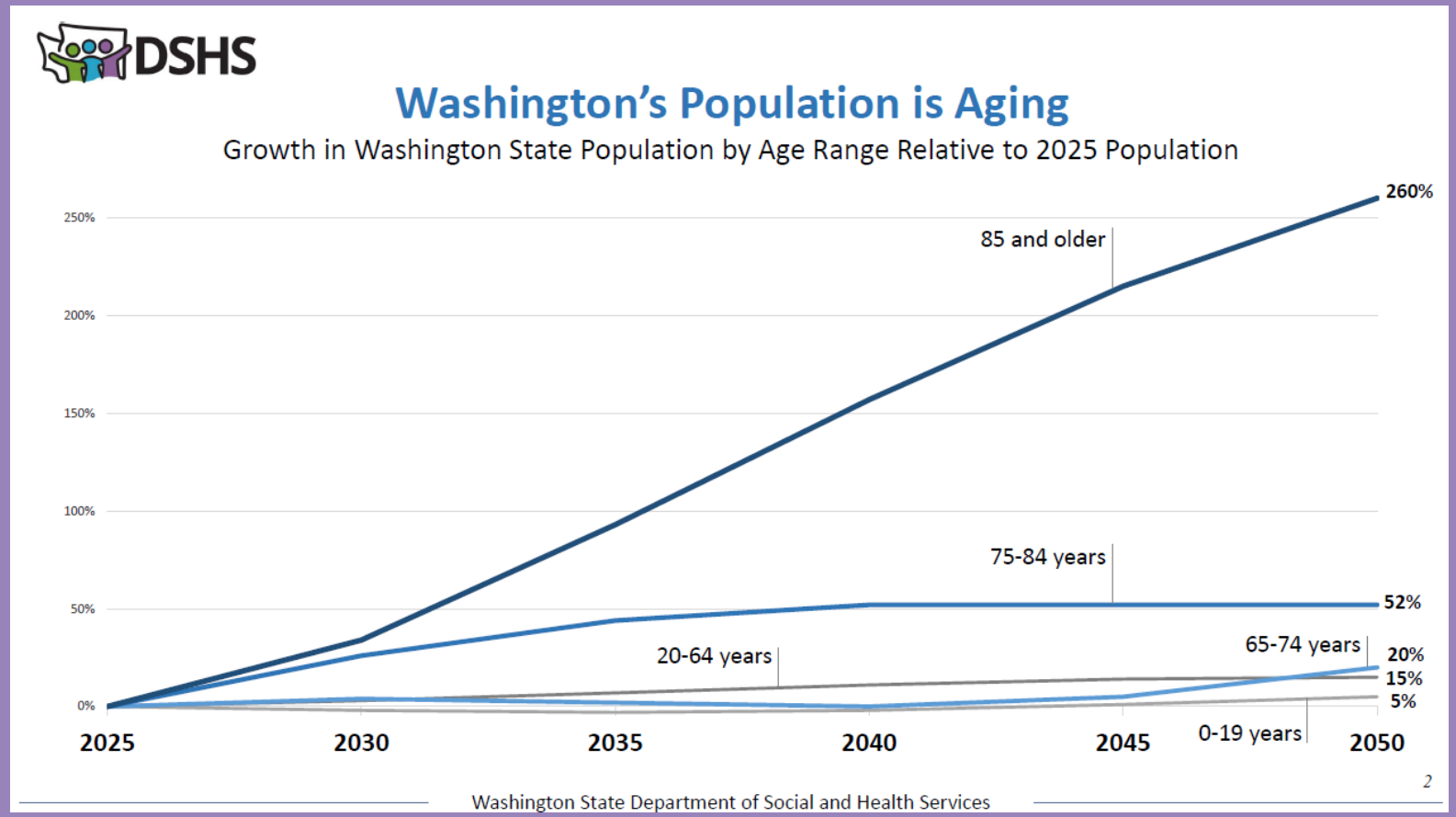
Utility Assistance

53
(5.3%)

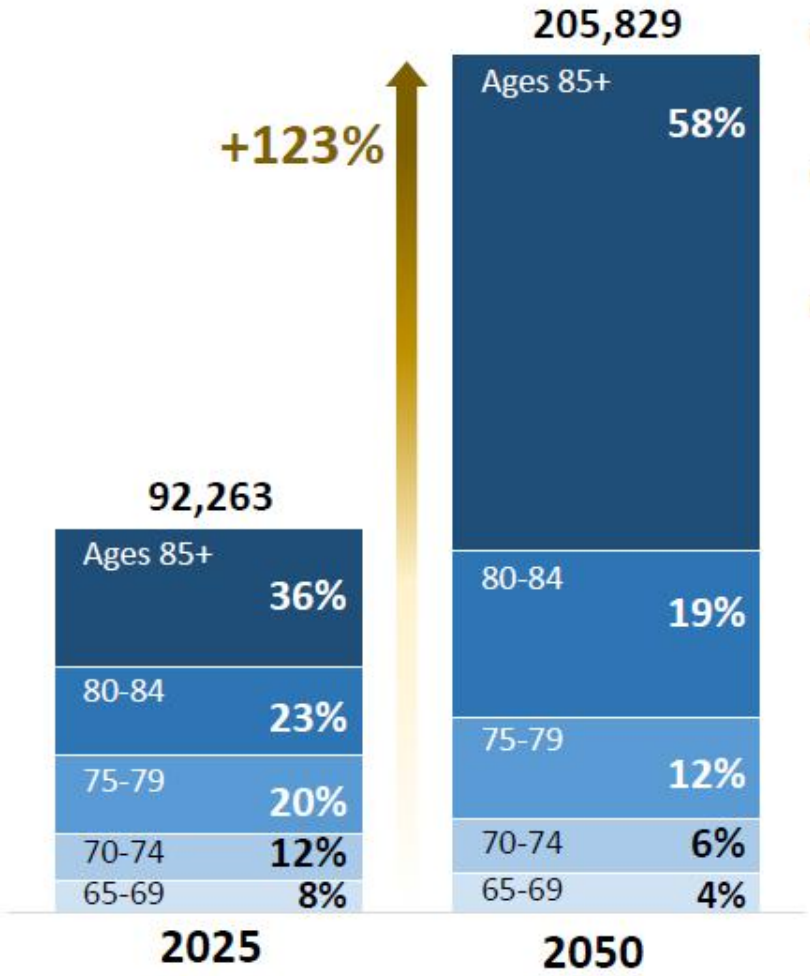
Food Assistance

Recruitment and Retention
&
Interest in maintaining a stable LTC workforce

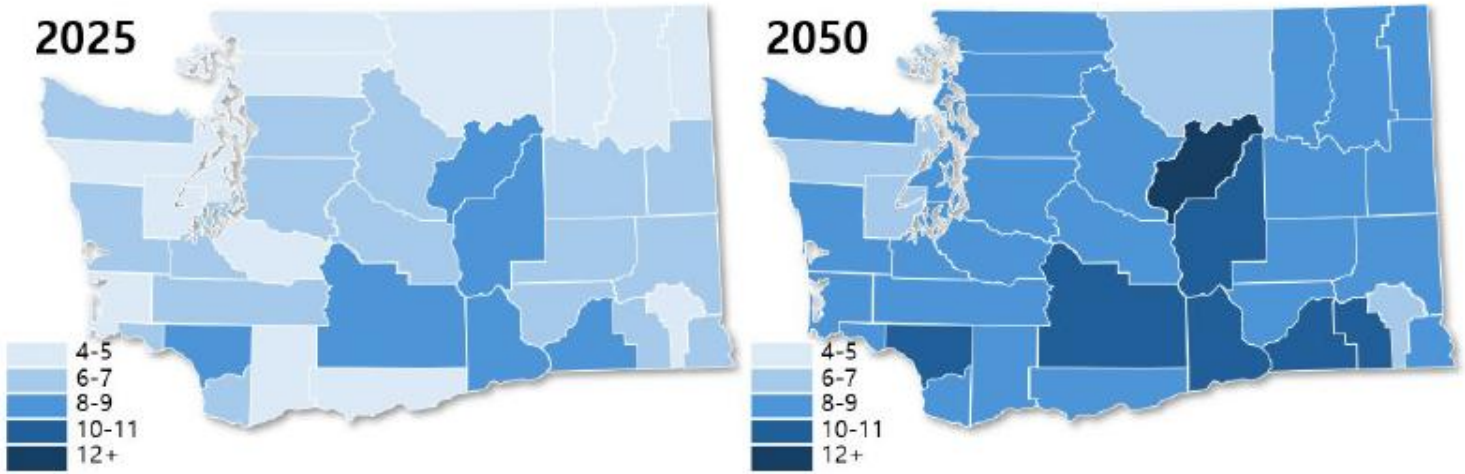
Washington's demographics now and into the future: proportion of older population increasing even more than US average



