

Joint SSAC-DSAC Meeting
MEETING MINUTES
Tuesday, September 1, 2015

SSAC Members Present: Suzette Boydston, Chair; Catherine Skiens, Vice Chair; Lee Strandberg, Mark McNabb, Doris Lamb, Chris Barnes, Dewey Konopa, Margaret Wells, Anne Brett and Janet Shinner.

DSAC Members Present: Mike Volpe, Chair; Suzanne Brean, Vice Chair, Edythe James, Lee Lazaro and Rusty Burton.

Guests: Mitzi Naucler, Jan Molnar-Fitzgerald, Victoria Short, Cathy Savage, Teri Jefferson, Tim Malone, Dena Burian Blacklaw, Donna Holt, Suzanne Lazaro and Curtis Miller.

Members Absent: Bill Hall, Commissioner; Bill Turner, Kimberly Kimball, Fawn Metcalf, Terry Brown, Pete Rickey, Jann Glenn, Sherry Rocha and Mark Frederic.

Staff: Lisa Bennett, Randi Moore and Terri Sharpe.

1. Suzette Boydston called the meeting to order at 11:00 a.m.
 - Introductions were made including guests.
 - Kelly Odegaard, Administrator of the Veteran's Home, gave a warm welcome to the Advisory Council members.
2. Approval of DSAC August 4, 2015 Minutes:
 - **ACTION: Suzanne Brean moved to approve the August 4, 2015 DSAC minutes as written. Rusty Burton seconded. Motion carried.**
3. Approval of SSAC August 4, 2015 Minutes:
 - **ACTION: Lee Strandberg moved to approve the August 4, 2015 SSAC minutes as written. Dewey Konopa seconded. Motion carried.**
4. Approval of Joint SSAC-DSAC August 4, 2015 Minutes:
 - **ACTION: Suzanne Brean moved to approve the August 4, 2015 SSAC/DSAC Joint minutes as written. Lee Lazaro seconded. Motion carried.**
5. Ratification of SMAC Chair Appointment (Suzette Boydston):
 - The Senior Service Advisory Council ratified the appointment of the Senior Meals Advisory Committee's Chair position. Catherine Skiens agreed to accept the position for another year.

- **ACTION: Lee Strandberg moved to appoint Catherine Skiens as the Senior Meals Advisory Council Chair. Christine Barnes seconded. Motion carried.**

6. SSAC Committee Assignments (Suzette Boydston):

- In September, the Senior Service Advisory Council's (SSAC) Chair is in charge of assigning, or reassigning, all SSAC members to the SSAC Committees. A copy of the Committees with the assigned Committee members was distributed in the agenda packets and if any member would like to make a change they need to contact Suzette Boydston. Suzette pointed out that all members, SSAC and DSAC, are welcome to join the Issues and Advocacy Committee as well as the Senior Meals Committee. At this time the Senior Meals Committee could use more members. The Committee meets at different meal sites every other month with one of the perks being lunch at the meal site. Catherine pointed out that the next committee meeting was being held at the Mill City meal site on October 15th; Lisa will send out information regarding this. Lee Lazaro, Tim Malone and Dena Burian Blacklaw all volunteered for the Senior Meals Committee.
- Lee Lazaro inquired if DSAC has standing committees. Lisa stated they do, however, DSAC does not have a process in their By-laws for assigning members to committees.
- Rusty inquired about meal sites closing due to the lack of drivers. Senior Meals lost drivers when the mileage reimbursement dropped down to 25 cents per mile. Lisa stated that there is an ongoing conversation about the shortage of drivers and the increase in consumers. Diane Harvey, Senior Meals Program Supervisor, has been asked to give a presentation at the next Council meeting, in October.
- Suzette reminded everyone that the Older Americans Act (OAA), that funds the Meal Program, has not been reauthorized and everyone should send a postcard to their legislator. At this time it has passed through the Senate but not the House.

7. Proposed Meeting Time Modification (Suzette Boydston):

- In trying to keep disruptions at the SSAC/DSAC meetings to a minimum and to make the transition from one meeting to the next more smooth, new meeting times are being proposed. The new proposed times are:
SSAC 11:00 – 11:30 a.m.
Lunch 11:30 – 12:00 p.m.
SSAC/DSAC Joint 12:00 – 1:30 p.m.
DSAC 1:30 – 2:00 p.m.
Lisa will send out an email to get everyone's thoughts on the new times and a motion will be made at a future meeting. Nothing has changed as of yet.

