



# Member Forum

March 25, 2022

## Welcome

- Debbie Bennett, President & CEO, Hillcroft Services, Inc.

## Today's Agenda

- 2022 General Assembly Summary: KWK Management Group, LLC and Katy Stafford-Cunningham
  - Industry Update - John Barth, Brian Carnes, and Phillip Parnell, INARF
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### Professional Interest Section Meetings / Professional Development:

- April 21 - Community Supports (10 AM-Noon) / Employment Supports (12:30-2:30 PM)
- May 12 - Financial Management (10 AM-Noon) / Human Resources (12:30-2:30 PM)
- May 19 - Child and Family Services (10 AM-Noon)

### Upcoming Member Forum and Board of Directors Meetings:

- April 22 - Member Forum/ Board of Directors Meeting - English Foundation Building
- May 20 - Board of Directors Meeting Only

Registration for each meeting is available 3 weeks in advance. Recordings and materials will be available on the [INARF Member Portal](#) within 2-3 business days following each meeting.





## 2022 General Assembly Summary

Kelli Waggoner, Grant Waggoner, KWK Management Group, LLC & Katy Stafford-Cunningham, INARF

### Top issues this session

- Over 800 bills introduced
- Guns
- Education
- Vaccinations
- Income tax cut – over a billion dollars over a period of time. Changes revenue streams.

- INARF 211 Appointment
  - [HEA 1075](#) – Committees and Commissions
- INARF Appointment to 988 Board
  - No 988 legislation was introduced
- Expand telehealth to include Case Management
  - Received commitment from FSSA regarding clarifying current policy

- Opposing the development of a managed care model for HCBS and group home services provided to individuals with I/DD
  - HEA 1002 addressed managed care and requires the State Budget Committee to review the RFP and also provided that no contracts could be executed to provide managed care to individuals on the A&D waiver before 1/31/23

### HEA 1075 - Due to Legislative Council by September 1, 2022

- **DSP Training Curriculum Recommendations**
  - Feasibility of establishing a training certification
  - Establishment of a statewide training registry
  - Feasibility of a pilot project to implement
- **Emergency Waiver Recommendations**
  - CIHW and other health and safety request data
  - Feasibility of DDRS creating a pilot of special service review teams to identify available resources and sources of assistance to individuals and families in crisis

### [HEA 1075](#) – Due to Legislative Council by September 1, 2022

- Incident Report Recommendations
  - BBDS reports provided to all providers
  - Report must include the name of a DSP who was the subject of a substantiated incident report

### [HEA 1222](#) – Various FSSA Matters

- Eliminates the Bureau of Quality Improvement Services and reassigns the Bureau's responsibilities to the Bureau of Developmental Disabilities Services

- Thank our supporters
- Primary Elections
- 2023 Legislative Session Preparation
  - Identify INARF priorities
  - Grow new champions in General Assembly
  - Legislator outreach and Member visits - get to know your legislator



## Industry Update

John Barth, Brian Carnes, and Phillip Parnell, INARF

Recently, FSSA and DDRS have announced multiple staffing changes:

- Kelly Mitchell started as the new DDRS Director.
- Cathy Robinson moved into the role of Associate DDRS Director.
- Holly Wimsatt replaced Cathy as BDDS Director.
- Kyle Ingram will serve as Director of Policy and Strategic Initiatives

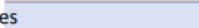
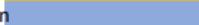
On a regular cadence, INARF collects information from members and the published results can be helpful for planning and benchmarking purposes:

- During 2022, the following biennial surveys will be conducted:
  - Software Survey: INARF is currently collecting data for the Software Survey. Results will be compiled and published by May 1.
  - Salary Survey: Will launch early August to collect FY2023 wage data. Results are anticipated by Dec. 1.