Forecast of Older Adults with Dementia, Washington State 2025-2050

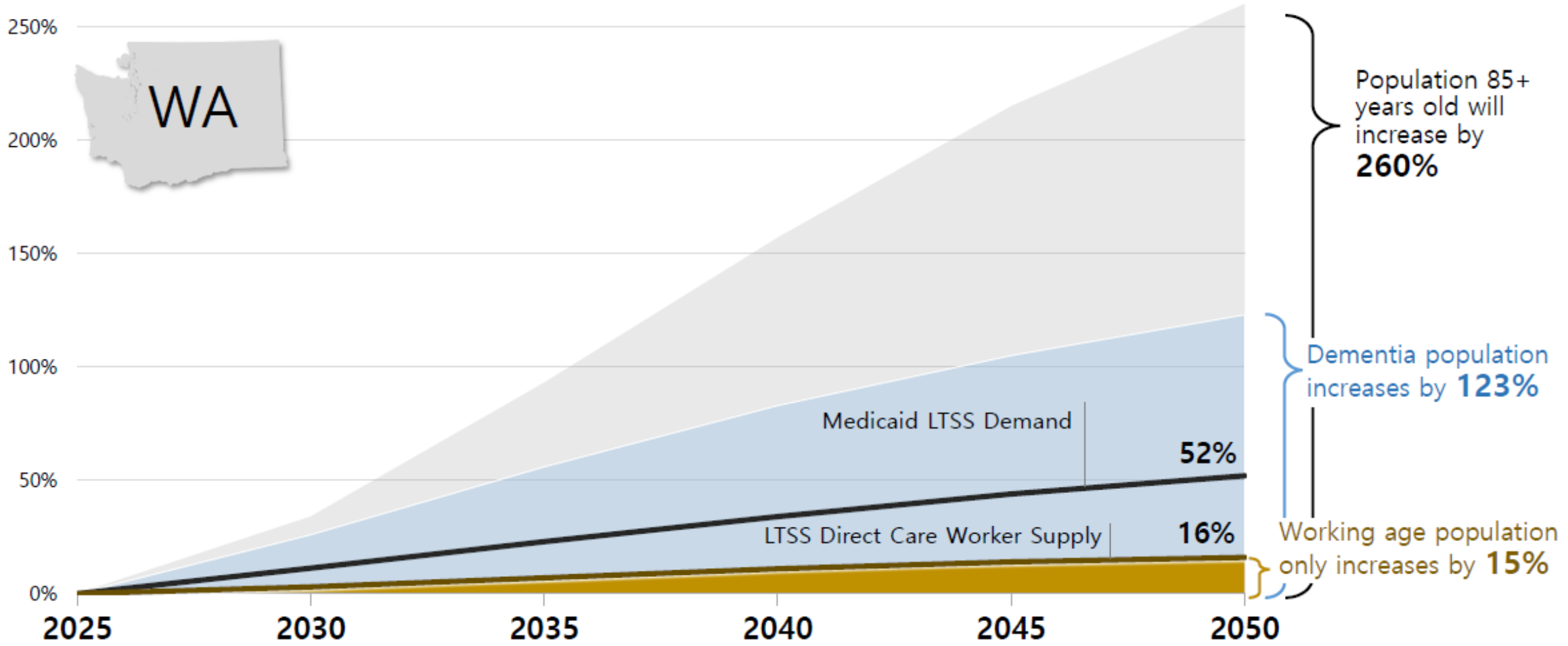


- The number of adults with dementia will **more than double** by 2050, from 92,263 to 205,829
- **More than half** of people with dementia in 2050 with be 85 years or older, needing more intense care than the dementia population in 2025
- The prevalence of dementia in 65+ adults is highest in Asotin, Benton, Douglas, and Walla Walla counties in 2025 **and** 2050



SOURCE: Medicare Fee-for-Services Claims Data and Washington State Office of Financial Management, Forecasting Division, Population Projections (CY 2025).

Potential Demand for Long-Term Care Population Compared With Growth in the Working Age Population

