

## OPEN MEETING MINUTES

Instructions: [F-01922A](#)

Name of Governmental Body: Governor's Task Force on Caregiving			Attending: Jason Endres, Helen Marks Dicks, Anne Rabin, Patti Schachtner, Rep. Chuck Wichgers, Laverne Jaros, Mo Thao-Lee, Jane Bushnell, Beth Swedeen, Jane Mahoney, Rep. Deb Kolste, Lisa Schneider, Todd Costello, Mike Pochowski, John Sauer, Bill Crowley, Susan Rosa, Lisa Pugh, Michael Lauer, Stephanie Birmingham, Adien Igoni, Elsa Diaz Bautista, Carol Bogda, Delores Sallis, Sen. Kathleen Brenier, Ted Behncke, Margie Steinhoff Absent: Irma Perez State Staff: DHS Secretary Andrea Palm, Carrie Molke, Lynn Gall, Faith Russell, Andrew Evenson, Elizabeth Wikler Guests: Toni Kellner, Stephanie Weix ,,, Janet Stockhausen, Jamie Collins, Laura Nolan, K White, J Emerson, Denise Richter, Janet Zander, Sue Seegert, Anna Lezotte, Vicky Weding, Sara O’Neil, Erin Steinbrink, Erin Fabrizius, M Koneke, Tony Wedgew ... , Lisa Davidson, Tabbitha Ramm ... , Charlie, Amy, Jessie, Mindy Ochs, Sean Kirkby, Ann Gryphan, Margie R., Ramie Zalenkova, Christel Giesen, Alissa Lammers, Heather Moore, William, Daniel Idzikiowski, Patti Becker, Erik, Laura Rose, Margie Reich ....
Date: 9/10/2020	Time Started: 10:00 a.m.	Time Ended: 3:00 pm	
Location: Virtual meeting via Zoom			
Minutes			Presiding Officer: Todd Costello and Lisa Pugh

### Governor's Task Force on Caregiving Meeting Minutes September 10, 2020

#### I. Welcome

The purpose of today's meeting was to vote on 16 proposals put forward by the Task Force, approve minutes from the previous meeting, and discuss next steps on how a final report to the Governor will be drafted.

DHS Secretary Andrea Palm welcomed Task Force members and acknowledged the importance of today. It has been one year since the task force began meeting. She thanked members for their effort and a year's worth of work, which was built on years of work before today in bringing voice to the issues around caregiving and the needs that this task force was designated to address. Today's votes are not the end of the work the Task Force and administration needs to do together because we will continue to need to build on the momentum built through this work and the recommendations made to the Governor. She stressed the importance of making sure that the State of Wisconsin and everyone involved with the Task Force does what they can for caregivers by supporting the critical work caregivers do. Caregiving is more than a job for many people. It is a labor of love, and now they have to make ends meet while dealing with the stressors of caregiving on top of the pandemic. The year 2020 made all of this a little harder and a little different for family members and paid caregivers. The Task Force persevered, and what is being put forward today reflects what is going on in the lives of caregivers today. The COVID-19 pandemic has really highlighted the critical role that caregivers play

and members of this task force have played. She offered special thanks to the Task Force co-chairs and members on behalf of DHS and Governor Evers.

Lisa Pugh – Expressed how impressed she is with the dedication of this group fitting in Task Force duties among other full time jobs, caregiving responsibilities, or whatever else they do in daytime jobs. Some members have lost loved ones during this time or experienced other stress at home during the pandemic, which only made it that much more important that we do this work. The national caregiver month theme for November 2020 is “Caregivers In Crisis,” which is appropriate. There were times during the last year when we thought we should pull back or reduce the number of proposals, but in the end we continued forward. In the meat of the proposals we have accomplished what the Governor requested, but also aim to professionalize this caregiving profession and address issues that are important in people’s daily lives. She is looking forward to the Governor reading the report and responding to Task Force recommendations.

Todd Costello – Emphasized the importance of the work done by Task Force members, as many were simultaneously adapting to become virtual care agencies during the pandemic, including waiting for state and federal guidance, PPE, and keeping everyone in this workforce safe. Your dedication and the dedication of paid caregivers in this most challenging time to clients has been so impressive during the pandemic. He thanked the Task Force members for their dedication, insight and passion that was never ever lost, and their willingness to dig deep into research to find any information that could improve the situation for caregivers. He also thanked his co-chair, Lisa Pugh, DHS staff and individual members of the Task Force for everything they brought to this process.

Lisa Pugh: The following statement, discussed in previous meetings, will be recorded in the final report about the approach taken by the Task Force: “The Task Force advances these recommendations recognizing that some measures could be implemented in the 2021-2023 biennium while others, because of cost and/or complexity, may need to be implemented over time.”

