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EMPLOYMENT FIRST BENEFITS SUBCOMMITTEE AGENDA

DATE: Wednesday, February 2, 2011

TIME: 3:00 p.m. to 5:00 p.m.

CALL IN NUMBER: (866) 944-9160; Participant PIN: 2982825

TELECONFERENCING LOCATIONS:

<p>Futures Explored, Inc. 3547 Wilkinson Lane Lafayette, CA 94549</p>	<p>USC – UCEDD (CHLA) 3250 Wilshire Blvd. Ste. 500 Los Angeles, CA 90027-6062</p>
<p>Dept of Health Care Services Office of Civil Rights 1501 Capitol Avenue, Suite 6054 Sacramento, CA 95814</p>	<p>Inland Regional Center Attn: Revenue Coordination Unit 1365 South Waterman Avenue San Bernardino, CA 92408</p>
<p>Alta Regional Center 2135 Butano Drive Sacramento CA 95825</p>	<p>SCDD, Area Board 11 2000 E. Fourth Street, Suite 115 Santa Ana, CA 92705</p>

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AGENDA

1. **CALL TO ORDER** (Chair, M. Bailey)
2. **WELCOME AND INTRODUCTIONS** (Chair, M. Bailey)
3. **REVIEW OF MINUTES FROM THIS SUBCOMMITTEE’S MEETING ON DECEMBER 10, 2010 AND THIS SUBCOMMITTEE’S REPORT TO EMPLOYMENT FIRST COMMITTEE ON JANUARY 7, 2011 (PG 3-5)**
(Chair, M. Bailey)
4. **PUBLIC COMMENTS**
Public Comments: [This section is for members of the public only; and is to provide the public an opportunity to comment and/or present information to the Subcommittee on any matter that is not on the agenda. Each public member will be afforded up to three minutes to speak. Written requests, if any, will be considered first under this section. Additionally, the Subcommittee will provide a public comment period not to exceed 5 minutes total for all public comments prior to Subcommittee action on each agenda item.]
5. **DEVELOPING RECOMMENDATIONS AND STRATEGIES TO EMPLOYMENT FIRST COMMITTEE (PG 6)** (Chair, M. Bailey)
6. **SUMMARIZE SUBCOMMITTEE NEXT STEPS – DOES SUBCOMMITTEE NEED TO MEET IN APRIL?** (Chair, M. Bailey)
7. **ADJOURNMENT** (Chair, M. Bailey)

**Benefits Subcommittee Minutes and Report for December 10, 2010
via Telephone Conference Call 3pm-5pm**

Present:

Michael Bailey, (SCDD, Area Board 11), Cecily Betz (USC-UCEDD), Will Sanford (Futures Explored), Cindy White (DDS CAC), Debra Mannon (Inland Regional Center), Mark Starford, Vicki Smith (Area Board 12)

Sites of Call-in: Lafayette, Los Angeles, Santa Ana, San Bernardino

1. Call to Order – M. Bailey called meeting to order at 3:05pm
2. Welcome and Introductions were made
3. Review of Board Resource Center Recommendations – Read by M. Bailey
4. Review of Minutes from Subcommittee meeting on Nov 1, 2010 -- Approval of Minutes – S. Stanford (m)/ D. Mannon (s)/ (c)
5. Public Comments – None
6. Review of Feedback on Subcommittee Recommendations and developing recommendations and strategies to Employment First Committee – Group decided to tackle this portion by asking “How would we accomplish this?” for the questions previously submitted as follows:

What we need	How to Accomplish it
More training for Regional Center staff, employment personnel and support service personnel about employment and public benefits <i>(training is seen as the primary need to address many of the shortfalls of public benefits and employment)</i>	Need Uniform information packet that is consumer-friendly (available in all types of formats) that clearly explains what wages do, and do not do, to public benefits – this should be developed by consumers for consumers (i.e., jointly between DDS CAC and People First)
Need training on how to use the disability benefits website	Use consumer groups to develop training material on how to best teach folks how to use this site so that it is not so hard to understand
Need schools to introduce importance of employment at each Individual Transition Plan (ITP)	Seek statutory language that requires the ITP team (including consumer and parents/representative) to address importance of employment at each ITP
Need to make the process of reporting wages easier to follow	Seek uniform reporting form with Social Security on how to do this

