

## CRSA Legislative Member Districts

### Region 1

Ambitions of Washington  
Spokane, WA  
The Arc of Spokane  
Spokane, WA  
Community Integrated Services, Inc.  
Spokane, WA  
Grant County DD Moses Lake, WA  
Partners for Community Living  
Spokane, WA  
Skills'kin Community Living Services  
Spokane, WA  
S.L. Start & Associates, Inc  
Spokane, WA

### Region 2

Ambitions of Washington  
Yakima, Kennewick WA  
Community Living Yakima  
Sunnyside WA  
Deaf Access Washington  
Yakima, WA  
Elmview Residential  
Ellensburg, WA  
S.L. Start & Associates, Inc  
Sunnyside, WA  
Tri-Cities Residential Services  
Kennewick, WA  
Valley Residential Services  
Walla Walla, WA

### Region 3

Access Living, Inc.  
Bellingham, WA  
Eagle's Nest AFH  
Marysville, WA  
Holly Community Services  
Bellingham, WA  
Puffin Island, LLC  
Everson, WA  
Quilceda Community Services  
Marysville, WA  
Rehabco Skagit, Inc.  
Mt. Vernon, WA  
Smithwright Services  
Lynnwood, WA  
Soundview Association/Supported Living  
Stanwood, Mt. Vernon WA  
Sunrise Services, Inc.  
Everett, WA

### Region 4

Alpha Supported Living Services - Seattle,  
Bellevue, WA  
Ambitions of Washington  
Mountlake Terrace, WA  
The Arc of King County  
Seattle, WA  
Banchemo Friends Services  
Shoreline, WA  
Centerpoint Services  
Shoreline, WA  
Community Integrated Services, Inc.  
Federal Way, WA  
Community Living  
Bellevue, Kent, WA  
Good Shepherd Communities  
Tukwila, WA  
Greenwood Home  
Seattle, WA  
Inglewood Residential & Community Services  
Kenmore, WA  
Integrated Living Services  
Kent, WA  
L'Arche North Seattle  
Seattle, WA  
Nellie Goodhue Group Homes, Inc.  
Seattle, WA  
Parkview Services  
Shoreline, WA  
Premier Care Services  
Bellevue, WA  
Provail  
Seattle, WA  
Puget Sound Residential Services  
Renton, WA  
ResCare Washington, Inc.  
Seattle, Tukwila WA  
Shared Journeys  
Bellevue, WA  
S.O.L.A. - Region IV  
Seattle, WA  
S.L. Start & Associates, Inc.  
Shoreline, WA  
Tahoma Hills  
Mountlake Terrace, WA  
United Friends Group Homes  
Seattle, WA  
United Friends Group Homes  
Seattle, WA

### Region 5

Ambitions of Washington  
Tacoma WA  
C.A.P.A  
Tacoma, WA  
Communitas  
Bremerton, WA



Educational Programs in Home Living  
Tacoma, WA  
Kitsap Tenant Support Services  
Bremerton, WA  
L'Arche Tahoma Hope Community  
Tacoma, WA  
Options Unlimited, Inc.  
Puyallup, WA  
Puget Sound Assisted Living  
Lakewood, WA  
ResCare Washington, Inc  
Puyallup, WA  
Tahoma Associates  
Tacoma, WA  
Valley Supported Living  
Puyallup, WA

### Region 6

Another Option  
Kelso, WA  
Arc of Clark County  
Vancouver, WA  
Brighton Enterprises, Inc.  
Battle Ground, WA  
Cedar Apartments, Inc.  
Montesano, WA  
Dungarvin Washington LLC  
Portland, OR  
Fricchette Associates  
Port Angeles, WA  
Harbor Alternate Living Association  
Aberdeen WA  
Homes for Community Living  
Vancouver, WA  
Kimberly Group Home  
Twin Harbors Group Home Association  
Port Townsend Community Options, Inc.  
Port Townsend, WA  
Relationship/Care N.W., Inc.  
Vancouver, WA  
Residential Opportunities & Activities  
Representatives Vancouver, WA  
Residential Resources Association  
Longview, WA  
Supportive Options in Living Opportunities,  
Inc. Vancouver, WA  
VanCare, Inc.  
Vancouver, WA

# Keep Vulnerable People Healthy & Safe



An alliance of service providers supporting people with developmental disabilities.

## Direct Support Staff Provide Crucial Safety Net for Washington's Most Vulnerable Citizens

In a typical work day Modu Njie administers medication, helps feed, bathe and do chores for his clients who have developmental disabilities. He also helps with planning medical appointments and setting up activities as direct support staff at Provail, a community residential support agency.