## II. Approve Minutes from Previous Meeting

Moved to approve: Jane Bushnell

Second: Stephanie Birmingham

Motion approved

## III. Vote on Proposals

*Process: A rollcall vote was taken on each proposal. Proposals that received a supermajority of 19 votes will be included in a report to the Governor. Two Task Force members who could not attend today submitted their votes in advance. These votes were added as voting took place. Members were allowed to submit comments related to their vote in Zoom chat and are included in the minutes.*

### ***Family Caregiving Proposals***

- One-year Pilot of the Caregiver Screening/Assessment tool, TCARE

A-Z	Yes	No
Adien Igoni	x	
Anne Rabin		x
Beth Swedeen	x	
Carol Bogda	x	
Chuck Wichgers	x	
Deb Kolste	x	
Delores Sallis	x	

Elsa Diaz Bautista	x	
Helen Marks Dicks	x	
Irma Perez		
Jane Bushnell	x	
Jane Mahoney	x	
Jason Endres		x
John Sauer	x	
Kathy Bernier	x	
Laverne Jaros	x	
Lisa Pugh	x	
Lisa Schneider	x	
Margie Steinhoff	x	
Michael Lauer	x	
Michael Pochowski	x	
Mo Thao-Lee		x
Patty Schachtner	x	
Stephanie Birmingham	x	
Susan Rosa	x	
Ted Behncke		x
Todd Costello	x	
William Crowley	x	
TOTAL	23	4

*Comments:*

- *Mike Pochowski - WALA: I am supportive of the Caregiver Screening Assessment tool proposal with the understanding this would not become a requirement for long-term care facilities/assisted living facilities as they mainly have their own assessment forms/processes in place.*
- *Mo Thao-Lee: Although the proposal has good intention, I am afraid the result/outcome of the 1 year assessment will not necessarily reflect the true representation of all the caregivers (DSP). It will not reach non-English speaking DSP who do not read or write. Even if the materials may be translated into their native languages, it still will not do any good if they can't read or write regardless the language. These DSP would fall into the crack. If these DSP are not represented in the assessment, the implementation of such a program would further suppress them from any benefit. These DSP are the best caregivers and work the hardest. Furthermore, if there is no supervision or oversight on these DSP, consumers who are vulnerable, illiterate will be taken advantage of and be neglected.*
- *John Sauer, LeadingAge Wisconsin: With the understanding this is for non-facility-based providers*
- *Jane Mahoney: TCARE assesses family caregivers, not a paid DSP.*

- Aging and Disability Resource Center (ADRC) Reinvestment

<b>Z-A</b>	<b>Yes</b>	<b>No</b>
------------	------------	-----------

William Crowley	x	
Todd Costello	x	
Ted Behncke	x	
Susan Rosa	x	
Stephanie Birmingham		x
Patty Schachtner	x	
Mo Thao-Lee		x
Michael Pochowski	x	
Michael Lauer	x	
Margie Steinhoff	x	
Lisa Schneider	x	
Lisa Pugh	x	
Laverne Jaros	x	
Kathy Bernier	x	
John Sauer	x	
Jason Endres		x
Jane Mahoney	x	
Jane Bushnell	x	
Irma Perez		
Helen Marks Dicks	x	
Elsa Diaz Bautista	x	
Delores Sallis	x	
Deb Kolste	x	
Chuck Wichgers	x	
Carol Bogda	x	
Beth Swedeen	x	
Anne Rabin	x	
Adien Igoni	x	
TOTAL	24	3

*Comments:*

- *LaVerne Jaros: ADRC proposal second sentence should read "more programs"*
- *Lisa Schneider: I support the recommendation overall but want to encourage that ADRCs work to familiarize themselves with existing resources & programs and work collaboratively so as not to duplicate efforts and maximize limited funding resources.*

• Legislative Change: Family Medical Leave Act Amendments

A-Z	Yes	No
Adien Igoni		x

Anne Rabin	x	
Beth Swedeen	x	
Carol Bogda	x	
Chuck Wichgers		x
Deb Kolste	x	
Delores Sallis	x	
Elsa Diaz Bautista	x	
Helen Marks Dicks	x	
Irma Perez		
Jane Bushnell		x
Jane Mahoney	x	
Jason Endres	x	
John Sauer	x	
Kathy Bernier		x
Laverne Jaros	x	
Lisa Pugh	x	
Lisa Schneider	x	
Margie Steinhoff	x	
Michael Lauer	x	
Michael Pochowski	x	
Mo Thao-Lee		x
Patty Schachtner	x	
Stephanie Birmingham	x	
Susan Rosa	x	
Ted Behncke	x	
Todd Costello	x	
William Crowley	x	
TOTAL	22	5

