

## Rate Setting Board

May 19, 2022

9:00 a.m. – 2:00 p.m.

Zoom only attendance

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TAB 1

## Rate Setting Board Members

Charles Reed	Chair
Adam Glickman*	Exclusive Bargaining Unit Designee
Bea Rector*	DSHS Representative
Ben Bledsoe*	CDE Representative
Robyn Williams*	Governor's Office Representative
Rep. Drew MacEwen^	House of Representatives (R)
Rep. Steve Tharinger^	House of Representatives (D)
Senator Ron Muzzall^	Senate (R)
Senator Annette Cleveland^	Senate (D)
Georgiann Dustin^	State Council on Aging Representative
Adrienne Stewart^	People with Intellectual or Developmental Disabilities Organization
Kim Conner^	People with Disabilities Organization
Eric Erickson^	Licensed Home Care Agency
Brittany Williams^	Home Care Worker

\*Voting member, ^Advisory member

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## Rate Setting Board Meeting Schedule

March 21, 2022 9:00am – 12:00pm	Zoom
April 18, 2022 9:00am – 3:00pm	Zoom
April 19, 2022 9:00am – 3:00pm	Zoom
May 2, 2022 9:00am – 2:30pm	Zoom
May 10, 2022 10:00am – 4:00pm	Zoom and In-Person*
May 19, 2022 9:00am – 3:00pm	Zoom
June 9, 2022 9:00am – 3:00pm	Zoom and In-Person*
June 14, 2022 10:00am – 4:00pm	Zoom and In-Person*
June 22, 2022 9:00am – 3:00pm	Zoom and In-Person*

\*\*Approved minutes from each meeting can be found at [Consumer Directed Employer Rate Setting Board | DSHS \(wa.gov\)](https://www.dshs.wa.gov/consumer-directed-employer-rate-setting-board)

\*In-person meeting held at  
Blake Office Park West  
4450 10th AVE SE  
Lacey, WA 98503  
Chelan and Roosevelt rooms

Consumer Directed Employer Rate Setting Board  
May 19, 2022  
9:00 am – 2:00 pm

## Agenda

Time/Minutes	Topic	Presenter
9:00-9:10	Welcome and Introductions	Facilitator
9:10-9:15	Purpose/Meeting Overview	Chair
9:15-9:20	Approval of Minutes 05.10.22	Chair
9:20-9:40	Opening Remarks/Old Business	Chair
	<b>Administrative Rate</b>	
9:40-10:30	Opening Remarks	CDWA Daryl/Ben
	History of Project	CDWA
	Overview of the Administrative Rate Components	CDWA
10:30-10:40	Break	
10:40-11:00	Preliminary Cost Data	CDWA
11:00-11:10	Board Discussion	All
	<b>Overview of Rate Setting Process</b>	Facilitator
11:10-12:00	Overview of Rate Setting Process	
12:00-1:00	Lunch	
	<b>Planning Template</b>	
1:00-1:40	Planning Template Overview/Review	DSHS
1:40-2:00	Public Comment	Chair/Facilitator
2:00	Adjourn	Chair

Please note the agenda times may vary due to the flow of the meeting conversation.

TAB 2

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## Rate Setting Board

[Approved By-Laws](#)

[Approved Charter](#)

[Approved Policy Selecting Chairperson](#)

Approved Policy Establishing and Submitting Rates \*\*Pending

TAB 3





**CONSUMER DIRECT CARE NETWORK WASHINGTON**

# **Rate Setting Board**

**May 19, 2022**





# Consumer Direct Care Network

## Introductions

**Ben Bledsoe**

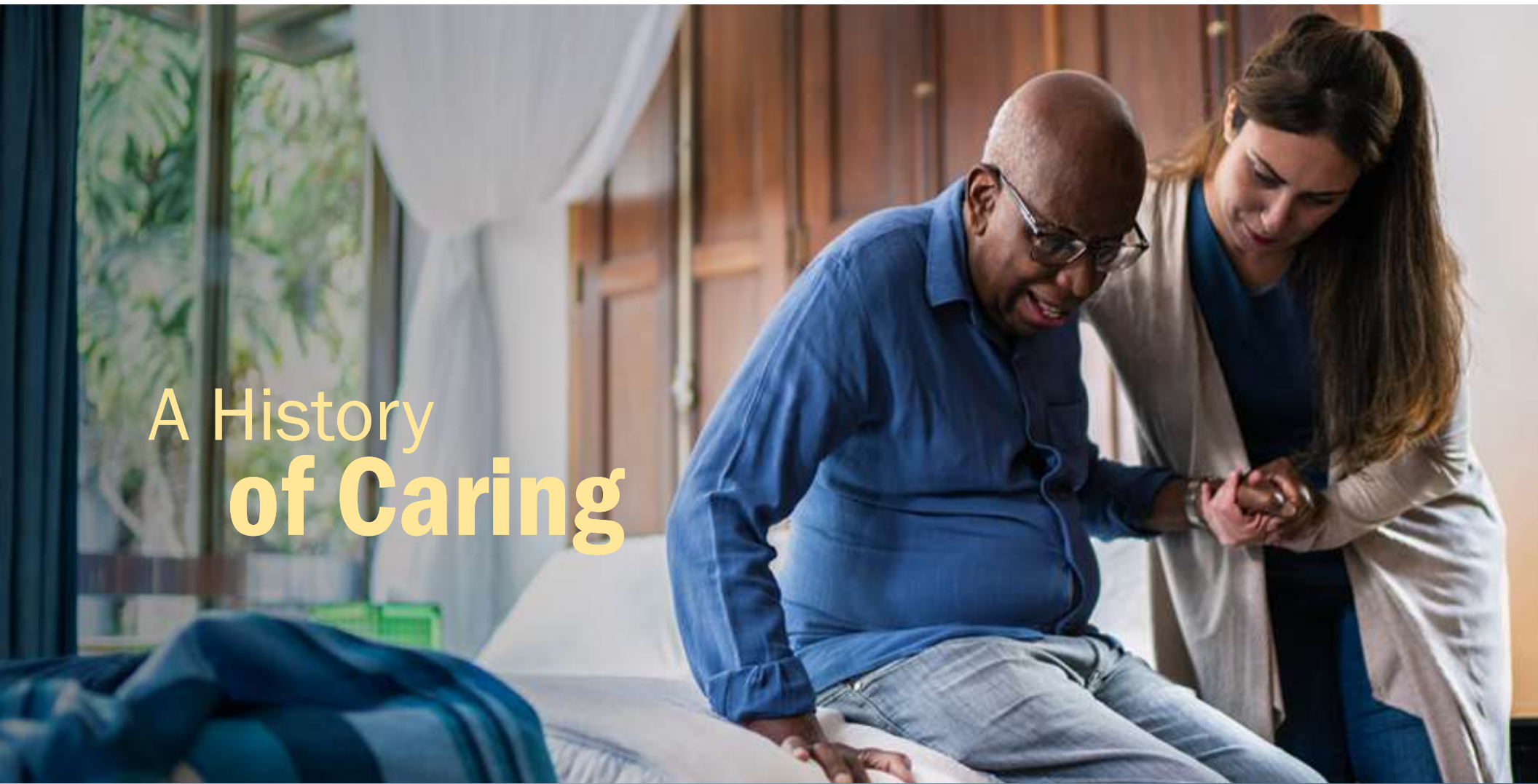
President/Chief Executive Officer

**Daryl Holzer**

Chief Financial Officer



# A History of Caring







# Mission

To provide care and support to people in their homes and communities

# Vision

To help people live the life they want

# Values

Respect, Integrity, **Service**, **Excellence**

# Consumer Direct Care Network

## Preparation for Washington's CDE

### CDCN Advancing

**1990**

Nightingale Nursing started in Montana laying the foundation for future care.

