

Home and Community-Based Services (HCBS) Rules CONCEPT FORM

Vendor name	Spring Meadows Homes I&II
Vendor number(s)	H17571 and H17758
Primary regional center	North Los Angeles County Regional Center
Service type(s)	Adult Residential Facilities Level two Staff
Service code(s)	915
Number of consumers currently serving and current staff to consumer ratio.	Six per home one staff per six residents
Have you or the organization you work with been a past recipient of HCBS Funding?	no
Please provide a brief description of the service/ setting that includes what a typical day consists of and how services are currently provided; include barriers to compliance with the HCBS rules.	<p>As a vendor of the Regional Center since 1981, we receive a fixed income based upon the state budget. This income is not adequate to provide the needed levels of support for staff and residents. Because caregiving is an entry level position with low wages, we see an extremely high amount of employee turnover. Our residents receive social security and their income is fixed at a very low amount. On average our residents receive \$100 per month to spend on personal items and activities. Some examples of resident expenses are: Medications not covered by insurance, apparel, community outings, public transportation, personal preferred hygiene products, cell phones, etc. Because caregiving is an entry level position with low wages, we see a high amount of staff turnover. Lack of funding for proper training of the person centered process leaves employees unaware of the importance of informed choice and community integration. In the past, it has been a one staff to six residents ration in the facility with duties including cooking with the resident, cleaning, dispersing medications and supervision. HCBS compliance would require pay increases for present staff and the hiring of a contracted additional staff and training for community integration on an individual basis. We would need additional funds to increase current wages for current staff and training. We would need funds to hire additional staff for next three years to become HCBS compliance for individual community integration.</p>
Identify which HCBS federal requirements this concept	Federal requirements #1, #3, #7,#8

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addresses that are currently out of compliance.	
<p>Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.</p>	<p>Spring Meadows Homes would like to increase the wages and add additional training for current staff in order to comply to person centered HCBS compliance. Add a contracted additional employee(s) that would be responsible solely for integrating individuals in the community centering on choice. Both facilities would need to down size from six residents to four. In current funding this downsizing would require the facilities to take approximate \$1100 per month loss per facility at a time when we would need more funds to comply with HCBS not less. Training for current staff and contracted new staff on person centered process and HCBS compliance would be of the most importance.</p> <p>Federal requirement #1: Due to limited funds and P&I the residents are largely unable to participate in the activities and experiences that they would like. Residents receive approximately \$134-154 per month for personal and incidental needs. This makes it impossible for them to participate in the community the way they would like and the service provider simply can not afford to pay.</p> <p>Federal Requirement #3: Due to low wages and high employee turnover we often have staff that do not understand the person centered process and believing to be helping may hinder or prevent the resident from making an informed choice. Most often employees have very little formal education and limited experience in the field of caregiving for intellectually impaired adults. We would like to hire consultants/trainers to educate and support our staff on the person centered process and HCBS compliance. Ongoing support and training of our employees is essential to the success of our residents.</p> <p>Federal requirement #4: Residents and staff often do not understand the ability of residents to participate in activities of their choosing nor do they know what options are available in the community. Spring Meadows Homes would like to employ a temporary contracted Activity/Community Integrator Coordinator to work in the facilities/community with the residents on an individual basis. This person would help craft socialization/community integration plans for the residents individually. He/she would organize activities/outings for the residents on an individual and group basis daily and weekly, based on their choices and needs. There would be</p>

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	<p>in house activities as well as community based outings offered each day.</p> <p>Federal requirement#7: We have six current residents in each facility. In order to be HCBS compliance we would need to downsize to four residents in each facility. At the current rate we would be taking a \$1100 pay cut per home at a time when we would need additional funds not less. HCBS would require that we offer one shared room. Two bedrooms would be available for one resident each. People are happier if they have their own space that they can decorate as they see fit .</p>
<p>Please describe your person-centered approach¹ in the concept development process; how did you involve the individuals for whom you provide services?</p>	<p>Our person centered approach would be developed at the time of the IPP with regional center caseworker and each individual resident. Progress would be documented on monthly progress reports and in-house facility log book. Preferences could change on a daily basis and will be worked with and coordinated with our contracted activities/community integrator. The individual resident would be given ideas of community events they might be interested in participating in.</p>
<p>Does the concept address unmet service needs or service disparities? If so, how?</p>	<p>The concept addresses unmet service needs and service disparities by addressing the need for support and training of current staff. When staff feel confident and supported in their positions, they in turn will be able to support our residents in making the best choices daily concerning a happy and fulfilled life participating by their choice in their community. Contracted employee(s) will be in place approximately a year from hire date. Honestly, it may be difficult to sustain this plan after funds are complete, reason being the clients funds will return to regular allotted P&I. and staff pay increases will be back to regular yearly minimum increases. But I feel and have always followed this simple rule: "Put People first, the money needed will follow." I trust there will be a budget analysis done through the State and appropriate funds will be in place for this HCBS Compliance to be successful, therefore, for each one of our residents to feel successful, fulfilled, happy in their life choices in community integration.</p>

¹ A person-centered approach emphasizes what is important to the individual who receives services and focuses on personal preferences, satisfaction, and choice of supports in accessing the full benefits of community living. For more information regarding person-centered practices, please visit www.nasddds.org/resource-library/person-centered-practices.

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<p>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p>	<p>1. Increases in residents P&I to an additional \$100 each per month. Six current residents $\\$100 \times 6 = \\$600 \times 12 \text{ months} = \\$7,200 \times \text{two facilities} = 14,400$.</p> <p>2. Additional funds for increase pay levels and HCBS person centered community integration training. Four current staff $\\$100 \times 4 = \\$400 \times 12 \text{ months} = \\$4,800$</p> <p>3. New hire and HCBS person centered community integration training for contracted Activity/community integrator. Salary $\\$36,000 \times \text{per facility} = 72,000$.</p>
<p>Total requested amount.</p>	<p>\$ 91,200.00</p>
<p>What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?</p>	<p>Receive money June:</p> <ol style="list-style-type: none"> 1. Residents individual activities immediately. 2. Training and consultants for current staff starting June 2019 3. Process of hiring new contracted employee June 2019 4. I, myself, the Administrator, will be trained in HCBS compliance person centered community integration. I will train current staff and contracted employee(s) and will utilize regional center classes and trainings and sub-contractors as needed. Training will be monthly and start as soon as funds are received.