*Comments:*

- *Mo Thao-Lee: I love the fact that family members are stepping in to help and they deserve all the support they can. I was a caregiver for my mother for many years. I know how frustrating it is not to have any benefit and not being recognized. However, economically this FMLA proposal is not going to be feasible without the adjustment of the current reimbursement rate. It would be more problems for the state economically if small health care businesses cannot stay afloat and close down.*
- *Mike Pochowski - WALA : I am supportive of the FMLA proposal with the understanding the proposal does not mandate that employers (assisted living facilities) provide paid time off and does not require additional burdens for employers (assisted living facilities)*
- *Jane Bushnell: I value the basis of this proposal; however feel the expansion of chronic conditions could be a detriment to agencies and clients by burdening them with administration and decreasing the # of caregivers available.*

- *John Sauer, LeadingAge Wisconsin: Yes, but with some level of concern over the impact on LTC staffing availability.*

- **Legislative Change: WI Credit for Caring (The Caregiver Tax Credit)**

<b>Z-A</b>	<b>Yes</b>	<b>No</b>
William Crowley	x	
Todd Costello	x	
Ted Behncke	x	
Susan Rosa	x	
Stephanie Birmingham	x	
Patty Schachtner	x	
Mo Thao-Lee	x	
Michael Pochowski	x	
Michael Lauer	x	
Margie Steinhoff	x	
Lisa Schneider	x	
Lisa Pugh	x	
Laverne Jaros	x	
Kathy Bernier	x	
John Sauer	x	
Jason Endres	x	
Jane Mahoney	x	
Jane Bushnell	x	
Irma Perez		
Helen Marks Dicks	x	
Elsa Diaz Bautista	x	
Delores Sallis	x	
Deb Kolste	x	
Chuck Wichgers		x
Carol Bogda	x	
Beth Swedeen	x	
Anne Rabin	x	
Adien Igoni		x
<b>TOTAL</b>	<b>25</b>	<b>2</b>

*Comments:*

- *Kathleen Bernier: Clearly much of our actions will depend on the financial position of the State. I reluctantly voted yes.*

- *Mike Pochowski - WALA: I am supportive of the WI Credit for Caring proposal as a long-term possibility. Given the upcoming shortfalls with state budget, this proposal could be considered in future biennium budgets rather than the upcoming biennium budget.*
- *John Sauer, LeadingAge Wisconsin: I am voting to support this recommendation but need to qualify my support by noting the estimated \$125 million cost of this initiative means it should be considered at a time when the State Budget is not so financially challenged by the impact of COVID-19.*
- *Susan Rosa: I support this proposal only because I feel that it represents a step in the right direction. I would prefer a percentage of out-of-pocket costs, say 50%.*

- Legislative Change: The Care Act

A-Z	Yes	No
Adien Igoni		x
Anne Rabin	x	
Beth Swedeen	x	
Carol Bogda	x	
Chuck Wichgers		x
Deb Kolste		x
Delores Sallis	x	
Elsa Diaz Bautista	x	
Helen Marks Dicks	x	
Irma Perez		
Jane Bushnell	x	
Jane Mahoney	x	
Jason Endres	x	
John Sauer	x	
Kathy Bernier		x
Laverne Jaros	x	
Lisa Pugh	x	
Lisa Schneider	x	
Margie Steinhoff	x	
Michael Lauer	x	
Michael Pochowski	x	
Mo Thao-Lee	x	
Patty Schachtner	x	
Stephanie Birmingham	x	
Susan Rosa	x	
Ted Behncke	x	
Todd Costello	x	
William Crowley	x	

TOTAL	23	4
-------	----	---

*Comments:*

- *John Sauer, LeadingAge Wisconsin: I am voting to support this recommendation. During the upcoming legislative process, perhaps amendments could be offered to clarify the role of the identified caregiver and the patient's relatives or power of attorney for health care.*
- *Mike Pochowski - WALA: I am supportive of The Care Act proposal with the understanding this does not impose administrative burdens for long-term care facilities/assisted living facilities.*
- *Kathleen Bernier: Another law to require what is already "required" will not make people/nurses do the right things.*

***Direct Care Workforce Proposals: Rates***

- Rates Band Proposal

<b>Z-A</b>	<b>Yes</b>	<b>No</b>
William Crowley	x	
Todd Costello	x	
Ted Behncke	x	
Susan Rosa	x	
Stephanie Birmingham	x	
Patty Schachtner	x	
Mo Thao-Lee	x	
Michael Pochowski	x	
Michael Lauer	x	
Margie Steinhoff	x	
Lisa Schneider	x	
Lisa Pugh	x	
Laverne Jaros	x	
Kathy Bernier	x	
John Sauer	x	
Jason Endres	x	
Jane Mahoney	x	
Jane Bushnell	x	
Irma Perez		
Helen Marks Dicks	x	
Elsa Diaz Bautista	x	
Delores Sallis	x	
Deb Kolste	x	
Chuck Wichgers		x