- FSSA is moving forward on a multi-pronged approach to reviewing employment services.
  - Kelly Mitchell, DDRS Director, will attend the April INARF Forum to review in more detail.
- Much of the discussion is taking place in the current meetings series of DDRS Advisory Council, joined by Partners in Transformation.
- The aim is to develop an actional strategy to improve job placement by 15% in 5 years.
- Multiple INARF members are either on the DDRS Advisory Council or the Partners in Transformation

# Employment Services Discussion in DDRS Advisory

Work Group	Members	Co-Lead	DDRS Group Leaders	Project
<b>Systems Navigation</b>	Carolyn Underwood	Carolyn Underwood	Holly Wimsatt Heather Dane	identify and develop case management (and other stakeholder) tools and resources to support individuals exploring employment
	Teresa Grossi			
	Phillip Parnell			
	Nicki hinkle			
	Lisa Kutschera			
	Lesa Paddack			
	Clare Mann			
<b>Community Monitoring</b>	Melissa Keyes	Karen Brummet	Kim Cauley Jessica HY	Expand QOPR process to include employment. Development of resources, tools (such as a quality guide), and related training/implementation plan to ensure quality employment outcomes.
	Jennifer Akers			
	Karen Brummet			
	John Barth			
	Rick Thompson			
	Megan Burger			
	Matt Rodway			
<b>Building Independence</b>	Emily Munson	Emily Munson	John VanWicklin Shelly Thomas	Support and Encourage 14c Transition as part of re-envisioning Pre-Vocational & Employment Supports and Services
	Stan Keepes			
	Matt Boren			
	Andy Kirby			
	Leslie Green			
	Jared Price			
<b>Shared Outcomes</b>	Pat Cockrum	Angie Tyler	Cathy Robinson Kelly Mitchell	A Value Based Payment Model, focused on employment outcomes
	Kelly Hartman			
	shawn fulton			
	Kim Dodson			
	Conner Ortman			
	Angie Tyler			
	Derek Nord			

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- U.S. Department of Labor Audits
  - Not Indiana DOL
- Workforce Innovation and Opportunity Act (WIOA)
  - Amends the Rehabilitation Act of 1973
  - Two part requirement
    - Career Counseling, Information and Referrals (CCIR) by The Arc of Indiana and Self Advocates of Indiana
    - Employer information about training and job opportunities
  - Timing
    - Twice per year for first year of employment
    - Once per year every year thereafter
  - WIOA Technical Assistance
    - [Indiana State Plan](#)

- Governor's Executive Order 22-09 Ends State Public Health Emergency
- Federal Public Health Emergency is still in place
  - The current Federal PHE is in place until April 16th
  - Acting HHS Secretary Norris Cochran indicated that HHS will provide states with a 60 days notice prior to termination of the Federal PHE
    - No notice has been given yet, so it is likely that the date will be pushed past April 16th
  - Appendix K flexibilities are good for 6 months after the end of the Federal PHE
  - INARF Technical Assistance
    - [Governor Ends Public Health Emergency](#)

- INARF has received member questions regarding mask wearing guidance in light of the Governor ending the Public Health Emergency on March 3
- We reached out to DDRS about this and DDRS shared that it is working on communications related to the Governor ending the Public Health Emergency and requested specific questions regarding mask wearing. DDRS stated that these specific questions may help the state to be more specific around mask wearing or how this affects what providers may be currently implementing in their own organizations.
- INARF submitted member questions regarding mask wearing to DDRS on March 16 and will distribute the responses as soon as we have it.