**2001**

CDCN takes self-directed services beyond Montana and establishes personal care services in Alaska.

- ❖ *Montana, Alaska, New Mexico, and Nevada*

**2006**

Services founded in excellent customer service and efficient payroll processing.

- ❖ *Arizona, Wisconsin, and Idaho*
- ❖ **Serving** ~ 2,000 Clients  
~ 2,100 Caregivers

### Expanding Services

**2013**

- ❖ Texas, Minnesota, and Florida
- ❖ **Serving** ~ 5,000 Clients  
~ 7,500 Caregivers

**2016**

- ❖ Colorado and District of Columbia

**2017**

- ❖ Virginia
- ❖ **Serving** ~ 28,000 Clients  
~ 45,000 Caregivers

### CDE Services

**2019**

- ❖ Washington

**2021**

- ❖ Pilot ~ 160 Clients  
~ 190 IPs

**2022**

- ❖ Phase 1 ~ 13,300 Clients  
~ 16,200 IPs
- ❖ Phase 2 ~ 24,600 Clients  
~ 29,000 IPs

# Consumer Direct Experience and Trust



**62,500** Clients



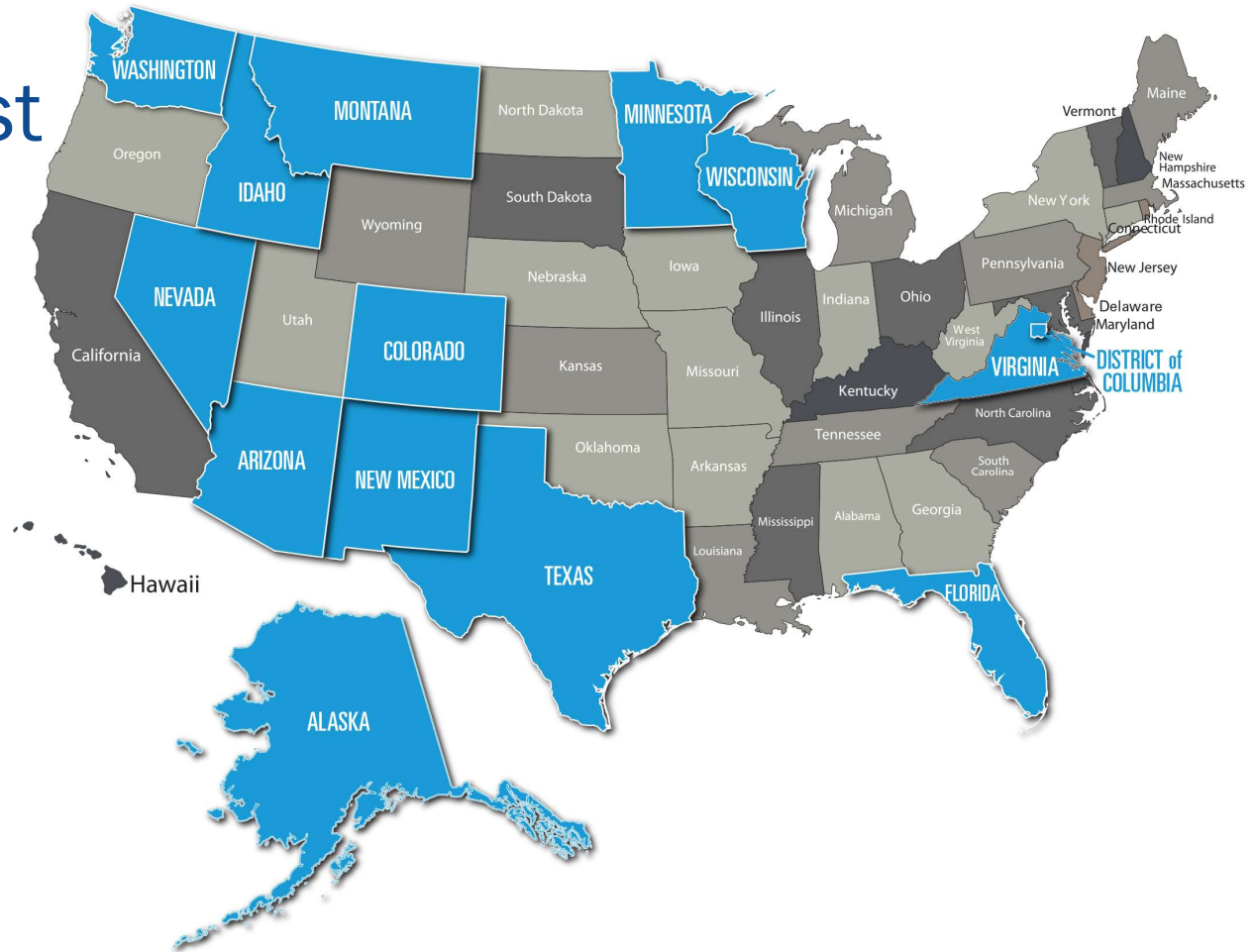
**85,000** Caregivers



**Serving 13 states** and  
the District of Columbia



**30 years** experience in  
community-based,  
long-term care





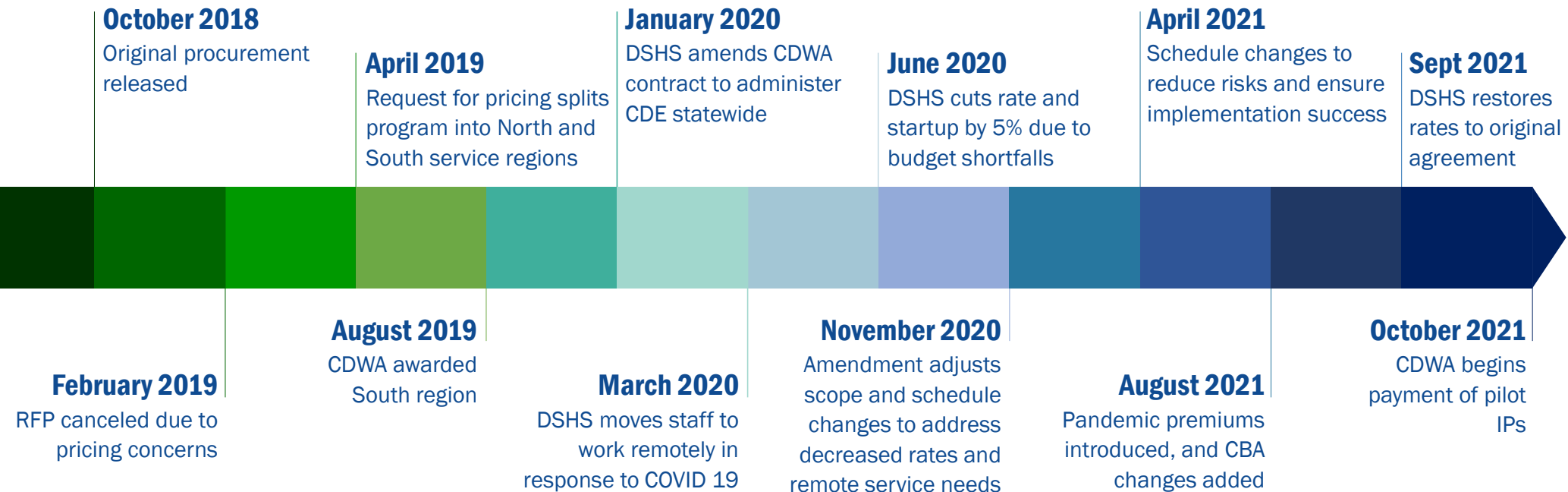
# Short History of the **CDE Program**



# Consumer Direct Washington (CDWA)

## Short History of the CDE Program

 Shift to Agency with Choice model through legislative action





# Consumer Directed Employer Innovative Model to Administer

 **Agency with Choice** – Shared employer responsibilities with managing employers

- ❖ CDWA bears the risks of an employer
- ❖ CDWA must support the principals of self-direction and self-determination
- ❖ Challenges of explaining the niche program outside of the CDE community





 Sole source, statewide provider agency

 Very large volume of program Clients and IPs

 Highly technical systems and interfaces



# Consumer Directed Employer Innovative Model to Administer

-  Defined, yet combined rates for labor and administrative service components
-  Startup costs reimbursed over extended period
-  Unionized workforce
-  Recruiting requirements



# CDWA

## Implementation and Service

Factor	Current
Administrative Staff Hired for WA CDE Program	482 FTEs
IPs Onboarded	45,869
System Interfaces	23, will be 24 with FMLA later this year

# CDWA

## Implementation and Service

Factor	Total Phase 1 and Phase 2 To Date	Daily Average
Calls Handled	193,697	1,234
Emails	190,903	1,281
Text/SMS	48,164	442
In-Person Visits	17,036	200
Shifts Submitted	2,440,318	12,327

# CDWA

## Administrative Rate Components

Component	Description	Current Rate
Base Rate	Rate to cover costs associated with CDWA general overhead, administrative labor, most taxes, and reasonable rate of return.	\$1.19
Startup Costs	Funding to reimburse CDWA for startup costs incurred during CDE implementation and initial change orders. Spread across the first fiscal year of services.	\$0.42 for first 40,495,953 hours
Business and Occupancy Tax	Washington State tax on all business transactions. Percentage of labor and admin rates.	\$0.56