Carol Bogda	x	
Beth Swedeen	x	
Anne Rabin	x	
Adien Igoni	x	
TOTAL	26	1

*Comments:*

- *John Sauer, LeadingAge Wisconsin: I fully support this proposal and note the keys to its success will be following an open and transparent process; setting the rate bands as minimum payments; and clearly identifying how clients/members are assigned to the most appropriate rate band truly reflective of the individual's care and service needs.*
- *Mike Pochowski - WALA: I am supportive of the Rate Band Proposal as this will provide a much needed transparent system.*
- *Jane Bushnell: Great start to assessing actual cost of care and providing adequate reimbursement rates to agencies and caregivers.*
- *Kathleen Bernier: This is a very broad proposal that is going to affect home care and managed care. I believe there will be options to work out some maybe not all the details of this proposal.*

- **Nursing Home and Personal Care Payment Reform**

<b>A-Z</b>	<b>Yes</b>	<b>No</b>
Adien Igoni	x	
Anne Rabin	x	
Beth Swedeen	x	
Carol Bogda	x	
Chuck Wichgers	x	
Deb Kolste	x	
Delores Sallis	x	
Elsa Diaz Bautista	x	
Helen Marks Dicks	x	
Irma Perez		
Jane Bushnell	x	
Jane Mahoney	x	
Jason Endres		x
John Sauer	x	
Kathy Bernier	x	
Laverne Jaros	x	
Lisa Pugh	x	
Lisa Schneider	x	
Margie Steinhoff	x	
Michael Lauer	x	
Michael Pochowski	x	

Mo Thao-Lee	x	
Patty Schachtner	x	
Stephanie Birmingham		x
Susan Rosa	x	
Ted Behncke	x	
Todd Costello	x	
William Crowley	x	
TOTAL	25	2

*Comments:*

- *Stephanie Birmingham: I voted no because I am concerned that there is already a bias to place people with disabilities in nursing homes and statistics show us they rarely get out. I am not in favor of increased funding. Had PCW been entirely a separate proposal I would have considered differently.*

- Medical Loss Ratio

<b>Z-A</b>	<b>Yes</b>	<b>No</b>
William Crowley	x	
Todd Costello	x	
Ted Behncke	x	
Susan Rosa	x	
Stephanie Birmingham		x
Patty Schachtner	x	
Mo Thao-Lee	x	
Michael Pochowski	x	
Michael Lauer	x	
Margie Steinhoff		x
Lisa Schneider	x	
Lisa Pugh	x	
Laverne Jaros	x	
Kathy Bernier	x	
John Sauer	x	
Jason Endres		x
Jane Mahoney	x	
Jane Bushnell	x	
Irma Perez		
Helen Marks Dicks	x	
Elsa Diaz Bautista	x	

Delores Sallis	x	
Deb Kolste	x	
Chuck Wichgers	x	
Carol Bogda	x	
Beth Swedeen	x	
Anne Rabin	x	
Adien Igoni	x	
TOTAL	24	3

*Comments:*

- *John Sauer, LeadingAge Wisconsin: The public testimony offered during the Task Force's hearings was compelling. More must be done to target dollars to those who actually provide the care and services to Family Care members.*
- *Mike Pochowski - WALA: I am supportive of the Medical Loss Ratio proposal as this will provide a much needed transparent system.*
- *Jane Bushnell: Fully support this as this is an avenue to push increased rates to the caregivers and provide transparency of DHS funds.*

- Direct Care Worker Fund

A-Z	Yes	No
Adien Igoni	x	
Anne Rabin	x	
Beth Swedeen	x	
Carol Bogda	x	
Chuck Wichgers	x	
Deb Kolste	x	
Delores Sallis	x	
Elsa Diaz Bautista	x	
Helen Marks Dicks	x	
Irma Perez		
Jane Bushnell	x	
Jane Mahoney	x	
Jason Endres	x	
John Sauer	x	
Kathy Bernier		x
Laverne Jaros	x	
Lisa Pugh	x	
Lisa Schneider	x	
Margie Steinhoff	x	
Michael Lauer	x	
Michael Pochowski	x	

Mo Thao-Lee	x	
Patty Schachtner	x	
Stephanie Birmingham	x	
Susan Rosa	x	
Ted Behncke	x	
Todd Costello	x	
William Crowley	x	
TOTAL	26	1

Comments:

- Kathleen Bernier: I voted no because if reimbursement rates are reset and appropriate, the wages and fringes for personal care workers should increase equitably.