Need to make the process of learning how to pick a new physician when your job gives you health benefits	Create fact sheets for HR Departments on how to work with consumers in picking physician in new health plan
Wage Cap on earnings need to be changed and number of people living in household increased so that working disabled program can serve more people	Work with appropriate state department on getting approval on this program – group not sure if this would require statutory change or written request to feds
Make income-based programs have a standard income level for eligibility	Work with state departments to standardize level or if required change at federal level, help state seek language to bring programs to same federal poverty level (FPL) guidelines
Educate businesses on value of employees	Work with DDS CAC project and get data on employment – maybe make promotional video by consumers for consumers
Have at least one employment specialist position at each regional center to help consumers	Request statutory change to Lanterman Act (WIC 4640.6(g)) to add position and funding

7. Developing the Employment First Policy – M. Bailey read through proposed policy and committee agreed to provide written input to V. Smith via email. Comments received from M. Bailey are:

These are my comments on the Draft Employment First Policy.

- (1) The IPP is the critical link between the client and the choice of services and supports they need, including integrated employment. So I am glad that was covered in the policy because the IPP process is very important to Employment First Policy working in California.
- (2) Item 13 is a cause for concern because it requires regional center boards to mandate at least 5% of willing people be placed in integrated employment. The problem with this is that regional center boards may feel under the gun to get 5% of clients into integrated employment and rights violations may result. Every effort must be made to place all those who say in their IPPs they want integrated employment. But the client needs to make that decision freely on their own without feeling pressured. Integrated employment and the benefits that come from it should be discussed at the IPP meetings but support staff and service coordinators should not be pressured to meet a quota because if they feel that way, they will be more likely to pressure clients to choose integrated employment. At that point, the client would not be making a free choice.
- (3) It is crucial to have the ability in each regional center to be able to track each client's employment situation over time. So I am glad that was included in the draft.
- (4) It is very clear that technical assistance to the providers is fundamental to success of the policy. The providers are who the client is likely to talk to first. But this provider education effort cannot just be limited to the employment providers; it must also reach out to and include independent living staff, supported living staff, and group home staff, and regional

center service coordinators. And it has to be recognized that the quality of the training program that is developed will only be as good as the quality of the staff training in the individual programs. I am glad that the draft policy has recognized the importance of the training and technical assistance to the providers.

Above all, I think, choice and the IPP process are the two most important things and both must be respected.

Also, see attached proposed changes submitted by W. Sanford.

8. Summarize Subcommittee Next Steps – Next meeting scheduled for February 2, 2011 at 3:00pm via telephone conference call.
9. Adjournment – D. Mannon (m)/C.White (s)/(c)

Submitted by: V. Smith

AGENDA ITEM DETAIL SHEET

ISSUE: DEVELOPING RECOMMENDATIONS AND STRATEGIES TO EMPLOYMENT FIRST COMMITTEE

BACKGROUND: This subcommittee made recommendations and outlines strategies to the Employment First Committee on January 7.

ANALYSIS/DISCUSSION: The subcommittee will review the feedback provided by the Employment First Committee and consider changes to its recommendations and strategies. Additionally, the Employment First Committee requested subcommittees identify specific actions that would implement the strategies – for example, policy changes, regulatory changes, statutory changes, etc.

COUNCIL STRATEGIC PLAN OBJECTIVE: Promote the inclusion in all chosen aspects of community life for Californians with developmental disabilities and their families. Shape public policy that positively impacts Californians with developmental disabilities and their families.

PRIOR SUBCOMMITTEE ACTIVITY: This subcommittee met in November and December and answered a set of questions. These questions were the basis for strategies to increase the number of people with developmental disabilities earning at least minimum wage in integrated workplaces.

RECOMMENDATION(S): It is recommended that the subcommittee fine tune and prioritize its recommendations and identify the ways in which proposed changes may be made (for example, by changing regulations).

ATTACHMENT(S): N/A

PREPARED: Christofer Arroyo, January 13, 2010