8. Issues and Advocacy Committee Report (Suzanne Brean and Mike Volpe):

- Both Mike and Suzanne gave a recap of the update to the Issues and Advocacy Committee from the Director of Aging People with Disabilities, Mike McCormick. Mike M. felt the legislative sessions went well for seniors and people with disabilities; with most of the Programs being funded at the appropriate levels except for the Gatekeeper Program which did not make funding at all. There is concern among the Legislators with the rising number of people that use long term support and the financial impact it will have on the Budget. Homecare workers' rate of pay will be increasing to \$15.00 per hour along with their hours being capped at 50 hours per week; receiving overtime pay after 40 hours. Much discussion revolved around the tracking of homecare workers hours. Mike M. also discussed the funding being brought in for Oregon Project Independence (OPI).
9. Policy Changes Related to Homecare Worker Hours (Randi Moore, Program Manager, Senior and Disability Services):
- Program Manager Randi Moore gave an overview of what is going on with homecare workers at the state level. The Fair Labor Standard Act is responsible for setting minimum wages and hours, however, back in 1999 the Government ruled that homecare workers would be exempt from some of these standards. Senior and Disability Services could only pay a live-in homecare worker for a limited amount of hours that they worked and the hours that they are on standby would be paid at a much lower rate than the minimum hourly rate in the State of Oregon. In 2013 the Department of Labor came back and revoked the exemption from the Fair Labor Standard Act stating homecare workers were entitled to all the protection that other workers have. The courts got involved and said the Department of Labor does not have the authority to make that decision and for the last two years was battled out in court. In August, the Appeals Court made the ruling that the Department of Labor did have the authority to make the decision. In anticipation of this ruling, the State of Oregon put policies in place to lessen the financial impact on the State.
 - Some of the Standards include; limiting the number of hours a worker can work, per consumer, to 50 hours a week; a worker is paid for the drive time when going from one consumer to the next; and severely limiting the number of in-home live-in consumers in the State. The State will also have to develop a tracking system for the hours being worked. The long term implications will be providing homecare workers with fair labor and wages while meeting the consumer's needs and at the same time maintaining a balanced budget.
 - SEIU, the homecare worker union, has been in negotiations for their contract. There is a tentative agreement in place that homecare workers hourly wage will go from the current rate of \$13.75 per hour to \$14.00 per hour in January and \$14.50 in February. There is a 50 hour training certification bonus that can raise the hourly pay to \$15.00 per hour. This is a four year contract.

- Aging People with Disabilities is asking the question on how they move forward by balancing the needs of consumers that use homecare workers and still have the means to provide services without bankrupting the system over the next couple of years.
- Janet Shinner questioned why the State homecare workers are paid so much more than industry standards. Randi stated that the State of Oregon generally has higher wages than many national standards for all levels of employees. Randi also sees Oregon as the trend setter for how we manage long term care. Oregon has been the pioneer in how to provide long term services since the 80's. How to balance the payment of that verses the quality of care we want to provide will be a long ongoing debate.
- Margaret Wells made the observation that if you pay more than you will get better qualified workers.
- Janet Shinner shared that she hears about people that don't get the care they should be getting yet they don't report this out of fear. Randi stated that there has been a change in their standards and the case manager now has contact with a consumer one time a month rather than once a year. This allows more report between case manager and consumer building on their relationship and hopefully better comfort in communicating.
- *Suzette stopped the discussion due to time and would like this discussion to be the first agenda item for the Care Planning Committee.*

10. Presentation: Edward C. Allworth Oregon Veterans' Home (Kelly Odegaard, Administrator):

- Administrator Kelly Odegaard gave a brief background and biography of his experience in long term care. Kelly got into long term care in Le Grande, Oregon back in 1990 where he received his administrative training. From Le Grande he went to Tacoma, McMinnville, Phoenix and then to The Dalles where he was recruited to open the Lebanon facility.
- Kelly feels the reason for his recruitment was due partly from his long term care experience, his construction management experience and from being actively involved in *Culture Change*.
- The Lebanon Campus is a state of the art innovative model care; not a typical skilled nursing facility. They are licensed as a skilled nursing facility, Medicaid and Medicare certified as well as certified by the Federal VA as Authorized Veteran's Administration. They are licensed for 154 beds with 100% private rooms and utilize the small home model of care. Small home or neighborhood models are mandated by the Federal VA for any new construction since 2011. The Edward C. Allworth Veteran's Home was the pioneer for Care Models using the true universal worker model.
- The Oregon Department of Veteran's Affairs is the owner of the facility, which has been running for a year and a half, housing 77 Veterans at this time. There are about 130 employees and about 80 volunteers.