### **Direct Care Workforce Proposals: Benefits**

- Medicaid Expansion

<b>Z-A</b>	<b>Yes</b>	<b>No</b>
William Crowley	x	
Todd Costello	x	
Ted Behncke	x	
Susan Rosa	x	
Stephanie Birmingham	x	
Patty Schachtner	x	
Mo Thao-Lee	x	
Michael Pochowski	x	
Michael Lauer	x	
Margie Steinhoff		x
Lisa Schneider	x	
Lisa Pugh	x	
Laverne Jaros	x	
Kathy Bernier		x
John Sauer	x	
Jason Endres	x	
Jane Mahoney	x	
Jane Bushnell	x	
Irma Perez		
Helen Marks Dicks	x	
Elsa Diaz Bautista	x	

Delores Sallis	x	
Deb Kolste	x	
Chuck Wichgers		x
Carol Bogda	x	
Beth Swedeen	x	
Anne Rabin	x	
Adien Igoni	x	
TOTAL	24	3

*Comments:*

- *John Sauer: LeadingAge Wisconsin: I have elected to vote for this recommendation at this time primarily based on the desperate need for providers to secure Medicaid and Family Care funding increases in the 2021-23 biennium. This vote carries an expectation that savings generated from this recommendation would be directly reinvested to significantly improve long-term care provider rates (see other payment recommendations advanced by the Task Force) necessary to ensure continued operations and sustainability of our provider organizations. During the current biennium, the Legislature provided and the Governor signed into law significant increases for nursing homes and Family Care providers. Despite these much needed and appreciated increases, greater financial assistance is necessary as long-term care providers battle the significant challenges related to COVID-19, workforce shortages and serious concerns about their future financial viability. Without substantial financial assistance, more providers will be forced to close or otherwise significantly downsize their operations, and access to high quality facility-based care will be compromised. Past efforts to pursue Medicaid expansion were not tied to improving long-term care provider rates beyond base inflationary and acuity adjustments; our support for Medicaid expansion is offered to ensure much needed long-term care provider rate increases/reforms are advanced.*
- *Mike Pochowski - WALA: I am supportive of the Medicaid Expansion proposal with the understanding a substantial portion of the increase in revenue from increased FMAP is directly geared towards long-term care providers/assisted living providers.*

- Earnings Disregard

A-Z	Yes	No
Adien Igoni	x	
Anne Rabin	x	
Beth Swedeen	x	
Carol Bogda	x	
Chuck Wichgers		x
Deb Kolste		x
Delores Sallis	x	
Elsa Diaz Bautista	x	
Helen Marks Dicks	x	
Irma Perez		
Jane Bushnell	x	
Jane Mahoney	x	

Jason Endres	x	
John Sauer	x	
Kathy Bernier		x
Laverne Jaros	x	
Lisa Pugh	x	
Lisa Schneider	x	
Margie Steinhoff	x	
Michael Lauer	x	
Michael Pochowski	x	
Mo Thao-Lee	x	
Patty Schachtner	x	
Stephanie Birmingham	x	
Susan Rosa	x	
Ted Behncke		x
Todd Costello	x	
William Crowley	x	
TOTAL	23	4

*Comments:*

- *Mike Pochowski - WALA: I am supportive of the Earnings Disregard proposal with the understanding this does not have any financial/tax implications on long term care facilities/assisted living facilities.*
- *Kathleen Bernier: There are/has been worker shortages around the state in all sort of careers. If we single out personal care workers for an Earnings Disregard, we will need to do it for EVERYONE!*

***Direct Care Workforce Proposals: Untapped Workers***

- State-Wide Direct Support Professional Training

<b>Z-A</b>	<b>Yes</b>	<b>No</b>
William Crowley	x	
Todd Costello	x	
Ted Behncke	x	
Susan Rosa	x	
Stephanie Birmingham	x	
Patty Schachtner	x	
Mo Thao-Lee	x	
Michael Pochowski	x	
Michael Lauer	x	
Margie Steinhoff	x	

Lisa Schneider	x	
Lisa Pugh	x	
Laverne Jaros	x	
Kathy Bernier	x	
John Sauer	x	
Jason Endres	x	
Jane Mahoney	x	
Jane Bushnell	x	
Irma Perez		
Helen Marks Dicks	x	
Elsa Diaz Bautista	x	
Delores Sallis	x	
Deb Kolste	x	
Chuck Wichgers	x	
Carol Bogda	x	
Beth Swedeen	x	
Anne Rabin	x	
Adien Igoni	x	
TOTAL	27	0