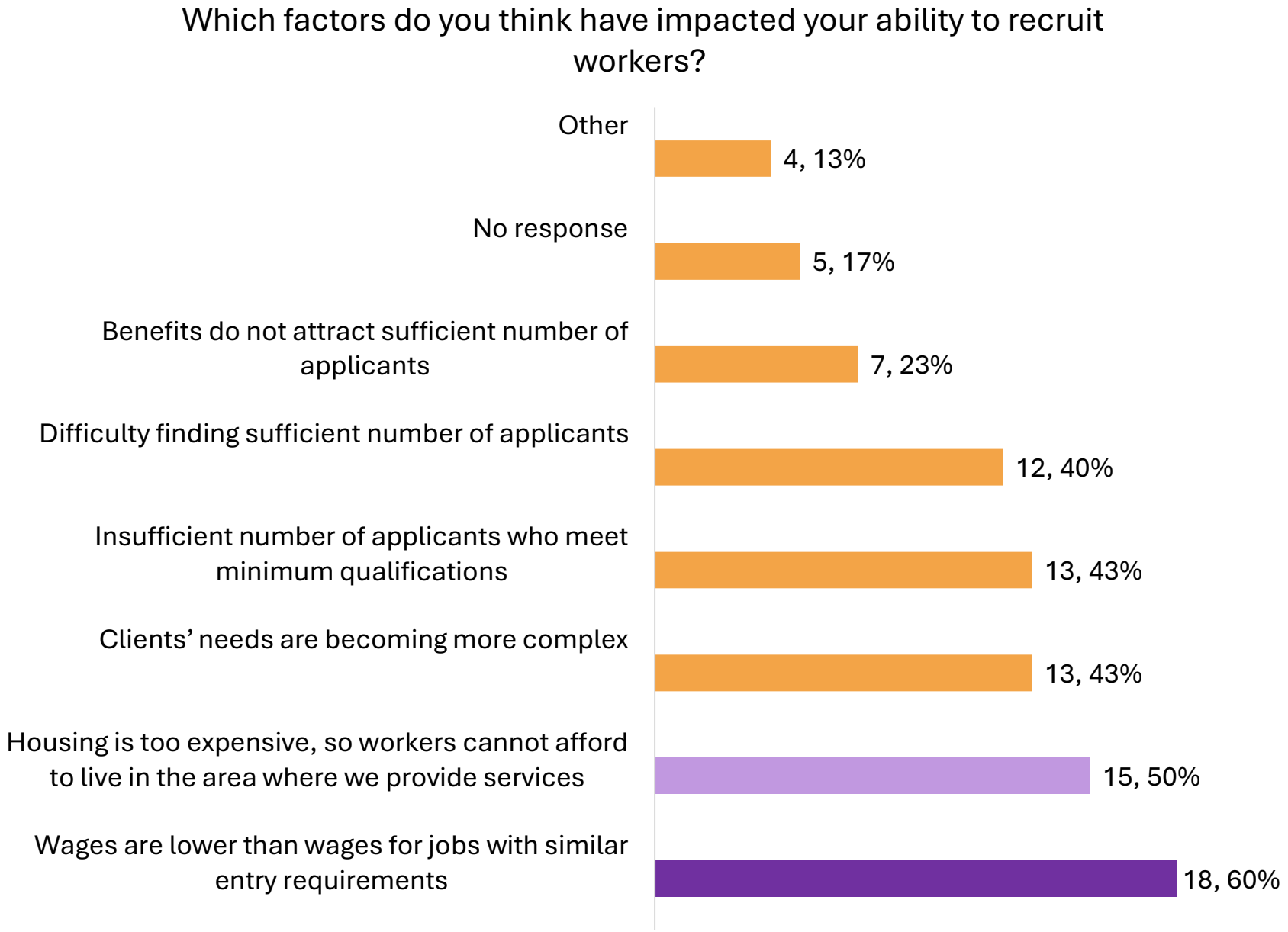


Home Care Coalition and SEIU 775's 2026 RSB survey

87% of surveyed agencies are still struggling to hire home care workers

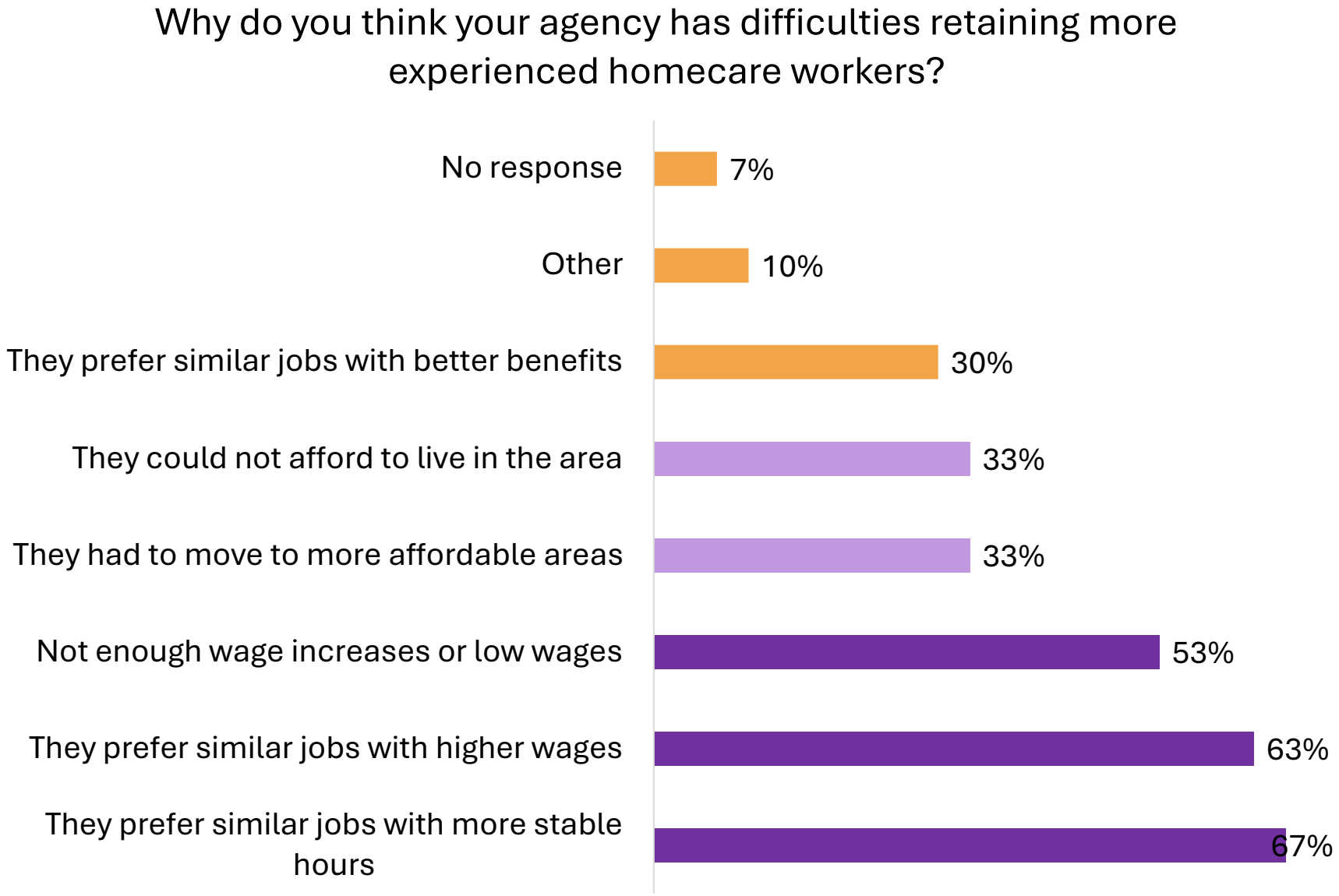
93% are still struggling to retain home care workers

The majority of agencies identified wages and affordability as key factors impacting their ability to recruit home care workers

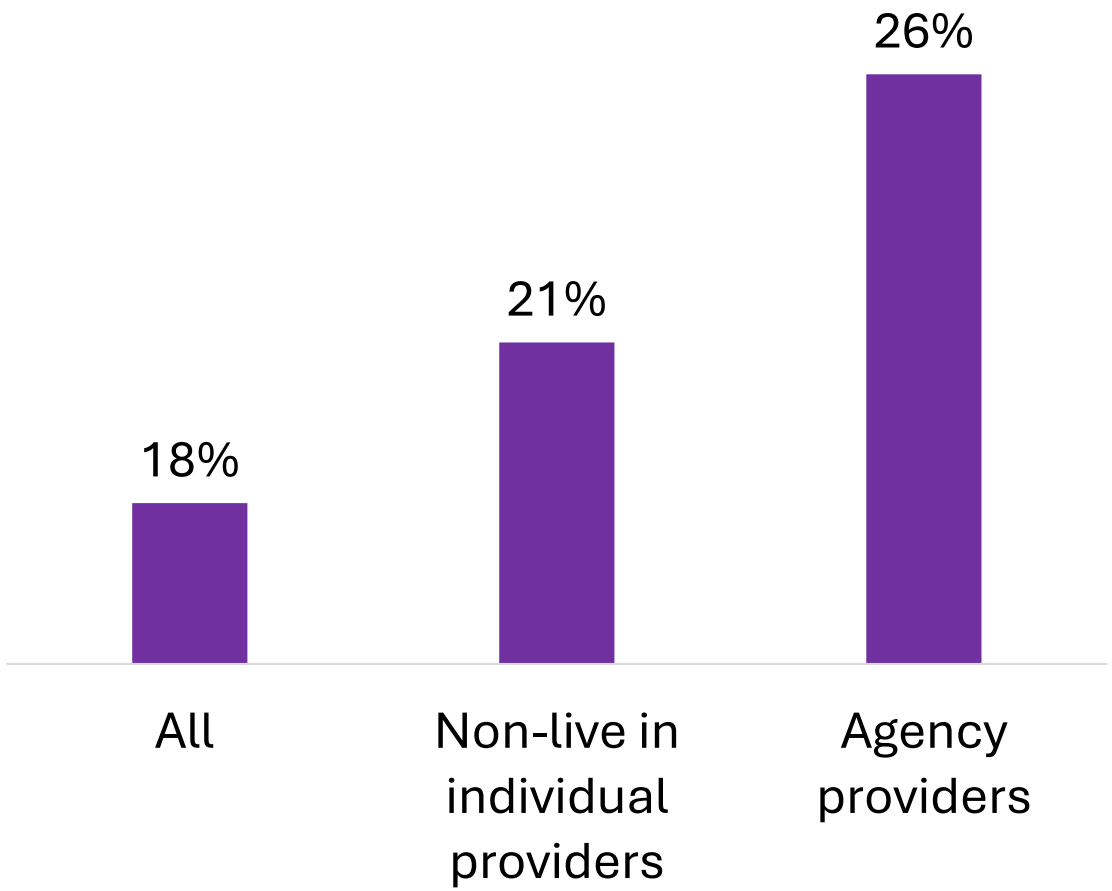


WA HCC and SEIU 775, 2026 RSB Home Care Agency survey

For more experienced workers factors are similar: stability of hours and wages impact home care workers ability to stay in the workforce