Bad Debt and Client Responsibility	Cost to cover risks associated with uncollectable claims and unpaid client responsibility.	\$0.07
Employer-Related Training		\$0.03
Personal Protective Equipment	As a result of a change order, amendment added in 2022 to fund distribution of PPE to IPs.	\$0.13
Total		\$2.40

# CDWA

## Program Experience

Start Up Costs	
Contracted Reimbursement	\$17 MM
Approximate Implementation Costs	\$25 MM

Ongoing Operations	
Administrative Rate	Increased 15% over original bid
Operating Expenses	Projected 25%-35% increase over bid



# Questions?







# Thank You





TAB 4

# Navigating the CDE Rate Setting Board Process



**Center**  
For Dialog & Resolution

# CDE Rate Setting Board

## Mission Statement

The Board's mission is to determine a rational and sound rate guided by the joint goals of:

- Continuing a successful self-directed care in-home program and
- Promoting the growth of the individual provider (IP) workforce,
- Sustaining the Consumer Directed Employer(CDE).

# Legislative Mandate

- Movement from the State to the Rate Setting Board
- Shifting from previous ways of setting rates and how the funding will be used
- Leveraging flexibility and minimizing inefficiencies and errors
- The State/RSB will not be involved in the collective bargaining process

# RSB Features

Takes into consideration efficiencies of the CDE as the employer of all IPs

Balance between stakeholder input and state interests

Sets a specific labor pass-through rate but does NOT include wage scales/benefits levels (except healthcare)

Maintains agency parity

# Function of the Rate Setting Board

Bring diverse perspectives and expertise to:

- Review and consider the Board members ideas
- Discuss and evaluate rational and sound rates
- Recommend rates to the legislature

# **CDE Rate**

Is an hourly combined rate paid to the CDE

Consists of two Components

## Labor Rate

- Wages
- Benefits
  - Must include a specific hourly amount that the CDE may use only for health benefits
- Associated taxes
- Collective Bargaining Agreements

## Administrative Rate:

- Funds used by the CDE to perform its administrative duties

# RSB Considerations

- Board shall consider
  - Comparison of wages, hours, and conditions of employment of publicly reimbursed personnel
  - Financial ability of the state to pay for the compensation and fringe benefit provisions of a collective bargaining agreement



# RSB Considerations

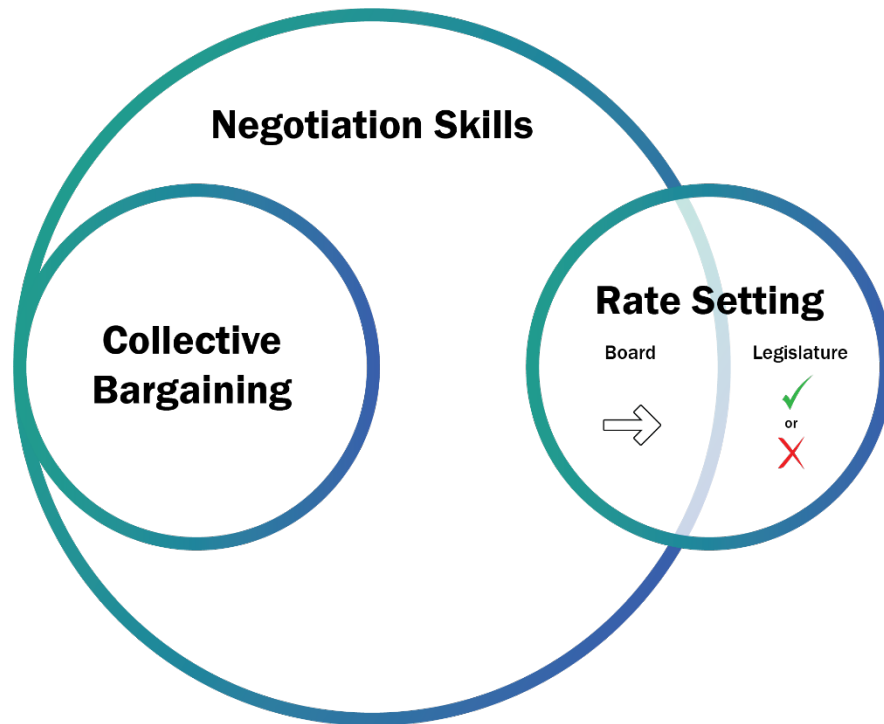
- Board may consider
  - Comparison of wages, hours, and conditions of employment of publicly employed personnel
  - State's interest in promoting a stable long-term care workforce
  - State's interest in ensuring access to affordable, quality health care for all citizens
  - State's fiscal interest in reducing reliance upon public benefit programs

# Shift our mindset

This board is creating history...First time ever...

