

GOVERNOR'S COMMISSION ON COMMUNITY-BASED ALTERNATIVES
FOR INDIVIDUALS WITH DISABILITIES
EMPLOYMENT SUB-COMMITTEE MEETING
AUGUST 03, 2006 – 10:00AM (Rm 349A)
DEPT OF LABOR – WILM, DE

PRESENT: Andrea Guest, DOL; Doyle Dobbins, Delarf; Theda Ellis, Delaware Autism; Laura Eisenman, UofD; Michelle Hess, CDS/Commission Staff; and Victor Orija, (DSAAPD).

Guest Speakers: Greg Chambers and Sandy Mullins (SPO).

CALL TO ORDER

The meeting was called to order at 10:05am

BUSINESS

1. Welcome, introduction, approval of agenda and minutes.
2. Selective Process – Greg Chambers and Sandy Mullins
3. Commission Template
4. Commission update.
5. Medicaid Buy-In (MBI) update.
6. Other items.

Minutes from April 2006 meeting and today's were adopted. According to Andrea, there was no meeting in June 2006 because we were awaiting 2007 Budget information as to whether Medicaid Buy-In was funded or not. MBI was added to agenda.

Commission Update:

Next Commission meeting will be on September 21, 2006. Venue is yet to be decided.

Medicaid Buy-In (MBI) Update:

- Andrea reiterated that MBI topped the list of recommendations to the Commission.
- At the November 2005 DHSS Budget hearing, Secretary Meconi proposed \$394.6k for MBI infrastructure in the 2007 budget. However, no one knows which of the 5 MBI plans are being proposed by Secretary Meconi.
- The Legislature did not fund MBI in the SFY2007. SB 350 added it to the Epilogue Language. Senate wants additional cost information by November 15, 2006 on how much implementation will cost the state. (See page 196 of Epilogue Language). There was a reference to Secretary Meconi's editorial in The News Journal on MBI. It was applauded by subcommittee. DHSS/OMB/Controller will provide the response to the Epilogue requirement.

- Andrea, Doyle, Rita Landgraf and others have met with Representatives Bethany Hall-Long and O’berlee to familiarize them with the MBI concept and inherent benefits. Representative Hall-Long sponsored an MBI resolution. We will continue to enlist her support.
- The MBI infrastructure money from the \$250,000 Commission fund is yet to be expended. Fund is \$53,000.

Selective Placement:-Greg Chambers and Sandy Mullins.

According to the speakers, Federal Government is reviewing the effectiveness of programs that are intended to assist job placement of people with disabilities. As an evolution, Selective Placement concept was identified in 1987,. Legislation was passed in 1992, with implementation in 1997. To date, 20 people have been placed using the selective placement process.

1. In the country, Delaware is in the fore front of states with programs for the placement of people with disabilities. However, program implementation must continue to improve.
2. The intent of the Selective Placement program is for hiring managers to select from the search list, people who have been identified as having disabilities, and offer them job placement, without having to interview all the candidates on the search list. Some hiring managers are fearful of being accused of discrimination suits by those on the list, who are not interviewed. Also, some managers may be fearful of change.
3. On July 25, 2006, the State Personnel Office (SPO) had a meeting with hiring managers to educate and reiterate that the use of the search list is not against the law.
4. If practice is adhered to, a person with disabilities on the search list can be employed within two weeks.
5. There is a protective website that can be assessed by only hiring managers to see the search list without using the job announcement medium.
6. The criteria for using the selective placement process is that individual must be certified by a medical doctor. Individual does not have to be affiliated with the Division of Vocational Rehabilitation (DVR).

Agency Aide Program- Greg Chambers and Sandy Mullins

1. It is not a permanent placement.
2. It is a temporary program.

Success stories:

Related Goal on Template	Success Actions
<p>Goal #2 – Develop flexible system that provides individual interventions that maximizes employment outcomes.</p>	<p>Legislation to set up a task force to review process where people have disabilities that span two divisions. Currently, they may not fully meet the eligibility criteria for each, hence deemed in-eligible for services from each. Task force will explore improved coverage.</p> <p>Beneficiaries of DVR services receive services on a short-term basis. On-going effort to make it a long-term.</p> <p>A coordinator has been hired to coordinate CCCP services.</p> <p>CDS' new contract with Delaware Autism Program (DAP). It will help participants to cultivate work experience and social experience, with the hope of improving job opportunities.</p> <p>Johnson and Johnson Grant: Collaboration between DOL and DSAMH. Facilitates job placement for people with mental illness. These individuals would not have been involved in the vocational rehabilitation process.</p> <p>.</p> <p>Task Force on Autism (Autism Spectrum) Mission is to identify who has autism and is not receiving services from MH and DDDS.</p> <p>State of Delaware. SPO's Career Employment Mentoring Program. People in PG10 are paired with mentors.</p>
<p>.</p>	<p>6 Legislations passed (See Doyle)</p>

