

**State Rehabilitation Council (SRC)
June 25, 2014
9:00 a.m. to 12:00 p.m.**

MINUTES

**Utah State Board of Education
Main Conference Room**

Conference calls: 1-877-820-7831 269450#

Next Meeting: Wednesday, August 27, 2014

PRESENT:	Kelly Boehmer	Ron Campbell	Jan Quinn Carter
	Ken Gourdin	Karim Mardanlou	Louise Ogden
	Sandy Terry	Rylee Williams	
PHONE:	Sharon Brand	Lindsay Boerens	Kent McGregor
	Merina Pope	Amy Powell	Lester Ruesch
	Jim Sterzer		
EXCUSED:	Carrie Dallas	Mark Marrott	John Woeste
	Paula Seanez	Maree Webb	
USOR Staff	Russ Thelin	Kyle Walker	Stacey Cummings
	Rachel Anderson	Ginny Henderscheid	
GUESTS:	Kris Fawson, USILC	Tricia Jones-Parkin, DHS	Ralph Glathar
	Debbie Davis	Interpreters	

WELCOME

Chair, Ron Campbell, called the meeting to order at 9:10 a.m. and welcomed new member, Sandy Terry, Department of Workforce Service. After checking attendance, Ron announced the meeting did not have a full quorum, so no action items were to be approved at this time.

MISSION STATEMENT

Ron asked for a volunteer to read the mission statement. Kent Gourdin volunteered.

EXECUTIVE DIRECTOR UPDATE

RUSS THELIN / KYLE WALKER

Russ spoke on the meeting last month with the members of the Utah State Independent Living Council (USILC) and SRC, commenting on the common initiatives and how well the programs work together. Russ mentioned that last month there was a comment that SRC might consider having more meetings than the mandatory once a year. He added that this could be beneficial.

Russ gave an update on the Workforce Innovation and Opportunity Act (WIOA) mentioning that WIOA Bill is on the Senate floor (today) for a vote. There were two holds on this Bill. Russ gave a brief explanation as to why. He explained that today's vote is on two amendments: roll call vote on the manager packet amendments and the final vote on the passage of the Bill.

After the vote today the Bill will go to the House of Representative with the anticipation that it will pass quickly. Russ will give updates when it is available.

Russ reported there has been no change in the Rehabilitation State Administration (RSA) move and reported that RSA has remained with the Department of Education and the Commissioner of RSA has remained as a Presidential Appointee.

Russ gave a brief history on the issue of governance of the USOR being under the Utah State Board of Education (USBOE.) He reported there have been questions asked by some newer USBOE members as why USOR is under USBOE. Russ reported he has presented at several committee meetings informing and educating USBOE. Russ further stated that USOR was requested to show reasons of governance and to make recommendations. Russ reported USBOE is studying the governance with USOR and is now under advisement. Russ shared the recommendations:

- 1) That one USBOE member serves on the SRC and provides quarterly reports to USBOE. Two of the reports would be to the finance committee and the other two to the full USBOE.
- 2) USOR requested to be assigned to an existing USBOE committee giving quarterly updates on the agency and USOR accomplishments.
- 3) USBOE would establish a committee with the responsibility to oversee USOR and Utah Schools for the Deaf and Blind.
- 4) Over site of USOR would be by the full USBOE.

Russ continued on the relationship connection to school education and stated he felt that USOR was in the right place with USBOE. Further, USOR was not solely a job service or workforce service provider for individuals with disabilities. Russ stated that last year USOR successfully placed more people (in history) into employment through transformational educational interaction. This was completed with the lowest cost per successful outcome and with high client satisfaction rates, with a return investment of over \$5.64 cents an hour. Chair, Ron Campbell, concurred with the Executive Director's statement saying that the State of Utah is the number one operating state in the nation and a leader in the number of people served, cost per client, and positive outcomes. Russ continued by saying that USOR's outcomes are successful due to working partnerships creating a workforce system customized for the individual to achieve self-sufficiency. The partnerships mentioned were: Workforce Services, Health and Human Services, Department of Correction, Substance Abuse and Mental Health, Higher Education and Utah's 41 school districts. Kris Fawson, USILC and Legislative Advocate spoke on this issue and urged Council members to share concerns with USBOE and to contact their school representative. Chair, Ron Campbell encouraged the Council members to share their opinions and views on this issue.