- Set rates
- Do not collectively bargain (by laws—this happens after rates are approved)
- Understand competing perspectives, interests and positions.
- Goal: consensus decision:
  - find rate that upholds “Considerations”...and path forward

# Rate setting does not include collective bargaining



- **Negotiation** is the skill parties use to reach mutually acceptable agreements.
- **Collective bargaining** is rule making process that formulates the terms and conditions under which the worker's group and management, may cooperate and work together.
- **Rate Setting** is a process that a public body, with representation of stakeholders reviews, evaluates and recommends to the legislature the rate which includes a labor and an administrative component.

# Consequences of RSB Decision

July 1<sup>st</sup> – no rate decision

- Labor rate determined by vote by Chair
- Admin rate determined by DSHS

# Consequences of RSB Decision

October 1<sup>st</sup> – Rate to OFM

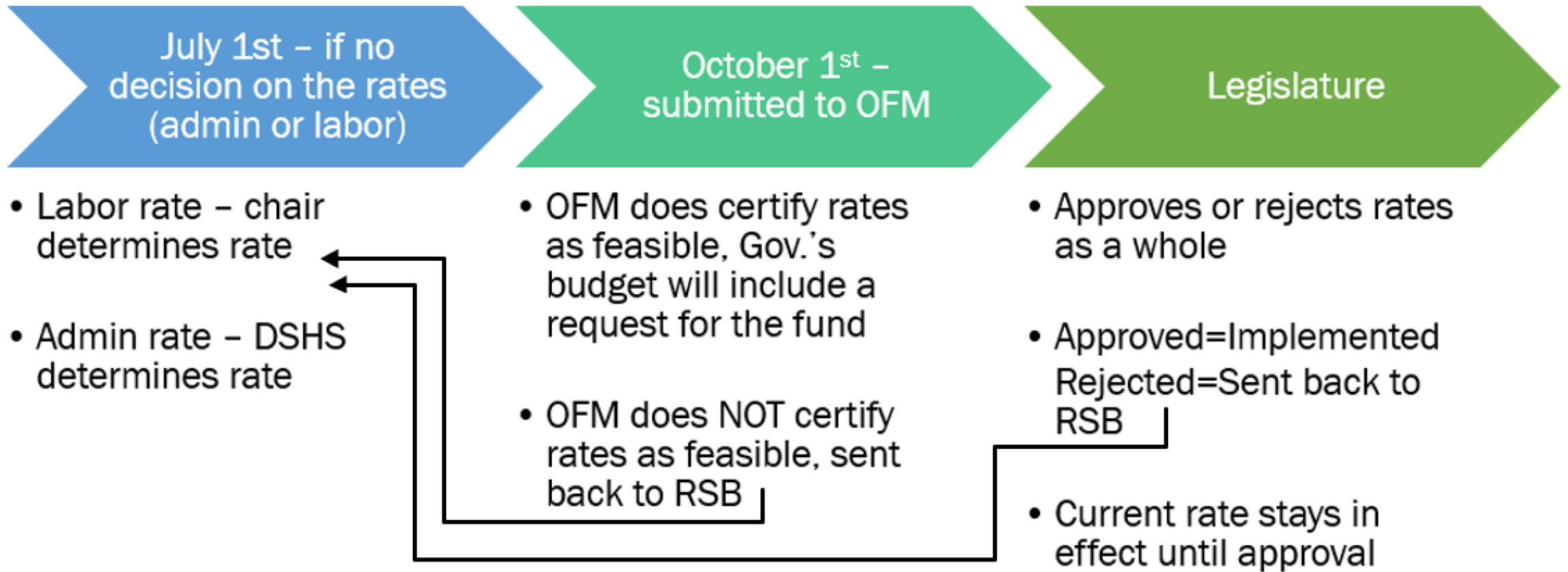
- If OFM certifies them as being **feasible financially** for the state, the governor shall include a request for funds necessary to implement the proposed rates as part of the governor's budget
- If OFM does not certify the rates as feasible, the matter shall be returned to the RSB for further consideration

# Consequences of RSB Decision

Legislature – approves or rejects rate as a whole

- If the rate is **approved**, it will be implemented
- If **rejected**, the matter shall return to the RSB for further consideration
- Until the legislature approves a request for funds, the current rate shall stay in effect

# Consequences of RSB Decision





## **Ways to Foster Productive Dialog**

- Listen, summarize, and ask curious questions
- Expect curious questions
- Respond, don't react
- Take deep breaths
- Be a thought partner