"Planning to stop working as a home care worker" or "Unsure whether to keep working as a home care worker"

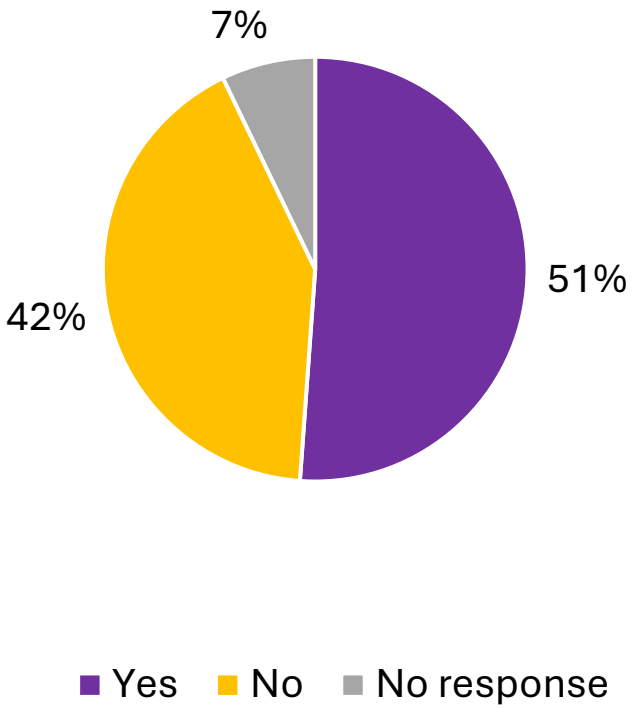


35% of those who responded were unsure or would stop working would continue working as caregivers for a wage between **$26 - $29 per hour.**

SEIU 775, 2026 Member survey

Family caregivers

If your family member did not need care, do you think that - under your current employment conditions - you would provide paid care for another client?

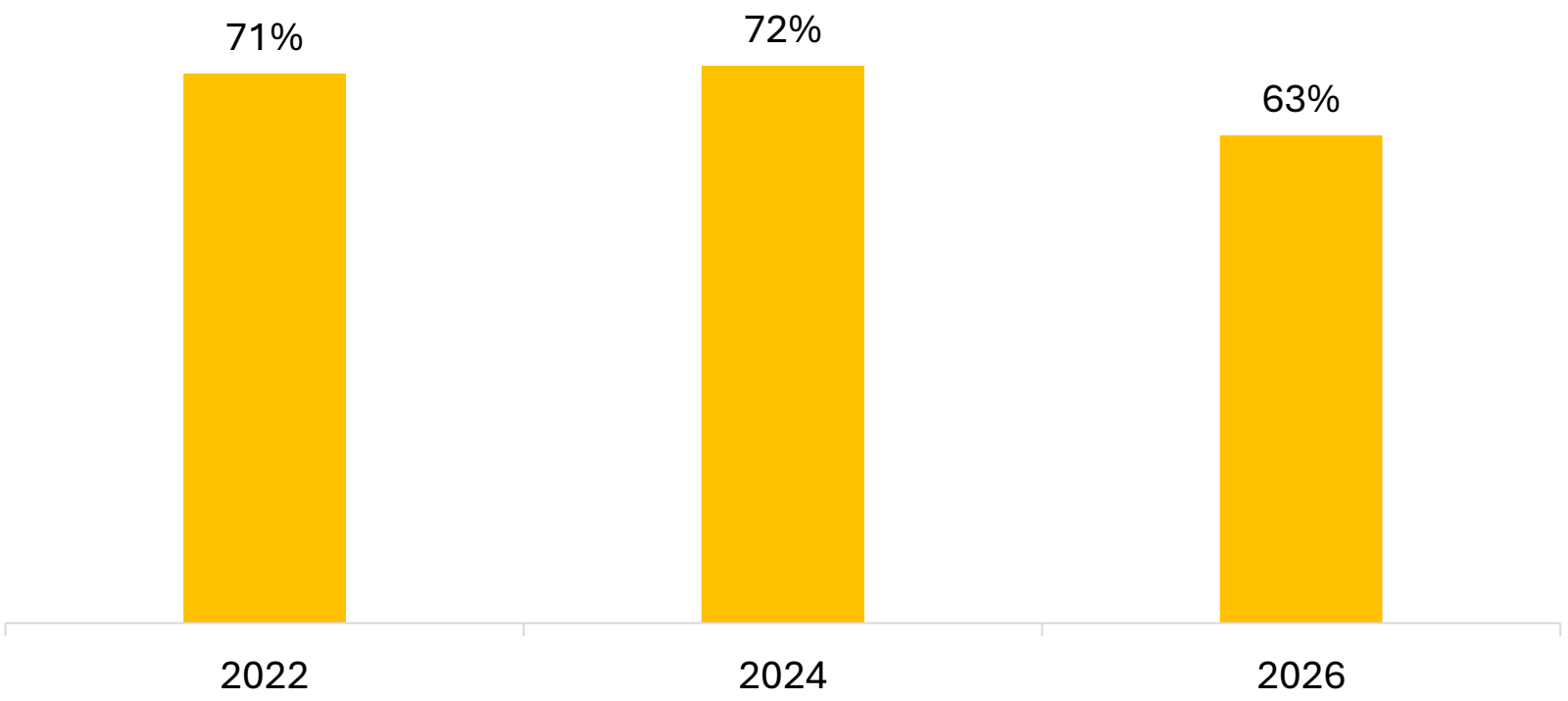


55% of family caregivers responding no, said that higher wages would make a difference, most of whom said they needed to be $4 per hour more than they are now.

SEIU 775, 2026 Member survey

While showing improvement, the majority of agencies still report having difficulties providing authorized Medicaid hours due to workforce shortages

Over the past 12 months, how challenging has it been for the agency to provide all authorized home care Medicaid hours due to workforce shortages? (very challenging, challenging, or somewhat challenging)



HOME CARE COALITION

SEIU775

44%

of caregivers who responded to the 2026 RSB member survey have been worried about losing their healthcare coverage over the past 12 months.

31%

of caregivers who lost or have been worried about losing their healthcare coverage over the past 12 months said **they've considered to stop working as a caregiver.**

