Consumer Directed Employer Rate Setting Board

June 24, 2026
9:00 am – 3:00 pm

Minutes

ATTENDANCE

Online or Onsite	Name	Role	*Voting Member	^Advisory Member	Notes
Onsite	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			
	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		^	
Online	Williams, Courtney	Phys. Disabilities Org.		^	

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

Christina Johansen, Benefits Group Managing Director
Kelly Coffing, Milliman
Carrie Vaughn, Milliman
Tangie Webb, SEIU 775 Vice President
Mia Franklin, SEIU 775 Executive Board Member
Siobhan Shand, Benefits Group
Lucia Vazquez, SEIU 775 Homecare Field Director
Kathleen Swaney, SEIU 775 Member
Mariana Morante, SEIU 775 Research and Policy Director
Ana Rodriguez, SEIU 775 Member
Ben Bledsoe, Consumer Direct Care Network CEO
Janilee Macleod, Consumer Direct Care Network Senior Director
De'Shanel Childs, Consumer Direct Care Network State Director
Sean Niccoli, Consumer Direct Care Network Senior Director
Maranda Richmond - Service Coordinator III
Elsie Guerrero - Service Coordinator Supervisor

AGENDA MINUTES

Topic	Discussion Highlight	Action items/Outcomes
Welcome	Chair	Welcome by Board Chair to all attendees.
Approval of Minutes for June 10, 2026	Chair	Vote of yes by the voting board members. 4 Ayes, 0 Nays. Minutes approved.
Old Business	Chair and Facilitator	No old business.
Retirement		
Retirement Benefits & Discussion	**Christina Johansen**, **Kelly Coffing**, and **Carrie Vaughn** presented on SEIU 775 Benefits Group: Retirement Benefits the Secure Retirement Trust Overview. This included video of a caregiver. Board Questions: Q: Is there a matching amount put in by the state for contributions. A: No. All contributions are covered by the employer. SEIU commented that there has been member interest in exploring ways to help facilitate individual savings in retirement. Q: What is the process for compensation and wage discussions as the board looks ahead and how is that calculated and projected. A: Will be shared in shared in future RSB meeting presentations. SEIU plans for union presentations for the rate and estimates including cents per hour and rates impact. DSHS shared there are additional pieces that will need to be included in the projection and revenue picture.	**ACTION ITEM:** Get the link for the video of the caregiver which could not play during the meeting. Caregiver Benefits - Secure Retirement Plan Link *See full link at bottom of this document.

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Retirement & Discussion	**Tangie Webb** presented on Retirement and statutory factors. **Mia Franklin**, caregiver and SEIU 775 executive Board member, shared testimonial on caring for her daughter for 39 years, since birth. Board Questions: A comment on how it took a few years to identify the right goal and associated alignment and progress. A comment on how it's helpful to see how this is set up and different ways of looking at the problem. Appreciation for the incremental perspective on progress. A comment on the ongoing need for progress and care as a part of that process.	
Break		
Training		

Training Partnership & Discussion Test Where You Train & Discussion	**Siobhan Shand** presented on Training Benefits and Integrating Testing into Training. Board Questions: Q: What are the barriers to caregivers taking advanced training? A: The caregiver must have a qualified client. And it's a relatively new option that recently expanded into behavioral health. Q: The $0.515/hour cost, does that remain the same across the biennium? A: Yes, the contribution amount remains the same. The growth is in the number of hours a year. Q: How much funds are assigned to testing and certification benefit? A: $1.6M. There is the possibility of testing and certification fees increasing and this cost is not included. Fees are for benefits and investments in training for maintenance and costs. Q: Ask for current costs. A: Will remain the same, not asking for more. Q: Is it possible to get DOH to participate and discuss testing and certification fees as it impacts the Training Partnership? A: DSHS will reach out to DOH. Q: Is the benefit only for initial testing and certification? A: Yes, only the initial fees. Board member comment that the timeline for decision packages is past the RSB meetings, so the board won't know what DOH is planning. Board member comment on the fact that fees are meant to cover the cost of licensing and the associated deficits and approach to Legislature for fees to run program. Board member shared experience working with testing and the necessity of integrating testing into training. The pilot work is phenomenal but there are challenges on implementation. Q: What about the costs and is there a shift? A: There will be more information in future presentations. Board member comment recognizing the improvement on approach to timelines, cohorts, and location along with funds	**ACTION ITEM:** Inquire with DOH about having someone provide the Board with information about certification and training. DOH will join the board on July 15.

