

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

November 14, 2006  
10:00 am – 12:00 pm  
Center for Disabilities Studies, University of Delaware  
461 Wyoming Road, Newark, DE

*Meeting Minutes*

In attendance: *Jamie Wolfe - CDS, Ginger Nobles – Easter Seals, Doyle Dobbins - delARF, John Reiff - KenCrest, Penny Chelucci - DSAMH, Tony Horstman - Parent, Michelle Hess - CDS, Michael Gamel-McCormick - CDS*

I. Welcome

- Michael updated everyone on the status of Renee Bean. She is recuperating from surgery and will return in the new year.
- Michael reiterated the timeline to complete the goals. We have today's meeting and the December meeting to complete the work so it can be turned in by January 5.
- Doyle brought up provider capacity and the transfer of this goal from the Employment committee to our committee.

II. Approval of October meeting minutes

- October minutes were reviewed, accepted, and approved as is.

III. Direct Support Workforce Strategic Plan

- Goal #1:
  - Objective #1
    - Action steps:
      - Bring all DSP wages to a minimum starting salary of \$10.50 per hour across all disability divisions.
      - Compile list of present salaries for DSPs.
      - Determine what is needed in terms of salaries to bring them up to par.
      - Educate and meet directly with members of the GA on the importance and impact of DSPs and inequity of salaries and benefits of state and private DSPs. This goes for members of Office of Management and Budget (OMB), legislative analysts in controller general's office, our own disability advocacy groups.
  - Objective #2
    - Action steps:
      - Determine salaries of DSPs of contiguous states.

- Determine what is needed to make the salaries comparable to contiguous states.
- Use the employment cost index to increase DSP salaries annually to keep competitive to contiguous states.
- Objective #3
  - Action steps:
    - Annually use the ECI as the measure for adjustments for DSP salaries, wages, and benefits
- Objective #4
  - Action steps:
    - Education and advocacy efforts to General Assembly, OMB, budget analysts, and advocacy groups and allied groups regarding the need for specific funding for DSP wage, salary, and benefit increases.
    - Investigation of other states legislative strategies to address DSP wage, salary, and benefit increases.
    - Determine how effective the NY legislation has been.
    - Garner Governor's Commission's support of legislation.
    - Create and utilize a coalition of advocacy groups (ie delARF, DDC, DLP, sympathetic legislators) to draft proposed legislation.
    - Passage of legislation providing annual ECI adjustments for private provider DSP wages, salaries, and benefits.

- Goal #2: This goal will be addressed in December.
- Goal #3: This goal will be addressed in December.
- Goal#4: This goal will be addressed in December.

#### IV. Other Items

- Tony Horstman mentioned the issue of a \$10.50 pay rate in the ICAP. He stated that he believes all DSPs should have a starting pay rate of \$10.50. There needs to be some way to get to this rate quickly for all divisions. The group discussed the issue of providing an increase of annual pay will be related to the need for paid benefits away from the State. The rate should be pegged across the line for all DSPs working with persons with disabilities. It was proposed that this be embedded in goal #1 of the committees plan.

#### V. Next Meeting

Next Meeting: December 12, 2006 @ 9:00 am – 12:00pm– Center for  
Disabilities Studies – Newark, DE

The meeting was adjourned at 11:54 am