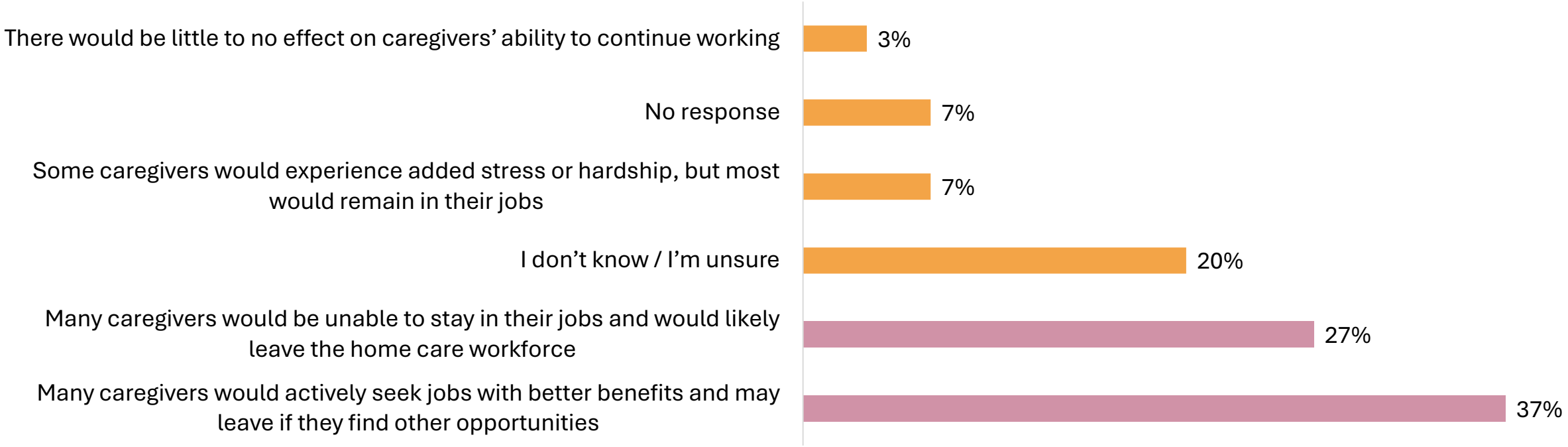
SEIU 775, 2026 Member survey

54%

of caregivers responded that if they lost their union health insurance it would make it impossible for them to keep working and they would have to look for a job somewhere else, or it would make it very difficult for them to keep working as a caregiver.

SEIU 775, 2026 Member survey

If your agency's caregivers had to drop their health care coverage due to increased premium costs, how do you think this would affect their ability to continue working in home care?



64% of respondents believe that if caregivers had to drop their coverage, they would actively look for other jobs or leave the workforce

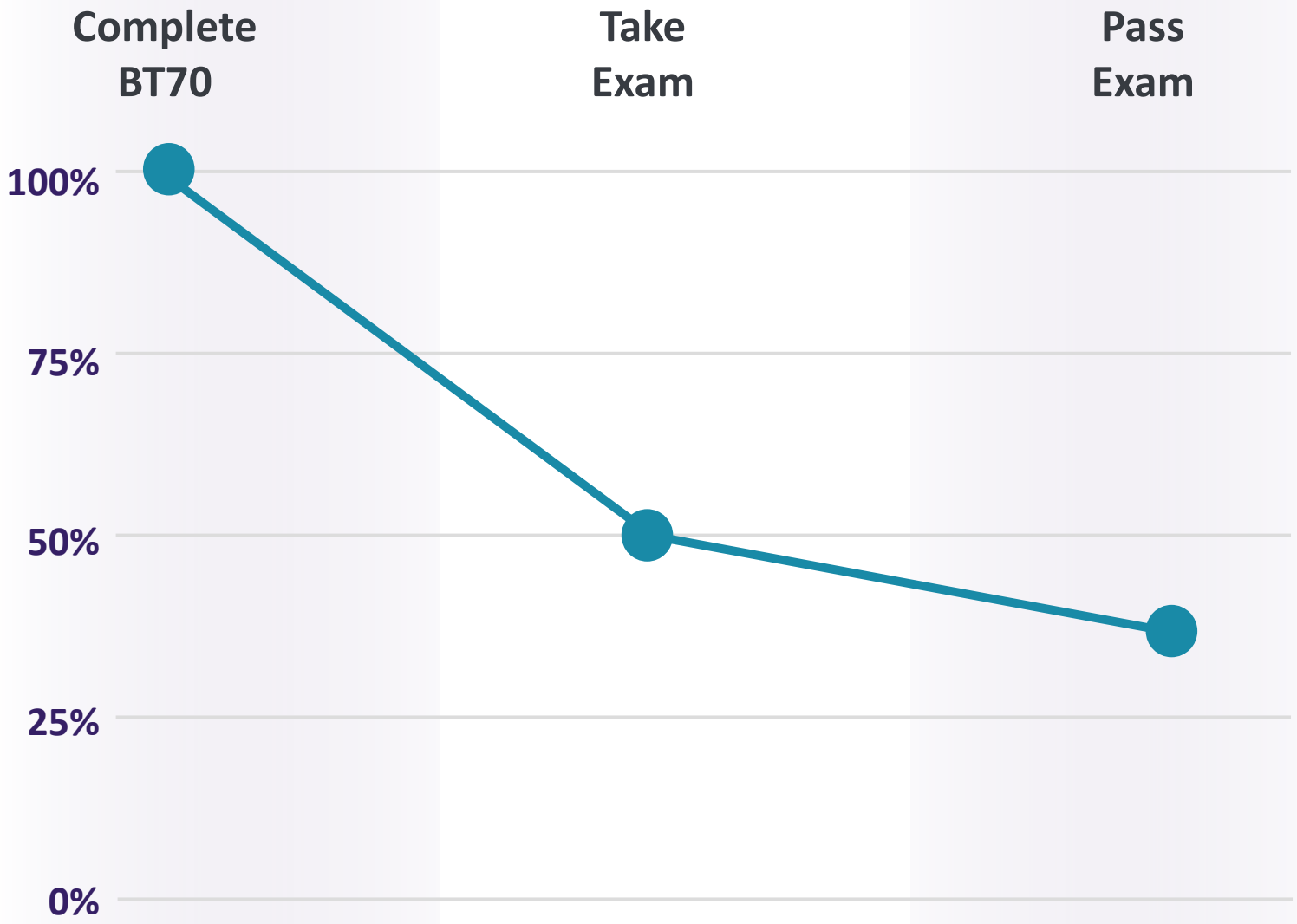
HOME CARE COALITION

SEIU775

WA Home Care Coalition and SEIU 775, "2026 RSB Home Care Agencies survey

Basic Training 70

Completion Rates With Current Vendor



SEIU 775 BENEFITS GROUP

Removing Barriers and Adding Supports

Before:	After:
Schedule Translator	**Translator Included in Training**
Schedule Exam	**Exam Automatically Scheduled**
Pay Reschedule Fees	**No Reschedule Fees**
Navigate Retesting Process	**Immediate Retesting**
Retake BT70	**Assigned Peer Mentor Coaching**

