

**Payment in Adult Day and Employment Services Work Group**  
**October 18, 2018 10:00 a.m. to 12:00p.m.**  
**Meeting Minutes**

**Members Present:** Kathy Phillips (OWN), Edward Stark and Sarah Zimmerman (SEC), Scott Marks (OACB), Mary Thompson Hufford (Licco, MSI and Hopewell), Kristen Henry (APSI), Karen Blumhorst (Capabilities/We Can Too/OPRA Member), Melissa Morelli (OAAS/OPRA member), Chris Filler (OCALI), Laura Leach (ODM), Jan Dougherty (Ohio APSE), Lisa Mathis (OPRA), Gary Tonks (ARC of Ohio), Pennie Chappell (OSDA), Tiffany Martin (Goodwill Columbus/OPRA member), and DODD Team Members: Kim Hauck, Lori Horvath, Stacy Collins, Lindsay Terry Stine, Steve Beha, Lyndsay Nash and Jo Krippenstapel

**Members Absent:** Kraig Walker (People First)

**Next Meeting:** 11/16/2018 (10:00 – 3:30) Delaware County Board of DD

### **1. Welcome and Agenda Review**

Stacy welcomed the group and reviewed the agenda and materials. Workgroup members offered introductions. Stacy reminded members that all work group documents are available for review on the Employment Frist website. Work group materials can be found [here](#).

### **2. Director Martin's Comments**

Director Martin attended today's virtual meeting to thank the work group members for their attendance and reaffirmed DODD's intention to resolve these issues by asking stakeholders to develop a plan that continues to transition Ohio into full compliance.

### **3. Update of Selected Features of Other States for Further Review**

Members reviewed a summary of questions about state features generated during the September Workgroup meeting. This summary includes questions of features that are of most interest to workgroup members. The review includes questions for Iowa, Tennessee, New York, Wisconsin, Missouri and New Jersey.

DODD has contacted these states, as well as national experts, and asked them to join us (virtually) for our November meeting. Each state has been invited to prepare a 30 minutes presentation in response to questions that the workgroup has raised.

Following member discussion, DODD agreed to add a question about oversight/compliance of the minimum wage issue for NY and Tennessee. The question is already in the list of questions for the other states. If members have additional questions for these states, they can share these directly with Stacy during the week of October 22, 2018. DODD is also gathering some basic information on Rhode Island. This will be shared on basecamp.

A workgroup member raised a question about a bill in front of Congress now to amend the Rehab Act and change the definition of integrated and competitive employment. DODD is aware of this bill and has been tracking its progress. RSA has not indicated if or how the definition might be revised.

### **4. "Common Questions" Document Review**

The document formerly entitled "Vocational Habilitation: Myths and Misperceptions FAQ" has been revised per feedback from workgroup members during the September meeting.

During discussion, workgroup members suggested that further edits be made to reduce the use of acronyms, add the "date created" as well as a statement that 'this information may change'. We will need to further consider a way to remind folks to check back in for further information.

“Easy reads” on waiver services and a number of related topics are available on the DODD website. Members are encouraged to use these when talking with parents and people who receive services. Workgroup members will discuss the Common Questions document again at the November meeting and consider other tools for sharing information with families.

## 5. Impact Analysis and Data Pull

DODD offered these updates:

- 221 agencies have been contacted either in person or by phone to review the memo and the purpose/charge of this workgroup
  - Some have been able to make preliminary assessment of impact
  - Wide range of estimated impact from 2 -100%
  - Smaller organizations contacted recently are reporting 100% impact
  - Average impact is about 53%
  - Feedback remains consistent with previous comments
  - Recent feedback has reflected the sentiment: “If I (provider) don’t pay individuals, I will not get referrals”. This comment reflects the value and importance of work in people’s lives. This comment might also reflect importance of consistently aligning vocational habilitation to focus on building work skills versus a ‘job’.
- 46 agencies have not yet been reached. In many instances, attempts at contacts have been made but have been unsuccessful. DODD hopes to wrap these up by the end of October.
- Lindsay (DODD) is working on collecting data that this group requested during the September meeting. She will be reporting this at the November meeting.
- Members offered these reflections:
  - The comment from the provider (above) emphasizes the need to apply any new requirements consistently across providers.
  - This suggests a need to have a firm ‘implementation date’ and compliance and enforcement.
  - Local feedback is that providers and some county board still don’t know about the need for change. (DODD noted that when this happens, workgroup members can reach out to Stacy to request that DODD follow up.)
  - Many ADS providers do not realize that they can’t pay people more than 50% of minimum wage. This does not align with the Adult Day Services Support rule. (DODD office of Medicaid is offering technical assistance on this issue.)
  - Recent feedback to members includes a request that special attention be paid to people who have been engaged for a long time in prevocational services.
  - The intention is to create a person centered plan and outcomes that drive a decision on which service/s best align with that plan.
  - Some SSAs may not know if a person is receiving payment, or how much payment is being received. (DODD Office of Provider Compliance is offering guidance about this. DODD could look at this and bring this back to the November meeting for conversation.)
  - OACB is offering an opportunity at the upcoming conference for workgroup members to share information from this workgroup. Workgroups members can let Stacy know if they are able to join the end of the day session on Friday, November 30.
  - ARC Fall Family conference in November will be another opportunity to communicate with families.

## 6. Communication Plan Update

DODD shared an updated Communication Outreach Plan and offered these updates about DODD activities:

- Developing a one-pager for this workgroup to review in November. This document will be shared via multiple avenues so that we can all use the same language.
- Planning Live Chats with SSAs for November and January.
- Planning sessions with SSA at the OACB conference and SSA Forums in 2019.
- Working on an animation around Adult Day Services options and how they work.
- Developing a Comprehensive Guidance Document targeted for February.
- Seeking success stories.
- Considering a ‘Generic Power point’ for workgroup members to use.

Members offered this feedback:

- Develop information to share with Department of Education so that educators have resources to share with transition students and their families.
- A generic power point would be helpful to have as a resource.
- Combine messages about ADS, when appropriate, so that the larger conversation is addressed.

## **7. Minimum Wage Calculation Team**

The purpose of the team is to generate recommendations regarding calculation of “50% of minimum wage”. Following the September Payment in Adult Services workgroup meeting, members sent recommendations for work team composition. Wage Calculation Team Members include Bob Gaston, Phil Miller, Katie Blumhorst, Jeff Johnson, and David McManus.

At the October 10 (initial) meeting, this work team:

- Reviewed work group history/purpose
- Reviewed nine payment methods compiled by the original Payment in Adult Services Workgroup
- Shared initial ideas and agreed to draft an ‘initial proposal’ and some initial scenarios by Friday October 19, 2018.

Ohio has requested information on this topic from New York, but hasn’t yet received a response

This team will prepare a presentation to the full Payment in Adult Services workgroup at the November 16 meeting.

Member Feedback:

- The work team includes competent members who will be able to generate good ideas.
- Work team members are hearing questions that pose hypothetical situations. (DODD and work team members will develop materials in scenario format that responds to this kind of inquiry.)

### **Next Steps**

- 50% Wage Calculation Team will prepare recommendations for the November meeting
- DODD will Coordinate state or national experts to virtually attend November meeting
- Next Meeting- November 16 10:00a to 3:30p. Meeting will be at the Delaware County Board of DD