### Second Round of Sustainability Grant Payments

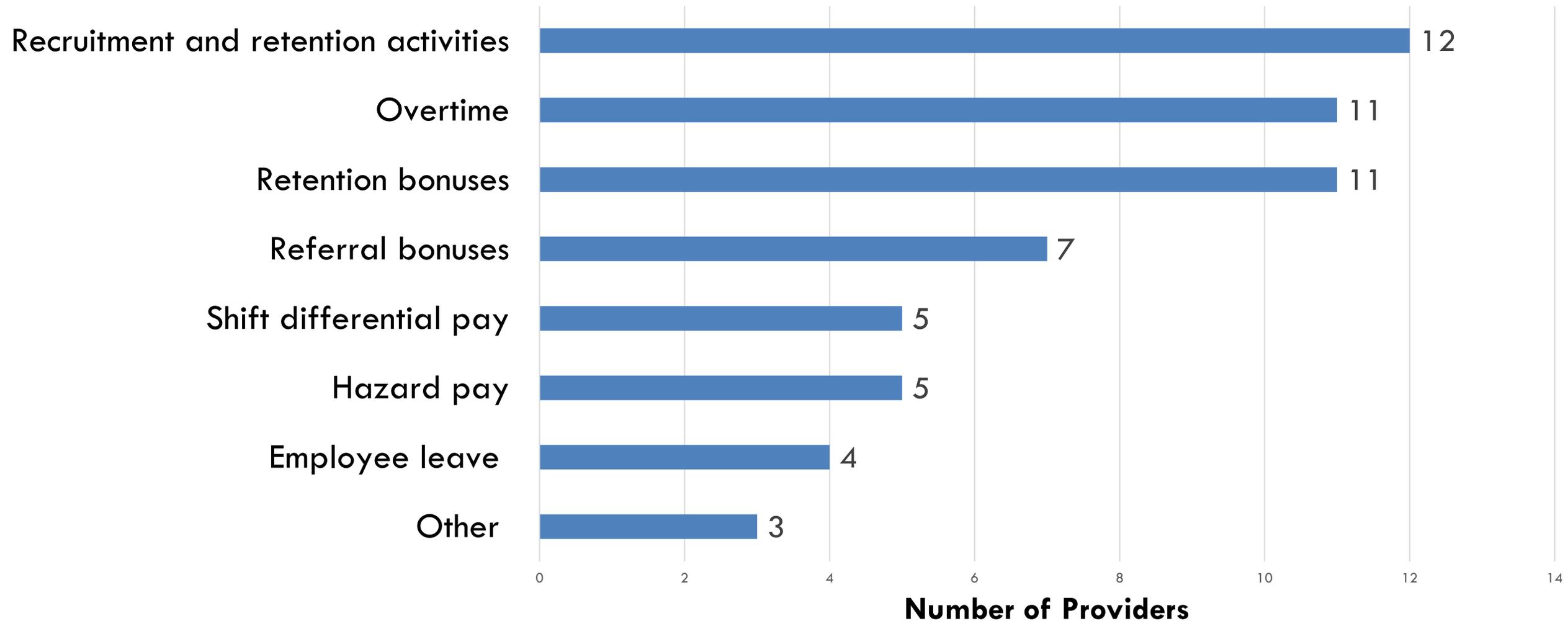
- Providers who submitted attestations for sustainability grants early received their payments at the end of February. This grant amount was based on approximately 7% of each providers' eligible claims.
- After the second wave of providers completed their attestation forms, the state realized that there was enough money to give everyone 8.1% of their eligible claims. This has resulted in a second small payment to early bird providers to increase their previous amount from 7% to 8.1%.

## Second Round of Sustainability Grant Payments

- Providers who missed the early bird registration will be receiving their first payment in the amount of 8.1% this week. There will be no additional rounds of funding for these grants. After this round of payments go out, all providers should be equally paid at 8.1% of their eligible claims for this grant.