TAB 5

Transforming  
Lives

# Consumer Directed Employer Rate Setting Tool

**Prepared for CDE Rate Setting Board – May 2022**

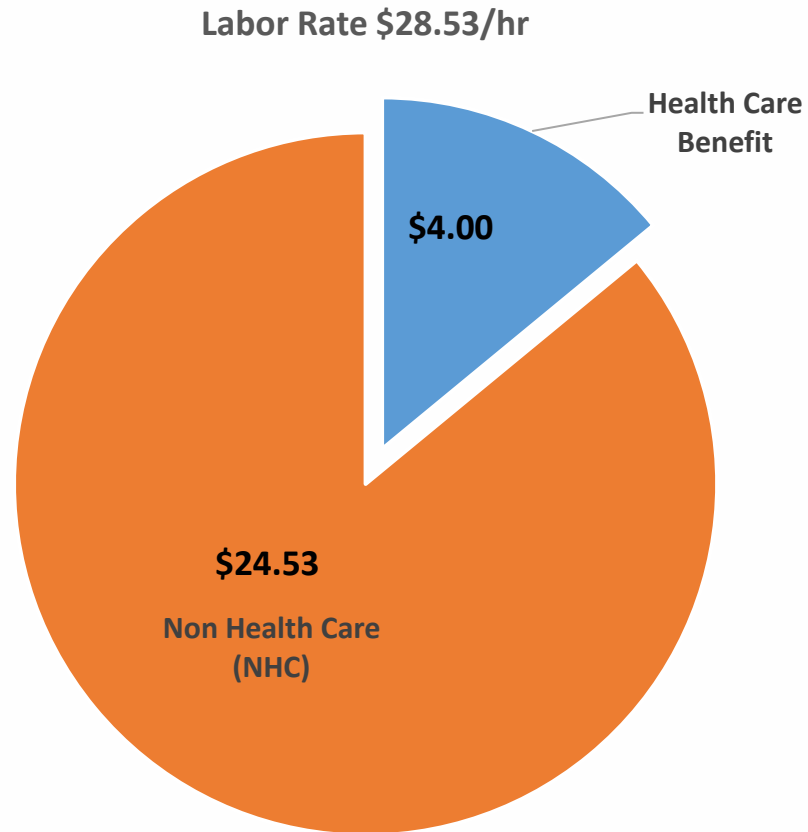
**By Rina Wikandari, DSHS**



# Current rate structure components

# Labor Rate Composition @ end of FY2023

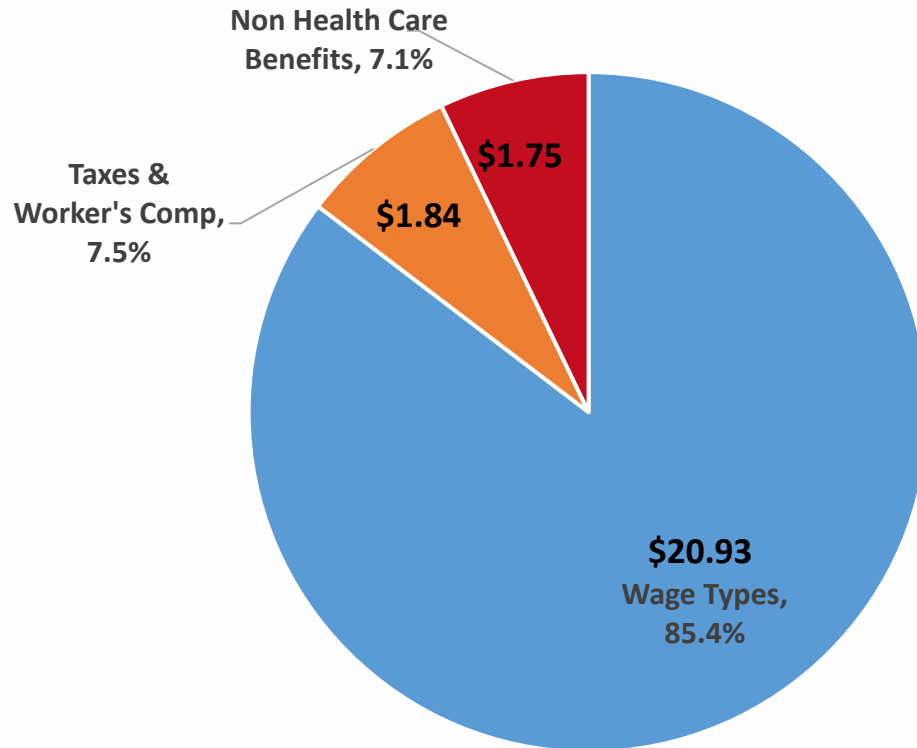
## Without Pandemic Add On



RCW [74.39A.530](#) (4)

... the rate-setting board shall attempt to determine a proposed labor rate, including a **specific amount for health benefits**...

# Non-Health Care (NHC) Components @ end of FY2023 Without Pandemic Add On



- **Wage Types:** 85.4% of NHC.  
Includes: base wage, pay differentials, overtime, paid-time off, training, timesheet, holiday, AP experience inclusion.
- **Taxes:** 7.5% of NHC.  
Includes: FICA/FUTA, SUTA, PFMLA, Worker's Compensation
- **Non-Health Care Benefits:** 7.1% of NHC.  
Includes: PPE, Employer Training Time, Retirement, Training, Referral Registry, Mileage reimbursement

# Base Wage With Pandemic Add On FY2023

## IF there is no wage increase in Bien2023-25

Starting July 2022, pandemic add-on rate will be reduced 20% from June 2022 amount, every 2 quarters.

	<b>Jun-22</b>	<b>Jul-22</b>	<b>Jan-23</b>	<b>Jul-23</b>	<b>Jan-24</b>	<b>Jul-24</b>	<b>Jan-25</b>
CBA weighted avg base wage	\$ 17.92	\$ 18.70	\$ 19.09	\$ 19.09	\$ 19.09	\$ 19.09	\$ 19.09
Pandemic add-on wage	\$ 2.28	\$ 1.82	\$ 1.37	\$ 0.91	\$ 0.46	\$ -	\$ -
Total base wage	\$ 20.20	\$ 20.53	\$ 20.46	\$ 20.00	\$ 19.55	\$ 19.09	\$ 19.09

Note: Pandemic add-on MoU for FY2023 onward had not been signed

# Admin Rate

- **Base admin rate: \$1.20/hr**
- **Non-remitted expenses: \$0.07/hr.**

Includes uncollected client responsibility and payment for IPs who make claims for services that they shouldn't have (client in hospital, not eligible, etc.) but must be paid for under law.
- **B&O tax: 1.781% of total admin and labor rate**
- **Admin Rate increase cost illustration:**

**Increase of 1 ¢ /hr ≈ \$1.4M total cost for biennium 2023-25**

# Assumptions for Labor Rate Tool



## Agency Parity Rate Setting Implication

- **Health Benefit would be the same as the specified amount health benefits set by RSB.**
- **Formula to calculate wage type components (income taxable amount)**  
=  $(\Delta \text{labor rate} - \Delta \text{health care component}) * 85.4\%$   
After reducing the incremental rate by the increase of health care, we will multiply the amount by 85.4% to calculate the increase in wage type component.
- **Wage type component increase would be treated with Agency Provider average tax rate, and non-billable factor.**
- **Percentage of NHC increase will that is not wage and tax types will be added to the rate.**

# Incremental Cost of One-time Biennial Increase Cheat Sheet – Labor Rate increase only

## Total Incremental Cost

One-Time Increase	Cost CDE			Agency Providers			B&O impact			Total Incremental Cost		
	FY2024	FY2025	Bien2023-25	FY2024	FY2025	Bien2023-25	FY2024	FY2025	Bien2023-25	FY2024	FY2025	Bien2023-25
1% \$	19,552,000	\$ 20,319,000	\$ 39,871,000	\$ 4,773,000	\$ 4,790,000	\$ 9,563,000	\$ 348,000	\$ 362,000	\$ 710,000	\$ 24,673,000	\$ 25,471,000	\$ 50,144,000
2% \$	39,103,000	\$ 40,639,000	\$ 79,742,000	\$ 9,546,000	\$ 9,580,000	\$ 19,126,000	\$ 696,000	\$ 724,000	\$ 1,420,000	\$ 49,345,000	\$ 50,943,000	\$ 100,288,000
3% \$	58,655,000	\$ 60,958,000	\$ 119,613,000	\$ 14,319,000	\$ 14,370,000	\$ 28,689,000	\$ 1,045,000	\$ 1,086,000	\$ 2,131,000	\$ 74,019,000	\$ 76,414,000	\$ 150,433,000
4% \$	78,207,000	\$ 81,277,000	\$ 159,484,000	\$ 19,092,000	\$ 19,160,000	\$ 38,252,000	\$ 1,393,000	\$ 1,448,000	\$ 2,841,000	\$ 98,692,000	\$ 101,885,000	\$ 200,577,000
5% \$	97,759,000	\$ 101,597,000	\$ 199,356,000	\$ 23,865,000	\$ 23,950,000	\$ 47,815,000	\$ 1,741,000	\$ 1,809,000	\$ 3,550,000	\$ 123,365,000	\$ 127,356,000	\$ 250,721,000