Modu is one of thousands of hard-working, dedicated direct support staff who are the safety net for Washington's most vulnerable citizens and perform a variety of tasks so that clients can continue to live in the community.

Modu helps people manage complex medical and mental health conditions and is a vital link between individuals with developmental disabilities and their doctors.

"My clients have some mental health and behavioral issues. Two people have feeding tubes and two are non-verbal. They all take lots of medications so we always have to watch their health."

Direct support staff, like Modu, who work in community residential support agencies across the state of Washington are paid an average of just \$9.95/hour for the critical work they do. Modu had to take a second job to support his family.

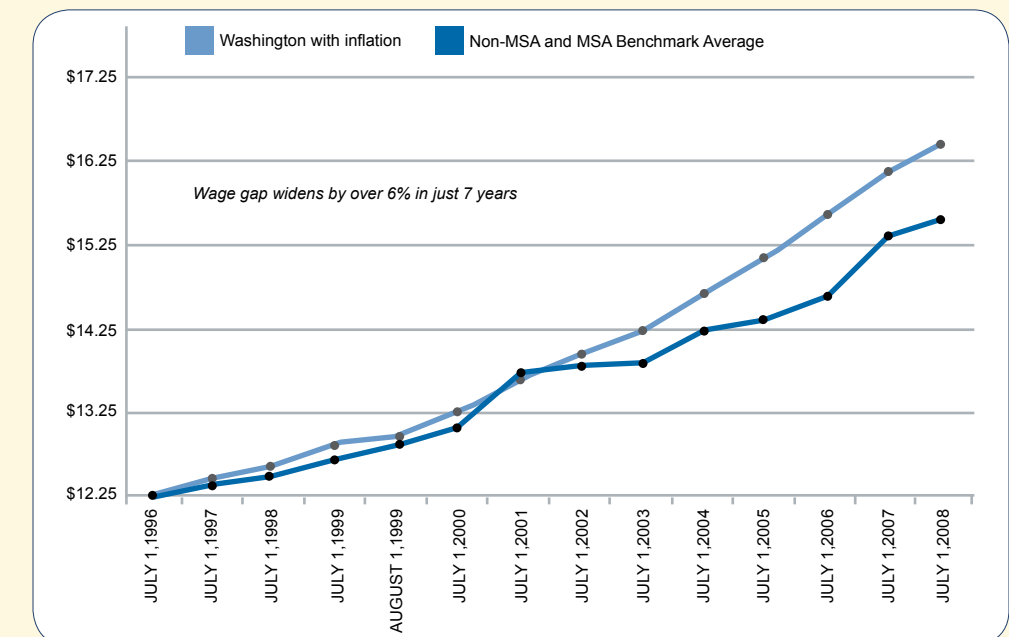
"I had to get another job to get by, but it still doesn't solve all my problems! I would not be able to survive on just one job. I would not be able to pay for an apartment for me and my wife, or make a car payment, and have insurance. My wife also works two jobs caring for people."

Despite his long work days Modu remains dedicated to providing quality support to people with developmental disabilities.



Modu and Emily use her electronic communication device to make plans.

## Don't Cut Staff Compensation. We Can't Afford to Fall Further Behind.



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# Keep Vulnerable People Healthy & Safe

## 1029 Training Not Needed for Community Supported Living Staff

### Highlights:

- Required training is irrelevant or redundant for our workers.
- Our WAC requires 125-140 hours of client specific training in the first 6 months.
- Training in 1029 will be required in addition to our WAC requirements.
- Staff can't make time for irrelevant classroom training many work multiple jobs.
- We cannot afford to waste tax payer money when basic needs are at stake.

During the 2006 session, the legislature rejected HB1029 and sent the issue of community worker training to be studied by a Task Force of the Long Term Care committee.

The task force, headed by Rep. Dawn Morrell, found that there is lack of supervision and oversight of Individual provider workers (IP's), and that their training could improve. Washington provides care to diverse groups with a wide array of needs. The training required by WAC and provided throughout this system is tailored to meet the varying needs of each group. Community supported living staff receive training in areas such as: mental health support, assault prevention, budgeting etc... the training they receive is above and far beyond what IP's receive, more relevant to the care population, and is double the hours HB 1029 required.

As a result of the evidence a compromise bill was crafted that increased training for some categories of workers, limited hours for parent providers, and exempted providers whose WAC's exceeded the standards, such as community supported living providers. Despite overwhelming support from the community and legislature this bill

was not brought for vote. Instead SEIU ran a initiative campaign requiring costly, irrelevant training to all community home care groups. It is estimated to cost \$30 Million in the first 18 months. A cost we can not afford, and arguably do not need, when basic services will have to be cut as a result.