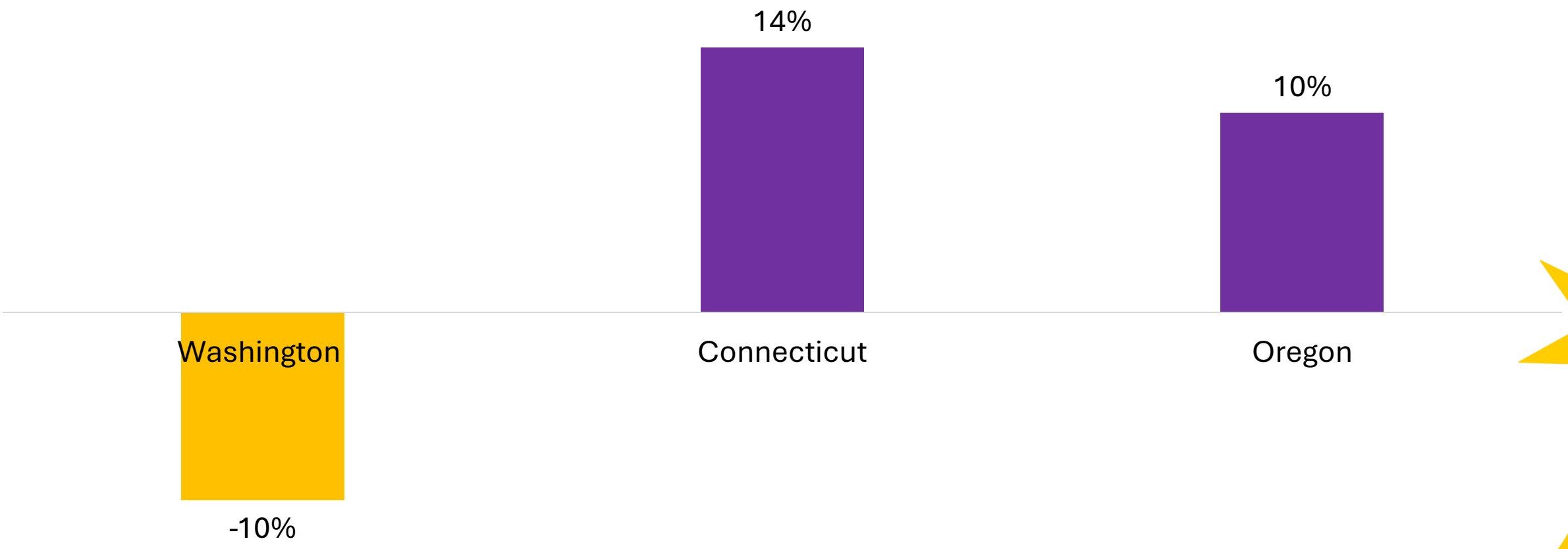
Comparables

Wage Comparables

State/Area	CBA dates	07-2026	01-2027	FY28	FY29
Washington	July 1, 2025 - June 30, 2027	$23.54-$27.28	$23.68-$27.44	TBD	TBD
Connecticut	April 30, 2026 - June 30, 2027	$23.50	**$24.50 (April 2027)**	x	x
Oregon	July 1, 2025- June 30, 2027	$21.25- $25.25	$23.00- $27.00	x	x

Source: Analysis of other SEIU local home care contracts.

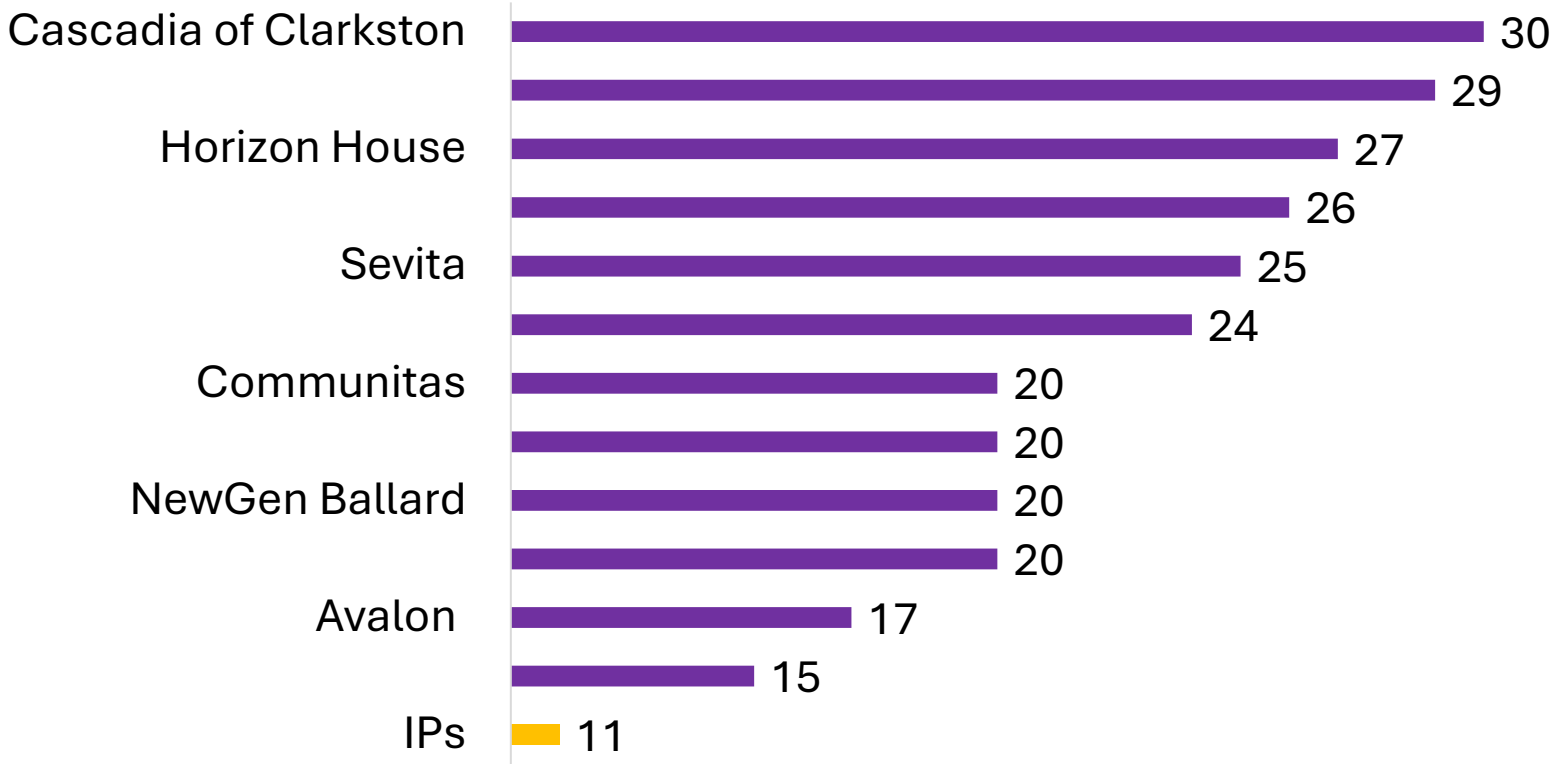
Real wage changes May 2020 - January 2026



Source: own elaboration with information from U.S. Bureau of Labor Statistics. (2024). *Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W): Customized tables tool.* https://www.bls.gov/cpi/data.htm and Analysis of other SEIU local home care contracts.

Overall, long term care workers in other LTC industries accrue more PTO days annually than IPs.

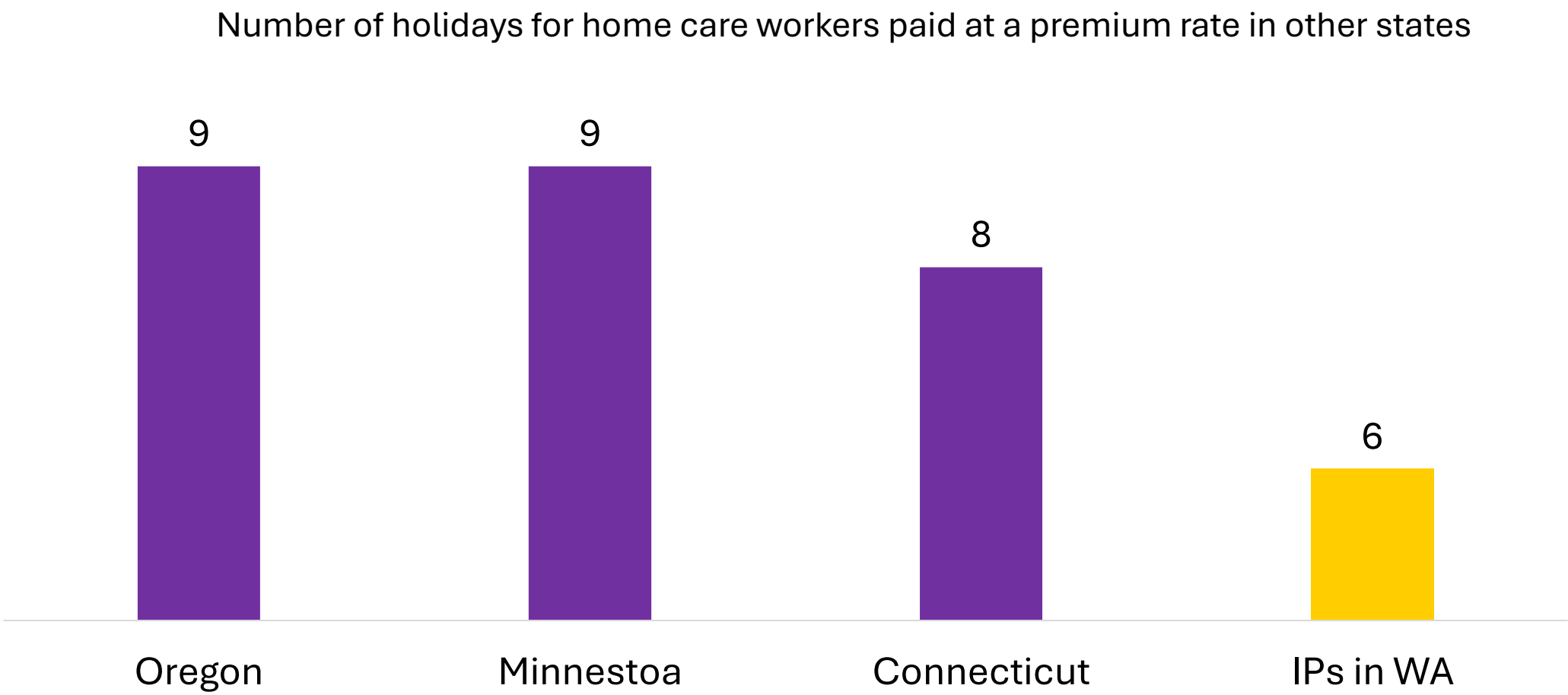
Average number of annual PTO days: selected nursing homes and supported living providers