## General Fund State Incremental Cost

One-Time Increase	Cost CDE			Agency Providers			B&O impact			Total Incremental Cost		
	FY2024	FY2025	Bien2023-25	FY2024	FY2025	Bien2023-25	FY2024	FY2025	Bien2023-25	FY2024	FY2025	Bien2023-25
1% \$	8,603,000	\$ 8,940,000	\$ 17,543,000	\$ 2,100,000	\$ 2,108,000	\$ 4,208,000	\$ 153,000	\$ 159,000	\$ 312,000	\$ 10,856,000	\$ 11,207,000	\$ 22,063,000
2% \$	17,205,000	\$ 17,881,000	\$ 35,086,000	\$ 4,200,000	\$ 4,215,000	\$ 8,415,000	\$ 306,000	\$ 319,000	\$ 625,000	\$ 21,712,000	\$ 22,415,000	\$ 44,126,000
3% \$	25,808,000	\$ 26,822,000	\$ 52,630,000	\$ 6,300,000	\$ 6,323,000	\$ 12,623,000	\$ 460,000	\$ 478,000	\$ 938,000	\$ 32,568,000	\$ 33,622,000	\$ 66,191,000
4% \$	34,411,000	\$ 35,762,000	\$ 70,173,000	\$ 8,400,000	\$ 8,430,000	\$ 16,830,000	\$ 613,000	\$ 637,000	\$ 1,250,000	\$ 43,424,000	\$ 44,829,000	\$ 88,253,000
5% \$	43,014,000	\$ 44,703,000	\$ 87,717,000	\$ 10,501,000	\$ 10,538,000	\$ 21,039,000	\$ 766,000	\$ 796,000	\$ 1,562,000	\$ 54,281,000	\$ 56,037,000	\$ 110,318,000

# What may the increase in labor rate buys?

What the rate buys	How much increase	CDE	AP	B&O	Biennial Total Fund	Biennial GF-State
Base Wage	1% Biennial Increase	\$ 30,654,000	\$ 7,590,000	\$ 546,000	\$ 38,790,000	\$ 17,068,000
	2% Biennial Increase	\$ 61,307,000	\$15,180,000	\$ 1,092,000	\$ 77,579,000	\$ 34,135,000
	3% Biennial Increase	\$ 91,961,000	\$22,770,000	\$ 1,638,000	\$ 116,369,000	\$ 51,202,000
	4% Biennial Increase	\$122,614,000	\$30,360,000	\$ 2,184,000	\$ 155,158,000	\$ 68,270,000
	5% Biennial Increase	\$153,268,000	\$37,950,000	\$ 2,730,000	\$ 193,948,000	\$ 85,337,000
Health Care, incl. PFMLA coverage	1% Biennial Increase	\$ 5,590,122	\$ 1,260,727	\$ 100,000	\$ 6,950,849	\$ 3,058,000
	2% Biennial Increase	\$ 11,180,244	\$ 2,521,454	\$ 199,000	\$ 13,900,698	\$ 6,116,000
	3% Biennial Increase	\$ 16,770,366	\$ 3,782,181	\$ 299,000	\$ 20,851,547	\$ 9,175,000
	4% Biennial Increase	\$ 22,360,488	\$ 5,042,908	\$ 398,000	\$ 27,801,396	\$ 12,233,000
	5% Biennial Increase	\$ 27,950,610	\$ 6,303,635	\$ 498,000	\$ 34,752,245	\$ 15,291,000

Transforming  
Lives

**Thank you.**



TAB 6

**TAB 7**

Transforming  
Lives

# Consumer Directed Employer Rate Setting Board Meeting

May 19, 2022



Approval of 5.02.2022 & 5.10.2022

Meeting Minutes

RSB Chair



# Opening Remarks/Old Business

RSB Chair

# Administrative Rate, Opening Remarks

Ben Bledsoe, President, Chief Executive Office of  
Consumer Direct Care of WA

Daryl Holzer, Chief Financial Officer, Consumer Direct  
Care Network

# History of Project

Ben Bledsoe

Daryl Holzer

# Overview of Administrative Rate Components

Ben Bledsoe

Daryl Holzer

# Break

# Administrative Rate: Preliminary Cost Data

Ben Bledsoe

Daryl Holzer

# Board discussion

# Overview of Rate Setting Process

Maralise Hood Quan, Director of the Center for Dialog  
& Resolution



# Navigating the CDE Rate Setting Board Process



**Center**  
For Dialog & Resolution

# CDE Rate Setting Board

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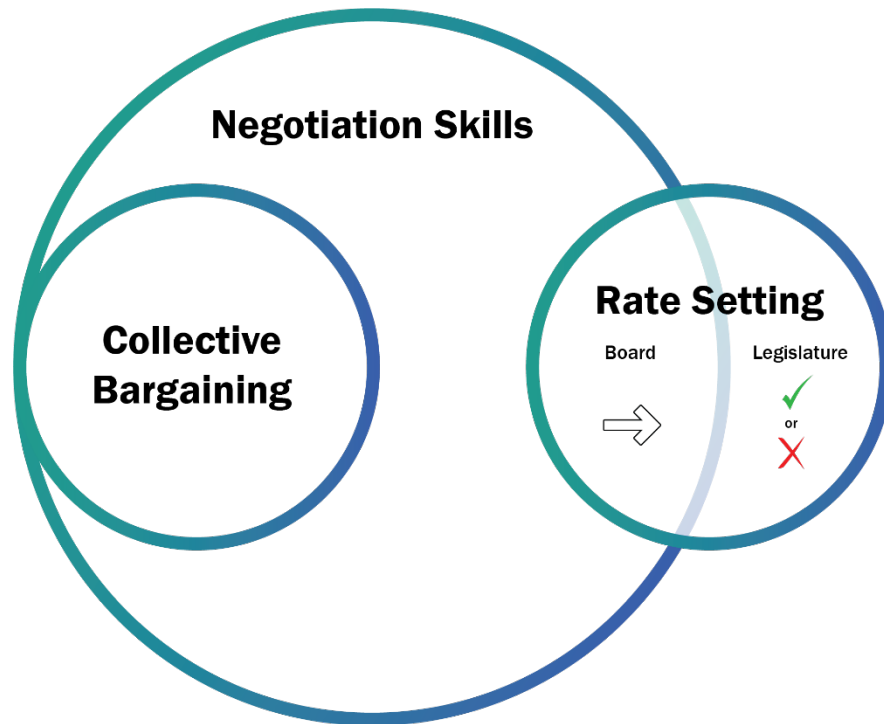