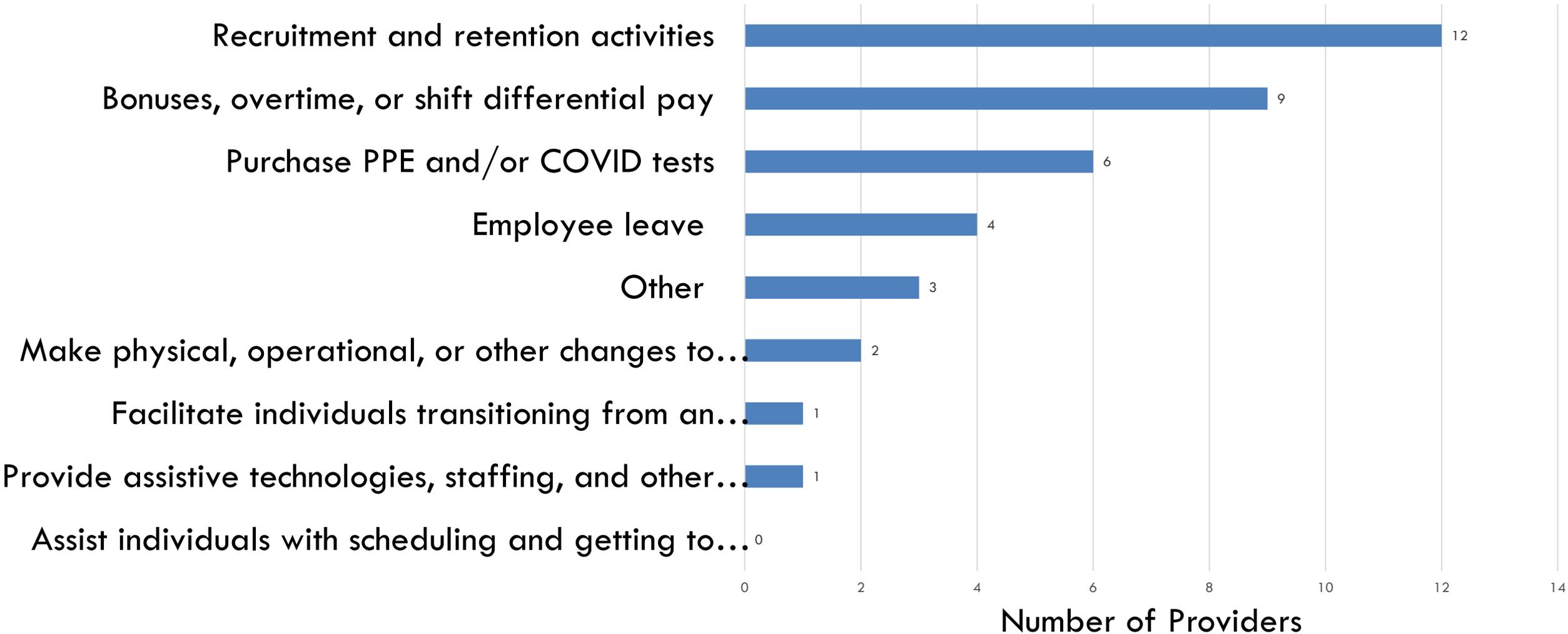
- INARF received queries from members regarding how other organizations were choosing to spend their HCBS Stabilization grant
- INARF sent the survey out on March 15
- We received 16 responses

## How Providers will use the 75% Portion of the HCBS Stabilization Grant



- As noted in the previous slide, three respondents selected other as a response
- Other responses include:
  - Staff training
  - Offset the differential between what we are paying and what the pass through pays for
  - Medical insurance benefits

## How Providers will use the 25% Portion of the HCBS Stabilization Grant



- As noted in the previous slide, three respondents selected other as a response
- Other responses include:
  - Technology upgrades to make DSP work activity documentation flow more smoothly
  - To mitigate wage compression of middle managers
  - How our organization will spend the 25% of the grant is still under evaluation

One respondent provided additional information regarding the grants which is included below

- “The money was extremely helpful with allowing our organization to pay an additional \$1.00 an hour of crisis pay for staff that were working with clients.”