- Doris Lamb inquired if there was a weight capacity. Kelly stated the weight capacity for their ceiling lift was 450 pounds but if someone was heavier and independently mobile they would be fine. It comes down to if they can safely meet the needs of the individual.
- Rusty questioned whether there were plans to enlarge the facility after they reach their capacity. Kelly stated that they don't have plans on the books but the way the neighborhoods are laid out, three of the neighborhoods could add a fourth house. Each house has 14 beds in it so they could add an additional 42 beds if needed. There are active plans to build a third Veteran's Home down in southern Oregon so that would be taken into account before building additional homes.
- To be eligible to stay at the Veteran's Home one would have to be a Veteran with a DD2-14 (honorable discharge), or be a spouse of Veteran, or a Gold Star Parent, who is someone who has lost a child to war. Private pay rates for Veterans run \$225 per day and a spouse would pay a bit more. Rates for memory care are an additional \$10 per day.
- Kelly stated that 32 of the Veterans there are service connected and getting their room and board 100% paid for by the Federal VA. There are about 20 Veterans that have Medicaid eligible benefits and a smaller number that are Medicare certified. They are a skilled nursing facility so they offer skilled nursing 24 hours per day. There is physical, occupational and speech therapy; short stay rehab (but the majority are long term care); and people that are working with hospice agencies in addition to living at the Veterans Home.
- Besides the layout of the facility that makes the Home special there is also the utilization of the Care Model to which they had to obtain a waiver in order to implement and is the first of its kind in Oregon. With the Care Model, CNAs (Certified Nursing Assistants) are now allowed to participate in food preparation, housekeeping, laundry and lead and participate in activities such as playing cards. They become more like personal assistants for the Veterans. The staffing ratio is three CNAs to 14 Veterans per home which is a ratio of 4.66. Because of this ratio and the staffing duties the job is not as physically demanding and allows them to be able to work 12 hour shifts instead of 8, thus eliminating two changes in work shifts per day and reducing miscommunication. It is the CNAs that run the Home, they are the coordinators. They operate under a culture of honor for both Veterans and employees. The CNAs run their own meetings and make their own scheduling and there has been almost zero call-ins and a very low turnover. There still are licensed nurses, one per house for medical disbursement. They are paperless, using laptops that are interfaced with physicians. In regards to food, there is a central kitchen with professionally trained chefs and a dietary manager. Each house has a kitchen that is equipped enough to be self-sustainable.

- Chris Barnes inquired if there were any plans to put in a satellite VA Medical facility in Lebanon. Kelly said there was one in Salem and in Eugene so it would be hard to justify putting one at their facility.
- Chris inquired if they transport the Veterans to their appointments. Kelly stated that they do and it is included in their room rate and they do a lot of transport there.
- Anne Brett inquired if they had any experience of the Norovirus and how they address it. Kelly said they had not had it there but the number one thing to do is to lock things down. The air handling system is separate units for different homes. Private rooms is the single biggest elimination of viruses which is one of the many advantages to having the private room model.
- Suzette thanked Kelly for his presentation and any other questions could be asked during the tour.
- Lisa announced that Terry Brown, long time DSAC member, is planning on moving out of state. Due to illness he was not able to make it today but we had a cake ordered for him to honor his years of service.
- Lee Strandberg gave a brief biography of Edward C. Allworth, who the Veteran's Home was named after. He was an army officer of World War I, a Purple Heart recipient and is the person who designed the Memorial Union on the Oregon State University campus.

11. Lunch Break

12. Tour of Veterans Home

13. Adjournment:

- The SSAC/DSAC Joint Meeting was adjourned after tour of the Veterans Home.
- The Meeting Minutes were recorded by Terri Sharpe.
- The next meeting will be on Tuesday, October 6, 2015.