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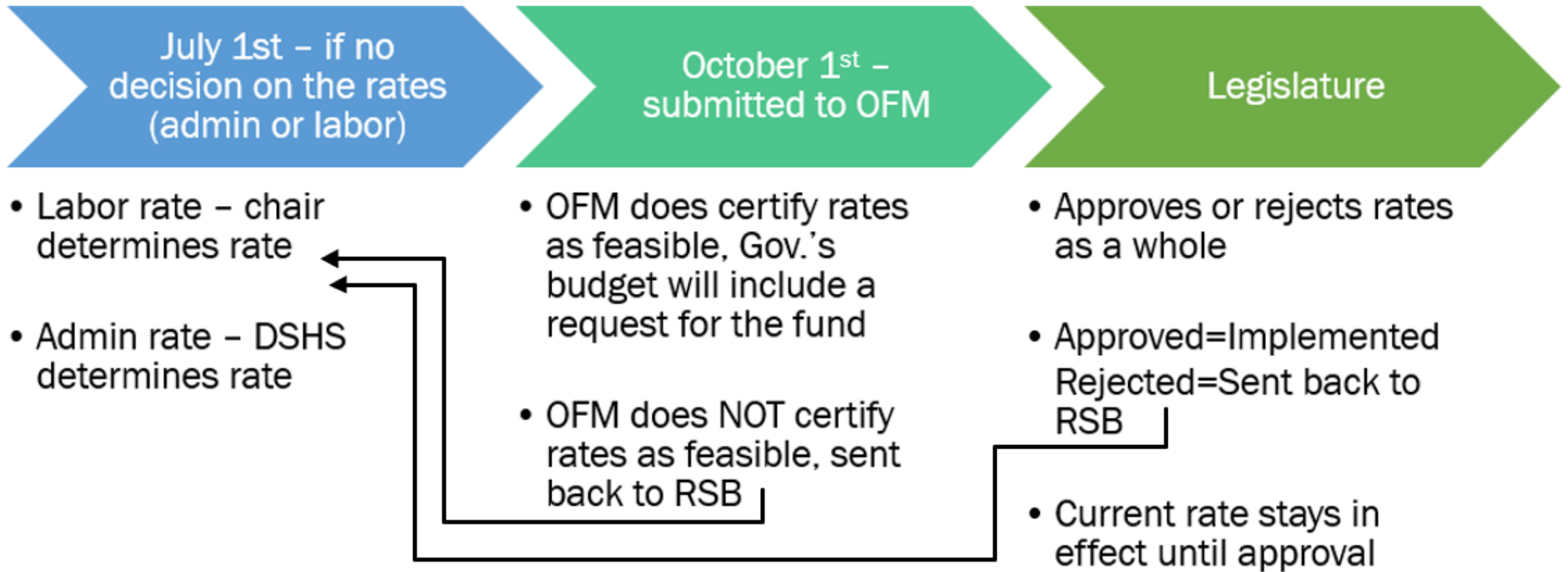
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# Lunch



# Planning Template Overview/Review

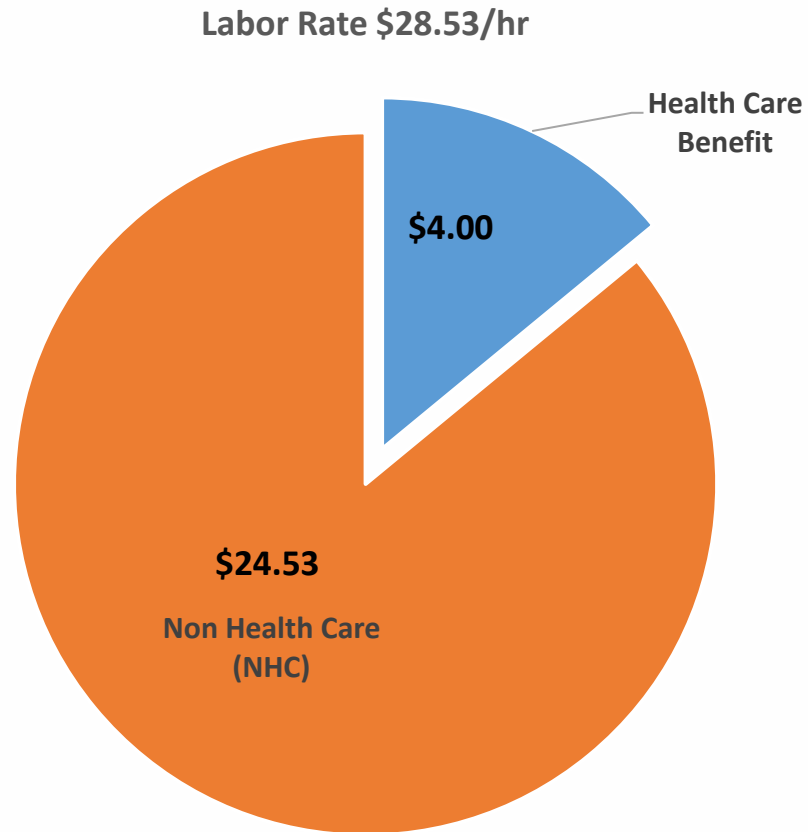
Rina Wikandari, Forecast Development Manager,  
Management Services ALTSA

Dennis Elonka, Consumer Directed Employer Project  
Manager

# Current rate structure components

# Labor Rate Composition @ end of FY2023

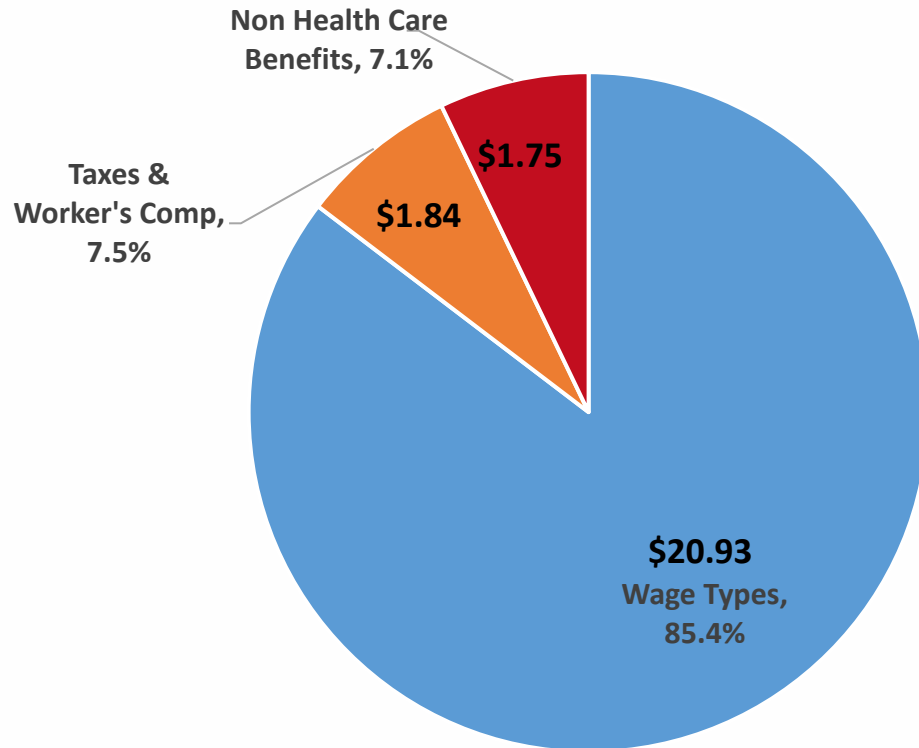
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## IF there is no wage increase in Bien2023-25

Starting July 2022, pandemic add-on rate will be reduced 20% from June 2022 amount, every 2 quarters.