*Comments:*

- *Mike Pochowski - WALA: I am supportive of the State-Wide Direct Support Professional Training proposal with the understanding this proposal does not mandate additional training requirements on assisted living facilities.*
- *Mo Thao-Lee: I am supportive in further development of the statewide training only if topics in the different tiers specifically identify what is needed for licensing and topics that are needed for competency and increase skills/ability to provide competent care. Also, providers must be allowed to have the option of using their own training.*
- *John Sauer, LeadingAge Wisconsin: The tiered system will require significant coordination of training programs across service lines. It would be a significant accomplishment if DHS could adopt a system under which persons could receive credit for past work experiences and have that time counts towards the 75 hour CNA Hour requirement.*
- *Stephanie Birmingham: As someone who has been the direct recipient of poorly trained and qualified caregivers, I find this to be a much needed proposal. I am grateful of my cognitive awareness and capacity to advocate when things go 'wrong'. That said, I fear for those who do not know their rights, do not have the capacity to use their voice (literally), or are afraid to speak up - what does their story look like? And what trauma is being afflicted on them by poor caregivers?*
- *Jane Mahoney: It would be good to include a way for people whose CNA licenses have expired to not have to start completely over with training if they want to pick up shifts.*

- Recognition and Recruitment of Direct Support Professionals

A-Z	Yes	No
Adien Igoni	x	

Anne Rabin	x	
Beth Swedeen	x	
Carol Bogda	x	
Chuck Wichgers	x	
Deb Kolste	x	
Delores Sallis	x	
Elsa Diaz Bautista	x	
Helen Marks Dicks	x	
Irma Perez		
Jane Bushnell	x	
Jane Mahoney	x	
Jason Endres	x	
John Sauer	x	
Kathy Bernier	x	
Laverne Jaros	x	
Lisa Pugh	x	
Lisa Schneider	x	
Margie Steinhoff	x	
Michael Lauer	x	
Michael Pochowski	x	
Mo Thao-Lee	x	
Patty Schachtner	x	
Stephanie Birmingham		x
Susan Rosa	x	
Ted Behncke		x
Todd Costello	x	
William Crowley	x	
TOTAL	25	2

*Comments:*

- *John Sauer, LeadingAge Wisconsin: I have a potential conflict of interest in that our Association is party to DWD and DHS grants to promote the WisCaregiver Career program targeting disadvantaged individuals.*
- *Kathleen Bernier: It maybe would have been great to prioritize these proposals, this one would likely be toward the bottom of the list.*
- *Mike Pochowski, WALA: I am supportive of the Recognition and Recruitment of Direct Support Professionals background dependent upon how this initiative is funded*
- *Mo Thao-Lee: I'm in support; however, I do feel that providers know the market the best without having to reinvest another program.*



- *Stephanie Birmingham: I voted no because, while caregivers are fantastic and do deserve recognition, I'm not entirely on-board with this route. I do not think this is the best use of funds/monies/etc., personally. Sorry!*

- Background Check Policies

Z-A	Yes	No
William Crowley	x	
Todd Costello	x	
Ted Behncke		x
Susan Rosa	x	
Stephanie Birmingham	x	
Patty Schachtner	x	
Mo Thao-Lee	x	
Michael Pochowski	x	
Michael Lauer	x	
Margie Steinhoff	x	
Lisa Schneider	x	
Lisa Pugh	x	
Laverne Jaros	x	
Kathy Bernier		x
John Sauer	x	
Jason Endres	x	
Jane Mahoney	x	
Jane Bushnell	x	
Irma Perez		
Helen Marks Dicks	x	
Elsa Diaz Bautista	x	
Delores Sallis	x	
Deb Kolste	x	
Chuck Wichgers	x	
Carol Bogda	x	
Beth Swedeen	x	
Anne Rabin	x	
Adien Igoni	x	
TOTAL	25	2

*Comments:*

- *Mike Pochowski - WALA: I am supportive of the Background Check Policies proposal with the understanding this proposal does not impose additional requirements or costs upon assisted living facilities.*

- *John Sauer, LeadingAge Wisconsin: Background needs to be fully explained to the person receiving care in their own home.*
- *Kathleen Bernier: I am concerned for the health, safety and welfare. I am not confident that our citizens will not be put in harm's way from this proposal.*

- Medicaid Provider Regulatory Guidelines

A-Z	Yes	No
Adien Igoni	x	
Anne Rabin	x	
Beth Swedeen	x	
Carol Bogda	x	
Chuck Wichgers	x	
Deb Kolste	x	
Delores Sallis	x	
Elsa Diaz Bautista	x	
Helen Marks Dicks	x	
Irma Perez		
Jane Bushnell	x	
Jane Mahoney	x	
Jason Endres	x	
John Sauer	x	
Kathy Bernier	x	
Laverne Jaros	x	
Lisa Pugh	x	
Lisa Schneider	x	
Margie Steinhoff		x
Michael Lauer	x	
Michael Pochowski	x	
Mo Thao-Lee	x	
Patty Schachtner	x	
Stephanie Birmingham	x	
Susan Rosa	x	
Ted Behncke	x	
Todd Costello	x	
William Crowley	x	
TOTAL	26	1

*Comments:*

- *Bill Crowley: I think this proposal is important because in many cases, an individual is already performing the caregiving duties, but due to a minor offense in their past they cannot receive payment. This allows IRIS participants the choice of whether or not to employ them.*

