

**Commission on Community-Based Alternatives for Persons with Disabilities  
Direct Workforce Subcommittee**

February 14, 2006  
10:00 AM - 12:00 noon  
Bear Library

*Meeting Minutes*

I. Welcome and Introductions

Attendance: Miranda Marquez (DOL/DVR), Penny Chelucci (DSAMH), Jamie Wolfe (CDS/DDC), Tony Horstman (SCPD), Micki Edelson (Homes for Life), ginger Nobles (Easter Seals), Victor Orija (DSAAPD), Tracy Mann (CDS), Michael Gamel-McCormick (CDS), Renee Bean (CDS), Becca Dougherty (CDS)

II. PowerPoint Slides - final version

- Subcommittee members' names and contact information will be included in the letter that Michael Gamel-McCormick sends to all state legislators, as members indicate interest.
- The \$9.75/hr. and \$10.50/hr. wages referred to in the presentation is information obtained by CDS through a phone survey. We need to keep these numbers consistent in other and future projects.
- The presentation includes a request for \$2 million dollars. When discussing this with others and legislators, members should make a note that this is the minimum that the group should accept. It is expected that this is the lowest figure that provider agencies would also consider acceptable.
- Penny Chelucci motioned to move forward with the letter.
- Tony Horstman seconded.
- All were in favor.
- The letter will be sent as soon as possible.

Other Items:

- More Stockley funds have been allocated in the FY 07 proposed budget. While it is not the subcommittee's responsibility to advocate against the allocation, it is important that subcommittee members are aware that money is allocated for this expenditure. The subcommittee members' agencies compete for those funds.
- If providers put a cap on the number of clients they serve, this might put pressure on the state to provide more resources to community-based programs.
- Workforce Subcommittee members might be interested in attending the Healthcare Subcommittee in order to understand this relationship better.
- Tony motioned to have Michael Gamel-McCormick discuss the PowerPoint slides with the Healthcare Subcommittee.
- Penny Chelucci seconded.
- All were in favor.

### III. Workforce Recruitment and Retention Project Update

#### a. Conference for Direct Support Professionals

- The Conference on May 4, sponsored by the Center for Disabilities Studies, will be the first-ever opportunity in Delaware to gather Direct Support Professionals and encourage a collective voice.
- Members are encouraged to email Tracy Mann (t1m@udel.edu) with names or organizations that should receive information.

#### b. Employee Satisfaction Survey Update

- There are some interesting inconsistencies in the initial data about changes in perceptions for Direct Support Professionals about their work place and working conditions.
- A more detailed analysis is planned.

### IV. Values Subcommittee & Career Lattice Subgroups

- The Values Subcommittee presented a proposal to continue working toward state-sanctioned credentialing process in Delaware based on the C.N.A. and R.N. models currently used.
- The two groups will become one working subgroup.
- The group will create a credentialing framework for presentation.

### V. Other Items

We should collect profiles of Direct Support Professionals to highlight their work and lives.

### VI. Next Meeting

The next meeting of the Direct Service Workforce Subcommittee will be March 14, 2006 at the Bear Library.
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