	<b>Jun-22</b>	<b>Jul-22</b>	<b>Jan-23</b>	<b>Jul-23</b>	<b>Jan-24</b>	<b>Jul-24</b>	<b>Jan-25</b>
CBA weighted avg base wage	\$ 17.92	\$ 18.70	\$ 19.09	\$ 19.09	\$ 19.09	\$ 19.09	\$ 19.09
Pandemic add-on wage	\$ 2.28	\$ 1.82	\$ 1.37	\$ 0.91	\$ 0.46	\$ -	\$ -
Total base wage	\$ 20.20	\$ 20.53	\$ 20.46	\$ 20.00	\$ 19.55	\$ 19.09	\$ 19.09

Note: Pandemic add-on MoU for FY2023 onward had not been signed

# Admin Rate

- **Base admin rate: \$1.20/hr**
- **Non-remitted expenses: \$0.07/hr.**

Includes uncollected client responsibility and payment for IPs who make claims for services that they shouldn't have (client in hospital, not eligible, etc.) but must be paid for under law.
- **B&O tax: 1.781% of total admin and labor rate**
- **Admin Rate increase cost illustration:**

**Increase of 1 ¢ /hr ≈ \$1.4M total cost for biennium 2023-25**

# Assumptions for Labor Rate Tool

## Agency Parity Rate Setting Implication

- **Health Benefit would be the same as the specified amount health benefits set by RSB.**
- **Formula to calculate wage type components (income taxable amount)**  
=  $(\Delta \text{labor rate} - \Delta \text{health care component}) * 85.4\%$   
After reducing the incremental rate by the increase of health care, we will multiply the amount by 85.4% to calculate the increase in wage type component.
- **Wage type component increase would be treated with Agency Provider average tax rate, and non-billable factor.**
- **Percentage of NHC increase will that is not wage and tax types will be added to the rate.**



# Incremental Cost of One-time Biennial Increase

## Cheat Sheet – Labor Rate increase only

### Total Incremental Cost

One-Time Increase	Cost CDE			Agency Providers			B&O impact			Total Incremental Cost		
	FY2024	FY2025	Bien2023-25	FY2024	FY2025	Bien2023-25	FY2024	FY2025	Bien2023-25	FY2024	FY2025	Bien2023-25
1% \$	19,552,000	\$ 20,319,000	\$ 39,871,000	\$ 4,773,000	\$ 4,790,000	\$ 9,563,000	\$ 348,000	\$ 362,000	\$ 710,000	\$ 24,673,000	\$ 25,471,000	\$ 50,144,000
2% \$	39,103,000	\$ 40,639,000	\$ 79,742,000	\$ 9,546,000	\$ 9,580,000	\$ 19,126,000	\$ 696,000	\$ 724,000	\$ 1,420,000	\$ 49,345,000	\$ 50,943,000	\$ 100,288,000
3% \$	58,655,000	\$ 60,958,000	\$ 119,613,000	\$ 14,319,000	\$ 14,370,000	\$ 28,689,000	\$ 1,045,000	\$ 1,086,000	\$ 2,131,000	\$ 74,019,000	\$ 76,414,000	\$ 150,433,000
4% \$	78,207,000	\$ 81,277,000	\$ 159,484,000	\$ 19,092,000	\$ 19,160,000	\$ 38,252,000	\$ 1,393,000	\$ 1,448,000	\$ 2,841,000	\$ 98,692,000	\$ 101,885,000	\$ 200,577,000
5% \$	97,759,000	\$ 101,597,000	\$ 199,356,000	\$ 23,865,000	\$ 23,950,000	\$ 47,815,000	\$ 1,741,000	\$ 1,809,000	\$ 3,550,000	\$ 123,365,000	\$ 127,356,000	\$ 250,721,000



### General Fund State Incremental Cost

One-Time Increase	Cost CDE			Agency Providers			B&O impact			Total Incremental Cost		
	FY2024	FY2025	Bien2023-25	FY2024	FY2025	Bien2023-25	FY2024	FY2025	Bien2023-25	FY2024	FY2025	Bien2023-25
1% \$	8,603,000	\$ 8,940,000	\$ 17,543,000	\$ 2,100,000	\$ 2,108,000	\$ 4,208,000	\$ 153,000	\$ 159,000	\$ 312,000	\$ 10,856,000	\$ 11,207,000	\$ 22,063,000
2% \$	17,205,000	\$ 17,881,000	\$ 35,086,000	\$ 4,200,000	\$ 4,215,000	\$ 8,415,000	\$ 306,000	\$ 319,000	\$ 625,000	\$ 21,712,000	\$ 22,415,000	\$ 44,126,000
3% \$	25,808,000	\$ 26,822,000	\$ 52,630,000	\$ 6,300,000	\$ 6,323,000	\$ 12,623,000	\$ 460,000	\$ 478,000	\$ 938,000	\$ 32,568,000	\$ 33,622,000	\$ 66,191,000
4% \$	34,411,000	\$ 35,762,000	\$ 70,173,000	\$ 8,400,000	\$ 8,430,000	\$ 16,830,000	\$ 613,000	\$ 637,000	\$ 1,250,000	\$ 43,424,000	\$ 44,829,000	\$ 88,253,000
5% \$	43,014,000	\$ 44,703,000	\$ 87,717,000	\$ 10,501,000	\$ 10,538,000	\$ 21,039,000	\$ 766,000	\$ 796,000	\$ 1,562,000	\$ 54,281,000	\$ 56,037,000	\$ 110,318,000

# What may the increase in labor rate buys?

What the rate buys	How much increase	CDE	AP	B&O	Biennial Total Fund	Biennial GF-State
Base Wage	1% Biennial Increase	\$ 30,654,000	\$ 7,590,000	\$ 546,000	\$ 38,790,000	\$ 17,068,000
	2% Biennial Increase	\$ 61,307,000	\$15,180,000	\$ 1,092,000	\$ 77,579,000	\$ 34,135,000
	3% Biennial Increase	\$ 91,961,000	\$22,770,000	\$ 1,638,000	\$ 116,369,000	\$ 51,202,000
	4% Biennial Increase	\$122,614,000	\$30,360,000	\$ 2,184,000	\$ 155,158,000	\$ 68,270,000
	5% Biennial Increase	\$153,268,000	\$37,950,000	\$ 2,730,000	\$ 193,948,000	\$ 85,337,000
Health Care, incl. PFMLA coverage	1% Biennial Increase	\$ 5,590,122	\$ 1,260,727	\$ 100,000	\$ 6,950,849	\$ 3,058,000
	2% Biennial Increase	\$ 11,180,244	\$ 2,521,454	\$ 199,000	\$ 13,900,698	\$ 6,116,000
	3% Biennial Increase	\$ 16,770,366	\$ 3,782,181	\$ 299,000	\$ 20,851,547	\$ 9,175,000
	4% Biennial Increase	\$ 22,360,488	\$ 5,042,908	\$ 398,000	\$ 27,801,396	\$ 12,233,000
	5% Biennial Increase	\$ 27,950,610	\$ 6,303,635	\$ 498,000	\$ 34,752,245	\$ 15,291,000

Transforming  
Lives

**Thank you.**



# Public Comment

# Adjourn