	and expansion of CE library and impact to lowering barrier impacts. Integrating Testing into Training Board Questions: Q: Why are caregivers not following through and sitting for tests? A: Multiple reasons. Issues with translators can create difficulties particularly for rural locations. Also delays associated with timing for taking exams and issues for people who have testing anxiety. Board member comment on this being a chronic problem over the years as the data shows. There can be associations with caregivers dropping out and sometimes the client does as well. A room attendee shared experience with trying to connect with Prometric and getting testing time set up. There is not a lack of push for access, it's lack of availability and that driving distance can be an issue. A comment that travel can be a real hurdle and barrier. Board member comment on the one testing vendor, which creates considerations for available resources. Also mentioned statutory barriers and considerations. All interested parties see the interest in embedding testing into training and the associated interests and complications. A room attendee commented on the difficulty with long drive considerations including expenses associated with early morning testing and getting the testing completed. A room attendee shared that the question about testing arises frequently. Q: Who pays for the testing now? A: Caregivers are the payors and Training Partnership pays the initial testing fee for caregivers. Board member comment about the testing fee and its coverage of cost and associated general funds. Board member comment on understanding of costs and administration processes. The gaps associated with testing and costs and vendor's ability to address. Q: Cost in cents per hour and associated cost offsets. A: Costs can be calculated with a review of the funding summary presentation page.	

Topic	Discussion Highlight	Action items/Outcomes
	Q: Possibility of incentivizing the vendor contracted for the testing, including consideration for travel and costs associated with testing? A: There has been discussion about this over the years. DOH holds the contract and there have been statutory changes and investments. Q: With the costs associated with the testing model, is there a possibility of changes. A: Addressed the costs and integration considerations. Gave example of the costs associated with proctoring and limitations on reducing costs and delivery of testing. Board member comment on personal experience with testing and is currently on a one-year wait list for testing and the need that will be associated with need to refresh to prep for the test. Board member comment on the time associated with current testing provider to make testing work and perspective on incentivizing. Q: How long is the training effective before needing to retake? A: There are no limits.	
Training & Discussion	**Lucia Vazquez** presented on Training and Testing. **Kathleen Swaney** presented her experience with the HCA Certification program. No Discussion.	
Other Benefits and Discussion	**Mariana Morante** and **Kathleen Swaney** presented on Non-Trust Benefits. **Ana Rodriquez** shared her experience as a caregiver on benefits and PTO. No Discussion.	
Lunch		

Topic	Discussion Highlight	Action items/Outcomes
CDWA Presentation & Discussion	**Ben Bledsoe, Janilee Macleod, De'Shanel Childs, and Sean Niccolucci** presented CDWA 2026 Rate Setting Board: Transformation to Support Access, Workforce, and Performance. This included video of a Service Coordinator. **Maranda Richmond** presented her experience as a CDWA Service Coordinator, and how providing support over the phone and in-person are different. **Elsie Guerrero** presented her experience as a CDWA Service Coordinator Supervisor, and the rewards and challenges of the calls from customers. Board Questions: Board member shared the importance of administrative work to support IPs and business operations as well as a focus on fraud prevention. Q: You talked about a hiring freeze? A: Can get more data and details if needed. Board Chair shared some of the impacts of a penny and the scale of the work. Thanked everyone for their work in these efforts. Q: Clarification on the percentage of admin rate increase? A: An increase to the 50th percentile based on an analysis with a 3rd party. This is a 16% total increase over biennium request.	
Public Comment	Online attendee encouraged a rate increase to improve the lives of caregivers. She shared concerns with recruitment and retention, wages and benefits, and the increased need for action to improve the building blocks of the work of caregiving. Board member shared that agreement and a reminder that caregivers cannot be with a client 24/7. Without the caregivers/IPs, the clients cannot live their best lives. IPs deserve the pay that they deserve.	
Adjourn	Chair	Meeting adjourned at 2:30pm. We'll return July 13, 2026.

* Caregiver Benefits - Secure Retirement Plan
https://www.youtube.com/watch?v=EZKj4RD8Enw