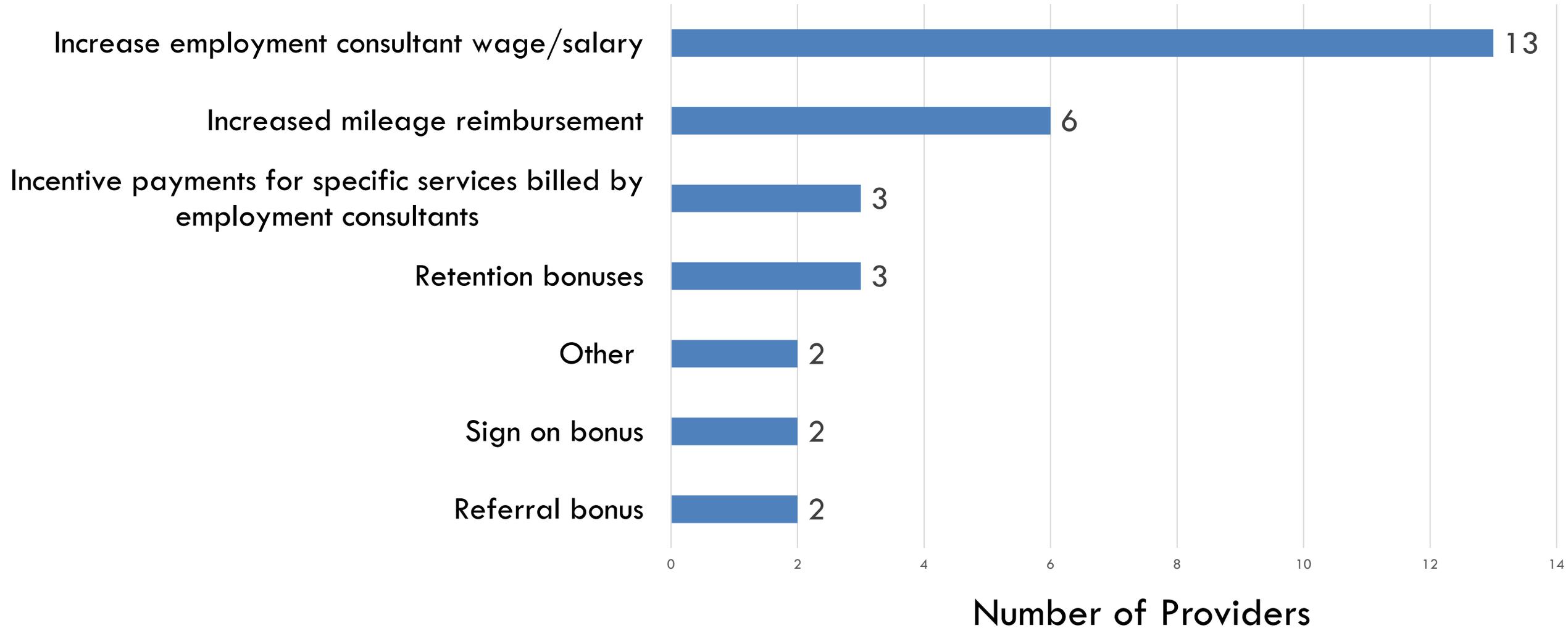
FSSA announced on March 8 that VR made adjustments to increase both hourly rates and milestone payments. Effective April 1, VR employment services will be paid as follows:

- All hourly employment services will be paid at a rate of \$50 per hour, a 19% increase from the current rate of \$42 per hour.
- Employment Services Milestone 1 will be paid at a rate of \$1,500 a 15% increase from the current rate of \$1,300.
- Employment Services Milestone 3 will be paid at a rate of \$2,000 a 54% increase from the current rate of \$1,300.

- VR will be hosting two webinars to discuss the below topics:
  - Rate increase questions and guidance
  - Questions related to covid specific employment services and supports
  - Information regarding internal BRS timelines for onboarding and other processes
- Webinar Dates:
  - April 12, 2-3:15 PM EDT
  - April 14, 10-11:15 AM EDT

- INARF received a member query regarding how other organizations were choosing to spend the funding increase they received from VR
- INARF sent the survey out on March 15
- We received 14 responses

## How Providers will use the VR Funding Increase



- As noted in the previous slide, two respondents selected other as a response
- Other responses include:
  - Various recognition initiatives based on performance and our organization is also reviewing other incentives
  - Wages were increased for all VR employees in December. Additionally, we are exploring the possibility of bonuses when staff meet milestones

Three respondents provided additional information regarding the grants which are included below

- We have not made any final decisions regarding bonus. We will be discussing a plan for milestone bonuses.
- Our organization made an early investment by increasing wages in the hopes of a rate increase and to remain competitive amidst other services/rate increases in other programs. We raised people's wages 10 to 25% in June of 2021.
- We increased SE staff pay when the DSP rate increase came through to minimize wage compression at that time. We will re-evaluate the rates for our SE staff, however to determine any further needed changes.



## Contribute to the PAC

Your contributions to the INARF PAC are a critical part of INARF's legislative advocacy efforts. They are used to support elected officials who serve as champions of the provider community.

Please consider supporting the  
INARF PAC today.

For more information and to contribute,  
visit: [www.INARF.org/INARF-PAC](http://www.INARF.org/INARF-PAC)





Thank you!

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