## Certified Residential Staff Provide an Extensive Array of Services and Supports to People Living in the Community

Much more extensive training is required by WAC and DDD Policy compared to Personal Care Workers. The following lists only some of the services rendered.

Certified Service Provider State contracted benchmark rate	Personal Care Services (Agency and IP) Medicaid Personal Care rate
Surrogate family – fully responsible – up to 24 hours day	Primarily for personal care – may be total personal care up to 114 hours a week
ASSIST with transfers for non-ambulatory	ASSIST with transfers for non-ambulatory
TEACH dressing, toileting, personal hygiene skills to increase independence	ASSIST with personal hygiene tasks
TEACH cooking skills to increase independence	ASSIST with meal preparation
TEACH nutrition and shopping skills to increase independence and promote health	ASSIST with shopping
COORDINATE, attend, and monitor services from all medical & mental health professionals	ASSIST with travel to medical appointments
COORDINATE, attend, and monitor health services, supervise medications, Dr's orders	ASSIST with travel to mental health appointments
TEACH skills to be able to get around and socialize in the community	ASSIST with household care such as laundry
TEACH skills to be able to access everyday community service; banking, food bank etc..	0
TEACH skills to be able to independently manage daily activities and pursue personal goals	0
CREATE an environment where people are healthy and safe	0
CREATE an environment where people can exercise personal choice	0
TEACH more effective communication skills	0
DEVELOP and IMPLEMENT mental health service plans and positive behavior support interventions to deal with significant assault and behavioral challenges	0
Act in an ADVOCACY role on behalf of the person	0
COORDINATE & MONITOR services with employment providers so that people remain in the work force	0
COORDINATE & MONITOR family visits	0
TEACH money management, manage budgets	0
MANAGING SSI and income services	0



## The Wage Gap: Community Residential Staff Wages Fall Farther Behind the Cost of Living

Can You Imagine Living On \$9.95 an Hour?

(\$9.95 an hour is what the current state reimbursement rate allows Community Residential Programs to pay their support staff)

Can you make this budget balance?'

**Income** (deductions and expenses assume one adult and one school age child):

Gross Monthly Income:	\$1712.62
Workers Compensation:	-\$ 8.50
Federal Withholding	-\$104.30
FICA	-\$106.14
Medicare	-\$ 24.82
Net Monthly Wages	\$1468.86

### Expenses\*

	King Co.	Spokane	State Average
Housing Costs (HUD 40% Level)	\$1026	\$631	\$781
Food (USDA low cost food plan)	\$329	\$329	\$329
Transportation (USDOT)	\$626	\$626	\$626
Living/household necessities	\$494	\$494	\$494
Childcare (WA State DSHS)	\$420	\$303	\$296
Medical (Medical Expenditure panel survey)	\$241	\$241	\$241
Total Income	\$1468	\$1468	\$1468
Total Expenses	-\$3136	-\$2624	-\$2767

**Monthly Deficit 2008**

**Monthly Deficit 2006**

**-\$1668**

**-\$1397**

**-\$1156**

**-\$966**

**-\$1299**

**-\$1207**

How does direct support staff make up the deficit? By utilizing State Welfare programs such as food stamps, subsidized housing and by cutting out necessities such as nutritional food and daycare.

How would you make up the difference?

\* 2006/7 Expense figures from the 2008 Washington Wage Gap Report "The 2008 Job Gap" Northwest Federation of Community Organizations" December, 2008

### Quick facts:

- Over **10,000** workers provide certified residential services **in every corner of the state.**
- The legislatively mandated benchmark allows a **starting wage of about \$9.95 per hour** for support workers after paying for L&I, health benefits, supervisors, taxes, etc.
- There are almost **3600 clients** being served in this program, with over **15 million hours** of service annually.
- **Thousands more are waiting** for these services

## 47% Staff Turnover Weakens Safety Net for Washington's Most Vulnerable Citizens

The benchmark wage for community residential support staff cannot be cut without placing Washington State's most vulnerable citizens with developmental disabilities at risk. Stable, experienced direct support staff provide a crucial safety net. Individuals who have limited verbal abilities must to rely on experienced staff who are aware of subtle communication signs. Experienced staff develop relationships with their clients and are able to recognize the early warning signs of impending medical or mental health crisis and can help individuals seek treatment, avoiding costly and traumatic hospital or jail admissions. Unfortunately, the stability of the workforce has been weakened by low wages (averaging only \$9.95/hour) that have created a turnover rate of 47%.