Russ gave an update on the Comprehensive System for Personnel Development (CSPD) qualification in the Act and the downgrading of national standards. Russ stated this does not impact Utah's standards, as it allows states the option to have higher standards than what the federal standards indicate.

Russ reported that the agency presented a PowerPoint with USOR's budget data to the Audit Committee recently. He will forward to Council members this data.

Russ next reported on the structural imbalance. He stated there have been some impactful changes in USOR's budget due to this imbalance and with the allocation that was received from the Legislature (it was helpful) but there was still a concern trying to avoid Order of

Selection (OOS). Russ stated right now USOR has come up with specific ways to reduce cost (for this year) but USOR is still looking at other ways to address the imbalance. One way is the option of requesting Federal Re-allocations funds. These funds are from other states that cannot match or cannot use the federal funds that are allocated to them. Russ explained Utah can match these funds and is requesting an allocation of approximately seven million dollars, which USOR is anticipating in August.

Russ next reported that at the last legislative session the body approved a 1.25% increase for salaries for State of Utah employees. A breakdown of USOR's 1.25% is as follows:

- An across the board 1% COLA for all state employees.
- An amount equal to .25% increase for each agency to be used for discretionary increases, as determined and implemented by the agency, to meet specific agency needs. USOR was provided approximately \$60,000.00 in discretionary funds for salaries as our .25%. All increases will take effect June 21, 2014.

Russ mentioned that 72% (\$43,250.00) of the discretionary monies allocated will be used to give a .5% increase to all professionals of the USOR who maintain a DOPL Licensed Vocational Rehabilitation Counselor (LVRC). He explained the reason and rationale of the determinations.

Russ ended his report by announcing and inviting everyone to the ASPIRE Open House on Tuesday, July 8, 2014, in Draper.

APPROVAL OF MINUTES

At this time, Chair, Ron requested a second count from Council members attending by phone. Lindsey Boerens reported in, which gave the meeting a full quorum.

Ron asked for a motion to approve May 2014 minutes.

MOTION: Kent McGregor made the motion to approve the minutes of May 28, 2014. Jan Quinn Carter seconded the motion. All were in favor. None opposed.

STATE PLAN UPDATE AND ATTACHMENT 4.2 REVIEW

STACEY CUMMINGS

Stacey Cummings, Program Administrator, Administrative Services, addressed the Council by updating the State Plan and Attachment 4.2 Review.

She reported on the following SRC recommendations: (1) The Promise Grant;(2) Adding a question to the Client Satisfaction Survey; (3) Sign a proposed MOU with the Ute Mountain Ute Tribe, 121 Program;(4) Submit the State Plan; (5) Implement the new VR transportation policy; (6) Implementation of a new Identify Verification Policy; (7) Implement policy changes related to authorizations made directly to clients; and (8) USOR's Client Service Manual be set up for public view. Stacey stated all the recommendations were completed.

Stacey continued by summarizing the goals of each year with all standards and indicators that will go on the State Plan. She further reported that the State Plan is now in draft form and she requested input from Council members. Stacey will send this report to the SRC Executive Secretary to forward to Council members by email this afternoon. Stacey will need the input by next Monday, June 30th. Chair, Ron Campbell, requested that the Council members take the opportunity to review the State Plans when they receive the information.