Goal #3 – Maximize career options for people with disabilities.	More transition money: Program will identify vocational interest while in school, hire job coaches, and involve Del Tech in the process
Goal #4 – Maximize employment opportunities for people with disabilities.	SHRM (Association of Human Resource Managers) is exploring how to employ people with disabilities. DE State Personnel Office (SPO) is educating hiring managers on the use of the Selective Placement for people with disabilities. SPO’s Career Employment Mentoring (see Goal #2 above). Delarf collaborates with the Division of Facilities to hire people with disabilities.

General:

Distributed copy of Rita Landgraf’s “Looking to the Future” document that was presented to the Delarf Annual Meeting on August 2, 2006.

Action items:

1. Contact OMB. Find out what is being done about MBI and Epilogue Language	Doyle D
2. Contact Rep. Bethany Hall-Long. Will she an MBI Resolution early in the next session?	Michelle H4
3. Contact Harry Hill. Is MBI Infrastructure appropriation from the Commission Fund at DMMA?	Victor O
4. Invite Gubernatorial candidates to address subcommittee.	Victor O

NEXT MEETING:

**October 5, 2006. (10:00am to noon); Room 349A, Dept of Labor (DOL)
4425 N. Market St, Wilmington, DE.**

Medicaid Buy-In (MBI)
Model I vs. Model II (a comparison)

<i>Design Element</i>	Model 1	Model 2	Model 3	Model 4	Model 5
Countable Income Limit (i.e., earned and unearned)	300% FPL	275% FPL	250% FPL	275% FPL	250% FPL
Income Disregards					
<i>Unearned Income</i>	Totally Disregarded	Disregarded 100% up to \$800; above \$800, not eligible	No Unearned Income is Disregarded	Disregarded 100% up to SSI Standard Payment; Else ineligible.	Disregarded 100% up to SSI Standard Payment; Else ineligible.
Definition of Family	MBI Participant only for Eligibility	Income of the Spouse is considered for Eligibility	MBI Participant only for Eligibility	MBI Participant only for Eligibility	Income of the Spouse is considered for Eligibility
Number meeting disability and financial eligibility criteria	36,653	20,617	32,958	18,095	15,277
Of these, number who will work	4,649	3,019	4,082	2,475	2,159
Of these, number who will participate	656	403	549	374	312
Of these, number new Medicaid enrollees	516	289	409	285	224
Number enrollees with cost share	295	102	212	95	58
Medicaid spending per participant	\$12,976	\$12,976	\$12,976	\$12,976	\$12,976
Total Medicaid spending for new participants	\$6,695,616	\$3,750,064	\$5,307,184	\$3,698,160	\$2,906,624
State Share of Total Medicaid spending for new participants	\$3,347,808	\$1,875,032	\$2,653,592	\$1,849,080	\$1,453,312
Offsets to the State					
<i>State Share of Premiums Collected</i>	\$260,253	\$48,610	\$146,481	\$60,749	\$24,847
<i>Additional State Taxes</i>	\$194,017	\$55,687	\$115,275	\$43,936	\$31,646
<i>State Supplement Payments</i>	\$126,256	\$126,256	\$126,256	\$126,256	\$126,256
Total Offsets to the State	\$580,526	\$230,553	\$388,012	\$230,941	\$182,749
Total Cost to the State	\$2,767,282	\$1,644,479	\$2,265,580	\$1,618,139	\$1,270,563

**Governor's Commission on Community-Based
Alternatives for Individuals with Disabilities**

**Employment Subcommittee
2006 Meeting Dates**

**All meetings will be held at the Department of Labor
4425 No. Market St., Wilm., DE (Room 349A)
10:00 a.m. until 12:00 noon**

February 2nd

April 6th

June 1st

August 3rd

October 5th

December 7th