Selected WA nursing homes and supported living providers: Current Collective Bargaining agreements found at https://seiu775.org/findyourcontract/

SEIU 775

Holidays for home care workers in other states



Comparables: mileage cap

Provider	Cap on mileage reimbursement
Addus Washington	No cap
Amicable	No cap
CCS	No cap
Chesterfield	No cap
Concerned Citizens	No cap
First Choice	No cap
Full Life Care	No cap
Millennia	No cap
KWA	No cap
All Ways Caring	No cap
IPs	130 miles starting July 1st, 2026

Source: Analysis of other SEIU Local Home Care Contracts & SEIU 775 Home Care Contracts

SEIU 775

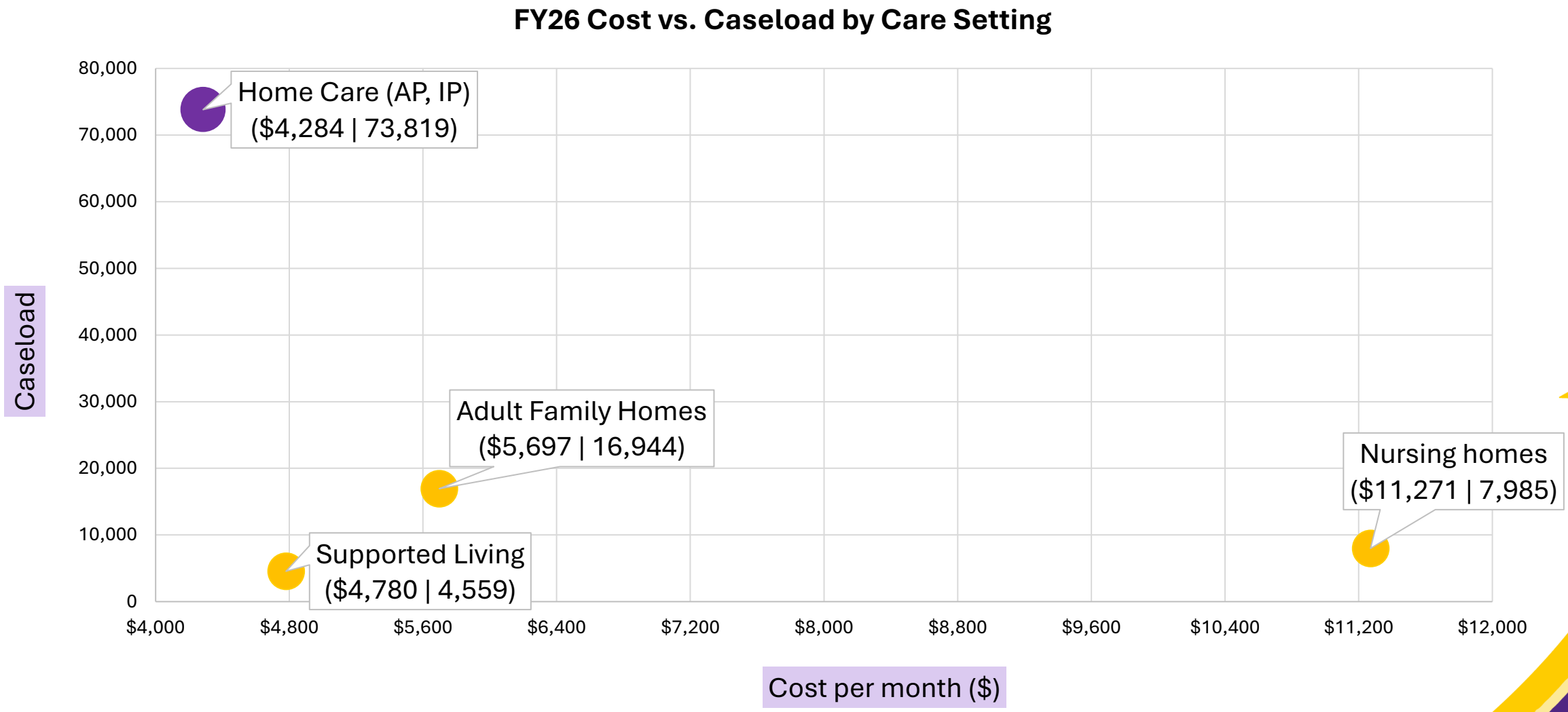
9 out of 10 SEIU 775 agencies have nurse delegation differentials

Organization	Nurse Delegation
Addus Washington	35 cents
Amicable	25 cents
CCS	50 cents
Chesterfield	25 cents
Concerned Citizens	25 cents
Full Life Care	75 cents
KWA	25 cents
Millennia	25 cents
All Ways Caring	60 cents
IPs	None ($0)

Source: Analysis of other SEIU Local Home Care Contracts & SEIU 775 Home Care Contracts