***Home Care Provider Registry:***

<b>Z-A</b>	<b>Yes</b>	<b>No</b>
William Crowley	x	
Todd Costello	x	
Ted Behncke	x	
Susan Rosa	x	
Stephanie Birmingham	x	
Patty Schachtner	x	
Mo Thao-Lee		x
Michael Pochowski	x	
Michael Lauer	x	
Margie Steinhoff	x	
Lisa Schneider	x	
Lisa Pugh	x	
Laverne Jaros	x	
Kathy Bernier		x
John Sauer	x	
Jason Endres	x	
Jane Mahoney	x	
Jane Bushnell	x	
Irma Perez		
Helen Marks Dicks	x	
Elsa Diaz Bautista	x	
Delores Sallis	x	
Deb Kolste	x	
Chuck Wichgers		x
Carol Bogda	x	
Beth Swedeen	x	
Anne Rabin	x	
Adien Igoni	x	
<b>TOTAL</b>	<b>24</b>	<b>3</b>

*Comments:*

- *Mo Thao-Lee: I am supportive of a program that would assist access to providers to see the list of available DSP; however, currently there are too many ethical and privacy issues that need to be address and consider first.*
- *Mike Pochowski - WALA: I am supportive of the Home Care Provider Registry proposal with the understanding this proposal would ensure the privacy and confidentiality of those included in the registry and that the registry would only be used to provide referral or matching services for individuals in need of home care.*
- *Kathleen Bernier: There is no reason that the very powerful and useful job search and employer program at DWD could not be utilized for this purpose. There need not be a separate program set up.*
- *Patty Schachtner: This is a great way to help folks bridge gaps in information.*

A motion was made by Helen Marks Dicks to include all the proposals that received a supermajority of votes in the Task Force's report to the governor.

Second by Elsa Diaz Bautista

Approved unanimously

A motion was made by Susan Rosa that the Task Force recess until 2 p.m.

Second by Lisa Schneider

Approved unanimously

#### IV. Next Steps

- Faith Russell provided an overview of an draft outline of the final report
  - Letter from co-chairs
  - Executive summary
  - Table of contents
  - Background and approach
  - Full set of proposals (With any duplicative information re health equity consolidated in the "background and approach section)
  - Public comment section
  - Pandemic impact section
  - Conclusion
  - Appendix
- Discussion re report:
  - Equity issues may be pulled out and put into a section.
  - Public input process – survey, meeting public comments and full day public input session.
  - Final report will be ready by September 30.
  - It was suggested that public comments received could be included in the report.
  - The background section will include many of the statistics that were used by the Task Force.
  - Use uniform language when describing family caregivers vs. professional paid caregivers and different jobs in the professional workforce – and include a "Definition of Terms" section in the report or as an appendix.
- Additional Discussion:
  - Anne Rabin asked if on Sept. 17 members could discuss comments submitted in Zoom chat during voting. Is there a point to having such a discussion since the vote has already been taken?  
Responses: The value is that all on the same page so there is no misunderstanding on the intention of proposals and can fully explain a proposal if they are advocating for it on the local level. Chat comments will be included in today's minutes and can be discussed at the Oct. 30<sup>th</sup> meeting if they need to be addressed in a Phase II.
  - Elsa Dias Bautista does not want to reopen discussion since the vote has already been taken.
  - Stephanie Birmingham: DSP is not an accurate term used regularly by care recipients to describe paid caregivers. They would simply be called a caregiver, and part of the staff's identity is one of a caregiver.
  - Susan Rosa agreed with Stephanie.

- Laverne Jaros suggested that one way to address this concern would be to encourage appropriate definitions during implementation based on the comments of Task Force members and public comments.
- Mo Thao-Lee agreed with Stephanie that the term “direct support professional” should not be used across the board. It doesn’t seem appropriate in all situations. She also agreed that Anne has a legitimate concern about reviewing Zoom chat comments and providing an opportunity to clarify misunderstandings.
- Lisa Pugh asked that members to go forward as champions for all recommendations the Task Force approved. The Task Force is not finished with its work yet. Just because recommendations are submitted to the Governor does not mean they are going to be implemented. It is important for all Task Force members to fully understand every proposal in order to go forward as a good spokesperson for the full package of recommendations. It is only necessary to discuss comments submitted during voting if someone is still confused about details in a proposal that was adopted.
- Todd Costello: On October 30<sup>th</sup> the Task Force can discuss how to address some of these concerns going forward so that everyone can be a champion for all proposals, whether they voted yes or no.
- Helen Marks Dicks suggested that Task Force members convene a strategy meeting about how to advocate in favor of recommendations with the Governor, and eventually the Legislature. A planning meeting would be the right time to make decisions about these items.
- Jason Endres reminded members that the new DSP terminology is a recommendation, so it would be better if to use the term “caregiver” or “personal caregiver” in the report. If the new language gets to the floor, at that time we can start to use the new terminology.
- Jane Bushnell likes the term DSP but agreed that it is not recognized yet. Groups have been working very hard to change what call paid caregivers are called, so they probably wouldn’t even recognize that this proposal is for them. The report should explain that the term “caregivers” is synonymous with DSPs. This could become confusing if we are not clear.
- Lisa Pugh: We need to make a distinction between a caregiver who gives away their care for free (family caregiver) and a person who provides care as a profession.
- Susan Rosa asked who will be drafting the final report.  
Answer: DHS staff will draft, and Todd and Lisa will review and make final changes.
- Lisa Schneider suggested that the final report include a formal request for feedback about the recommendations.