SUPPORT WORK INITIATIVE AND TAX CREDIT UPDATE

TRICIA JONES-PARKIN, DHS

Tricia gave an overview of the Division of Services for People with Disabilities, (DSPD) and what they do. Tricia noted that DSPD is housed under the Department of Human Services (DHS.) She reported on eligibility, the Supported Employment (SE) Milestone Program and the waiting list. Questions were asked and discussed regarding eligibility and the waiting list. Council members felt it was very informative. Tricia provided more information by distributing copies of the "Guide to Services for the Division of Services for People with Disabilities (DSPD)."

Rachel Anderson reported more information about the Milestone Program, explaining that in 2009 an hourly system was implemented, which DSPD had already in place. The hourly system was not working so DRS Director, Kyle Walker, implemented the Milestone Program (now in place) where increased funds are received when certain support levels are achieved. Rachel further explained that it has been working well (so far) but that there are still gaps that need to be better defined. A new committee is working on a new milestone program with more options. Right now, USOR currently authorizes for SE/SJBT (Supported Job-Based Training) under a milestone outcome payment method. VR Counselors and CRP job coaches begin the process by conducting the \$500 Employability Assessment. This is followed by a meeting with the client, job coach, and VR Counselor to determine appropriate service interventions. At that meeting, VR Counselors and job coaches can negotiate the appropriate milestone outcomes according to the individual client needs. For instance, if the client is already engaged in employment consistent with their primary employment factors, but needs job coaching interventions to maintain that job, it would be inappropriate to pay the milestones for job development and job placement. VR Counselors and job coaches have the flexibility to tailor the milestones to meet the individual needs of the client; however, this should be done as partners with clear communication to reach consensus.

Kyle continued reporting that the present Milestone was a pilot and that this new Milestone Program will be implemented very soon. At this stage it will be finalized with the expectations that VR partners receiving the money increase will, in turn, pay the job coaches better wages.

Kyle shared his view on the USOR move by emphasizing to the Council that any advocacy towards the concern of USOR moving to a different agency be done at the USBOE meeting in August. Chair, Ron Campbell expressed the same opinion and said to contact Lorraine Austin, USOE Board Secretary to be scheduled on the August agenda.

Kyle next reported that the University of Massachusetts sent out a \$50,000.00 grant notice for proposals to help a state agency with management decisions and view the different models of management. Kyle explained that USOR applied due to budget reasons and concerns of OOS. Kyle further explained that even though we have the money situation figured out, counselor-to-client ratio is still an issue. USOR submitted a proposal asking to take the grant funds to help USOR study where we are at, look at our closed case load practices, and to come up with a data-based decision-making tool to find the best course of action regarding the OSS, but to also bring down the counselor to client ratio. Kyle reported that the proposal was accepted by the University. A series of meetings will start next week with written findings completed by mid-2015. Kyle will keep Council updated.

AGENCY UPDATE/OPEN DISCUSSION

Lester Ruesch, USILC, commented on the collaboration with SRC and USILC last month. Lester stated it was a very positive meeting.

Louise Ogden, Utah Parent Center, voiced her concern about the RSA move and stated her full support to have RSA stay with the Department of Education.

It was suggested to write a letter on behalf of SRC to USBOE concerning their vote to study moving USOR to another state agency.

MOTION: Kent McGregor moves for a recommendation that SRC Chair, Ron Campbell, write a letter that the proposed moved of Utah State Office of Rehabilitation to another agency would not be in the best interest of the population that is served by USOR. Ken Gourdin seconded the motion. All were in favor. None opposed.

Ron will draft a letter and send to the SRC Executive Secretary who will forward to Council members to review for input, including a timeline to submit back.

Lindsay Boerens, Disability Law Center (DLC), reported that DLC is working on new goal plans for FY2015 and FY2016. DLC will be holding a public hearing in July or August. They will forward information out to the community so that their concerns and issues can be heard. Lindsay will send this information to SRC Executive Secretary who will forward it to Council members.

Kelly Boehmer, DSDHH, had nothing to report.

Ron Campbell, Chair, adjourned the meeting at 11:30 a.m.

Minutes submitted by Executive Secretary, Ginny Henderscheid.