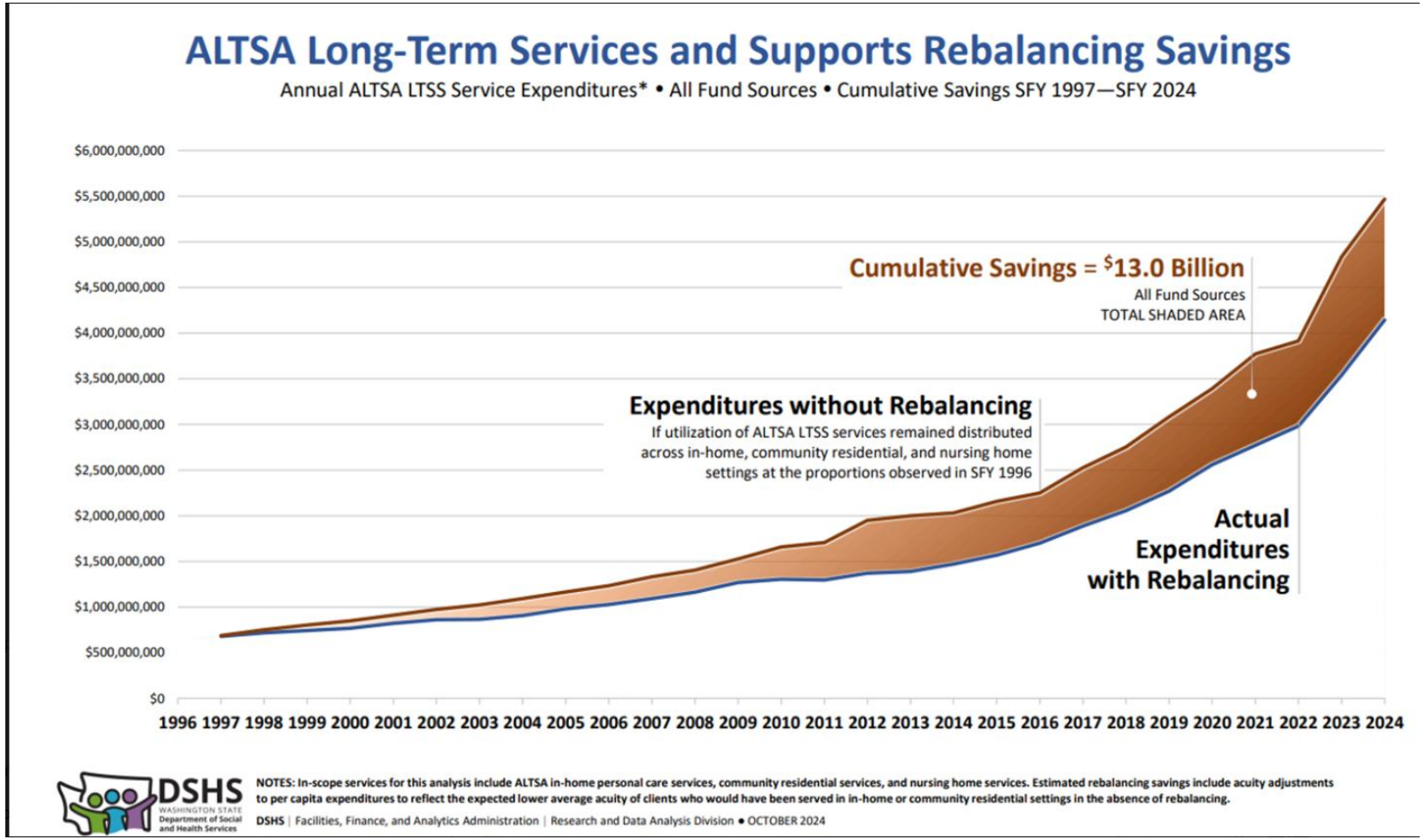
Ability to pay

Home care is where people want to be and the most cost-effective form of care



Source: DSHS - ALTSA & DDA Per Capita Costs, Winter 2026 Forecast

Not investing in home care can risk the state's rebalancing efforts



What needs to be done?

What needs to be done?

A meaningful increase in real Wages over 2020

A sufficient retirement benefit

Affordable, reliable health care

Progress towards normal workplace benefits

Testing access & hardship fund

SEIU 775

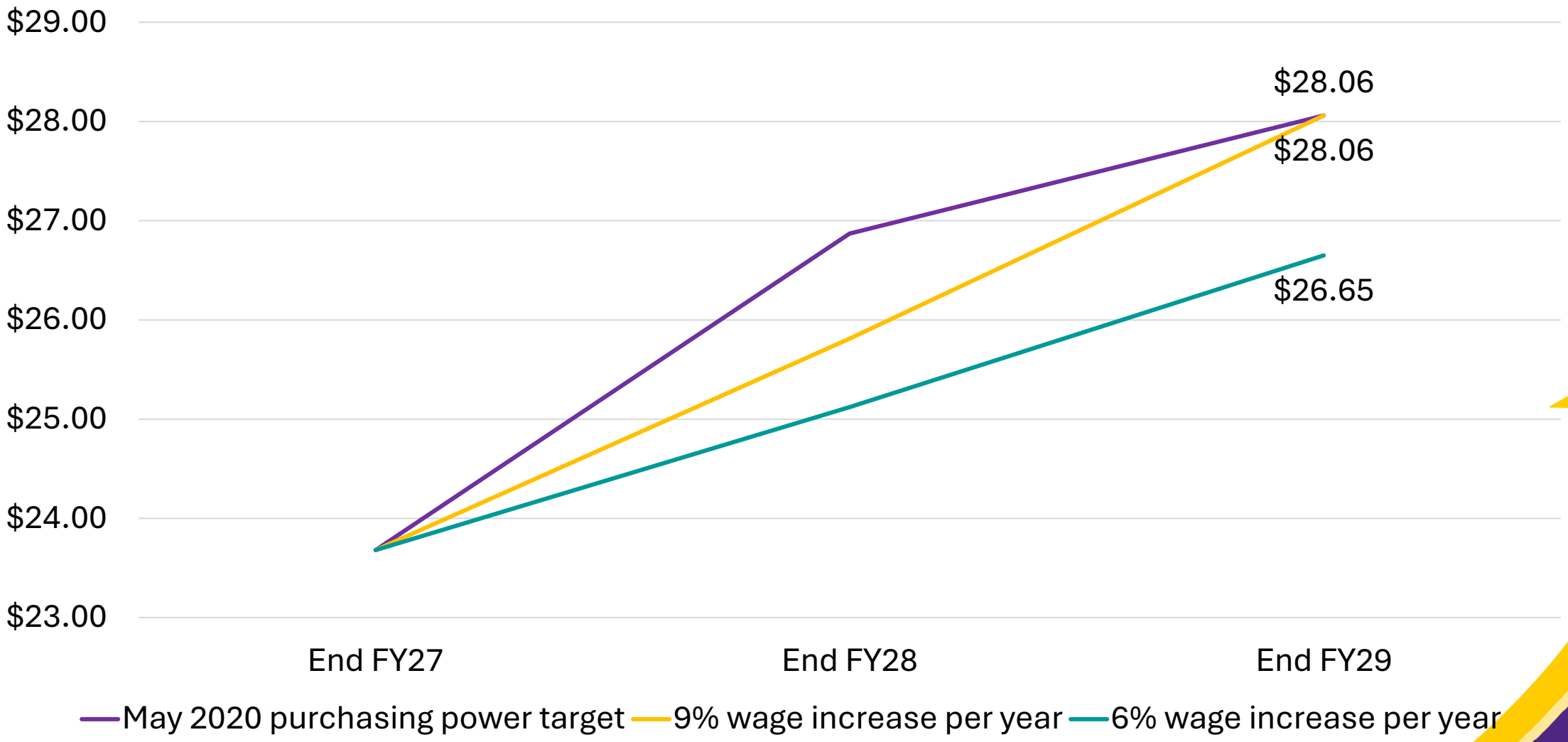
What it would take to get to 2020 wages

Component	
Wages	• 9% raise FY 28 • 8.7% raise FY 29
Health Care	• Maintain status quo • $0.75 cent increase in FY 29
Retirement	• Increase Top Tier contribution to 7.5% of wages • FY 28 - $2.13; FY 29 - $2.32
Other Benefits example	• Increase PTO to add 2 additional days for FT caregiver • Small contribution to hardship fund • Increase mileage cap to 150 miles

Component	FY28	FY29
Labor rate	$40.62 (9%)	$44.16 (9%)
Healthcare rate	$5.57 (0%)	$6.32 (13%)
GF-S	$502,954,000	

What a 6% wage increase per year gets us toward

It makes meaningful progress but does not fully restore caregivers' 2020 purchasing power.



Initial Proposal: rate sufficient to fund

Component	
Wages	• 6% raise FY 28 • 6% raise FY 29
Health Care	• Maintain status quo • 0.75 cent increase in FY 29
Retirement	• Increase Top Tier contribution (1.65) to 7.5% of average wages • FY 28 - $2.04; FY 29 - $2.16
Other Benefits example	• Increase PTO to add 2 additional days for FT caregiver • Small contribution for hardship fund • Increase mileage cap to 150 miles

Component	FY28	FY29
Labor rate	$39.17 (5%)	$41.74 (7%)
Healthcare rate	$5.57 (0%)	$6.32 (13%)
GF-S	**$308,585,000**	

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