Question: Stephanie asked if it is known who in the governor’s office will be reading the report submitted. What is their understanding of these issues?

Answer: It is not known who in the governor’s office will be assigned to work on this and provide updates to the governor. Co-chairs are hoping to have a meeting with the Governor, and it is possible he could address the Task Force at a future meeting. In terms of getting concrete feedback, it could be February before it is known what might be included in the next biennial budget, but it is probably safe to assume there will be some type of response before that.

Question: Bill Crowley asked if members will receive a copy of the report before it is sent to the Governor to share with stakeholder networks.

Answer: Members will receive a copy before it is sent to the Governor’s office, and it will be posted on GTFC website, shared with networks and distributed on GovDelivery. Members can distribute the report to whomever they like.

Question: Helen Marks Dicks asked if members will get to see the report before it is released.

Answer: Faith Russell – It depends when we get it done. We will send it to you as soon as it is ready and before it is posted on any website. This will be the first group it is sent to, but it may be released very shortly after it is shared with Task Force members.

- If a Task Force member has thoughts about what should be included in the executive summary portion of the final report, please email your ideas to Faith Russell, Lisa Pugh and Todd Costello by next Tuesday.
- Much of the discussion taking place today was anticipated to take place during the Sept. 17<sup>th</sup> meeting. Because voting took less time than anticipated, there may not be a need to meet next week. There is not

likely to be a draft of the final report ready to share with Task Force members by Sept. 17. The co-chairs will decide if next week's meeting is still needed and notify members. If cancelled, the Task Force will not meet again until October 30.

- Question: Rep. Deb Kolste asked for clarification about a possible Phase II and whether an expectation of a Phase II was part of the Governor's executive order?  
Answer: Carrie Molke – The Governor's executive order did not define the process. Early on it was decided to think of Task Force work in Phase I and Phase II because there were so many issues brought up that it was not going to be able to address them all at once. A Phase II would still operate around the charges of the original executive order. However, a discussion whether to have a Phase II still needs to take place.
- Lisa Pugh: There are several proposals that will require intense implementation discussion, and the people on this Task Force have strongly voiced the need for transparency and participation of stakeholders during the implementation process. This could be Phase II, which would not be creating additional recommendations but taking our recommendations to the next level.
- Sen. Kathy Bernier said that if a Phase II goes into the next legislative session, the legislators on this committee will not be the same. The Governor will need to take action to authorize a Phase II.
- It was agreed that Sen. Bernier's concern is another reason why a follow-up meeting with Governor Evers at the end of October is important.
- The co-chairs will be drafting a press release to get the word out about the final report.

## **V. Public Comment**

Jolene Plautz: She would want to take the new name and definition of DSW (or DSP) back to their professional association group before any change is made to the formal designation.

## **VI. FINAL REMARKS**

- Todd Costello thanked everyone for their work and expressed how much he has learned from each person on the Task Force.
- Lisa Pugh is glad to get to know all members of the Task Force.
- Susan Rosa appreciated the opportunity to serve on this Task Force.
- Stephanie Birmingham said it was an honor and privilege to serve on this Task Force. As a care recipient, it is not very often an opportunity comes along to serve on something like this. She hopes it leads to real change.
- Ted Behncke offered his thanks the co-chairs and DHS staff.
- Sen. Patty Schachtner also expressed thanks for being part of the Task Force.  
Mo Thao-Lee thanked Todd and Lisa for keeping her in check. Hoping that something is going to be completed so we can celebrate.
- Helen Marks Dicks expressed affection for her fellow Task Force members and reminded them that today is not a farewell event. "Today, we created a platform that we all agree is worth advancing, I'd like you to be part of the army that goes on to advancing these ideas."
- Jason Endres expressed gratitude for allowing people with disabilities to be on this Task Force. He said he feels that his knowledge was appreciated.

## **VII. Adjourned at 3 p.m.**

Prepared by: Lynn Gall, DHS Office on Aging on 9/11/2020.

These minutes are in draft form. They will be presented for approval by the governmental body on: 10/30/2020