

RCEB CASELOAD RATIO: PLAN OF CORRECTION AND RECOMMENDATIONS FOR ALLOCATION OF NEW POSITIONS

May 25, 2022

3 PM via Zoom

Why Are We Here?

Per W&I Code section 4640.6(f), RCEB is required to submit a plan of correction because caseload ratios were not met for two consecutive reporting periods.

- The plan of correction must be developed with input from the state council, local organizations representing the individuals you serve, their family members, regional center employees, including recognized labor organizations, service providers, and other interested parties

- ▶ In Fiscal Year 2022/2023, the Governor's Budget includes funds for regional centers with the stated purpose of reducing caseload ratios. In accordance with W& I Code 4640.6(g)(1), RCEB is required to hold one public meeting to receive stakeholder input to inform the way we allocate new positions funded through the new allocation

NEW THIS YEAR



WHAT DOES THIS MEAN?

- Regional Centers provided caseload ratio data to the Department of Developmental Disabilities (Department) this year in February. This is a change from the usual practice of providing March date. This year, we will also be required to provide data in the fall.
- The data was collected on February 1, 2022 and looks at case manager position that are filled as of that date or that haven't been vacant for more 60 days.
- There are required reporting categories and alternate caseload ratios :
 - Early Start– Federal Program
 - Medicaid Waiver- Federal Program
 - Community Placement Plan- Developmental Center Movers
 - Complex Needs

OVERVIEW OF CASELOADS AND TERMS

- Early Start – Ages 0-36 months
 - Children and Transition – 3 years to 18 and 18-22
 - Adults and Older Adults – Ages 18 and older
 - Community Placement Plan– Recent moves from State Developmental Centers
 - Home and Community Based Services– Medicaid Waiver
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- A decorative graphic consisting of several parallel white lines of varying lengths and orientations, located in the bottom right corner of the slide.

Regional Center	On Waiver*	Under 3 Years*	Movers Over 24 Months	Movers Between 12 and 24 Months	Movers Within Last 12 Months	Over 3 Years, Non-Waiver, Non-Mover*	Complex Needs
W&I Code Required Ratios	1:62	1:62	1:62	1:45	1:45	1:66	1:25

REQUIRED IN LAW

REQUIREMENTS AND NUMBER OF INDIVIDUALS IN EACH CATEGORY

Regional Center	On Waiver*	Under 3 Years*	Movers Over 24 Months	Movers Between 12 and 24 Months	Movers Within Last 12 Months	Over 3 Years, Non-Waiver, Non-Mover*	Complex Needs
W&I Code Required Ratios	1:62	1:62	1:62	1:45	1:45	1:66	1:25
RCEB Number of Individuals Served	7,927	2,571	272	3	7	12,144	125

- ▶ This is a new category for those individuals with low to no purchase of service dollars. These caseloads are required to have a 1:40 caseload ratio. We did not have these caseloads established in February but will on the next reporting date.

LOW TO NO POS

Regional Center	On Waiver*	Under 3 Years*	Movers Over 24 Months	Movers Between 12 and 24 Months	Movers Within Last 12 Months	Over 3 Years, Non-Waiver, Non-Mover*	Complex Needs
W&I Code Required Ratios	1:62	1:62	1:62	1:45	1:45	1:66	1:25
RCEB Number of Individuals Served	7,927	2,571	272	3	7	12,144	125
RCEB Ratios	1:85	1:85	1:70	1:43	1:32	1:99	1:19

CURRENT RATIOS

Regional Center	On Waiver*	Under 3 Years*	Movers Over 24 Months	Movers Between 12 and 24 Months	Movers Within Last 12 Months	Over 3 Years, Non-Waiver, Non-Mover*	Complex Needs
W&I Code Required Ratios	1:62	1:62	1:62	1:45	1:45	1:66	1:25
RCEB Number of Individuals Served	7,927	2571	272	3	7	12,144	125
RCEB Ratios	1:85	1:85	1:70	1:43	1:32	1:99	1:19
CA Average	1:79	1:65	1:60	1:52	1:32	1: 82	1:37

COMPARED TO STATE OVERALL

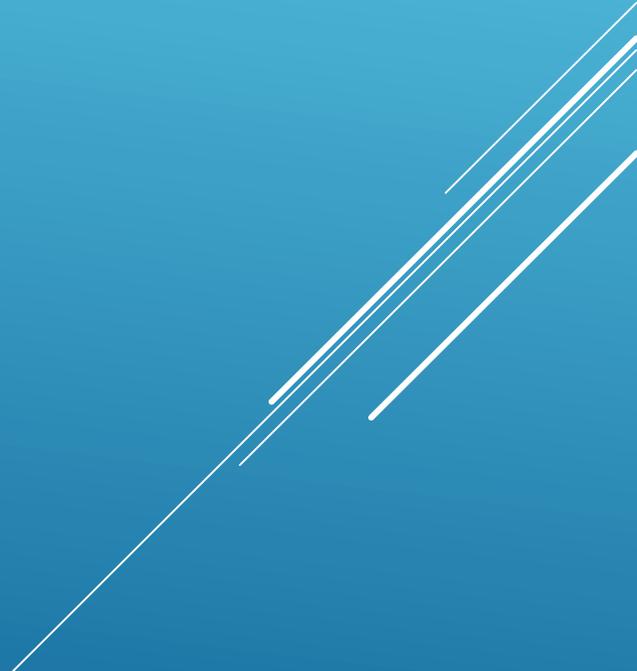
Regional Center	Waiver	Under 3 Years	Movers Over 24 Months	Movers Between 12 and 24 Months	Movers Within Last 12 Months	Over 3, No Waiver, Non Movers	Complex Needs
W&I Required Ratios	1:62	1:62	1:62	1:45	1:45	1:66	1:25
RCEB 2022	1:85	1:85	1:70	1:43	1:32	1:99	1:19
CA 2022	1:79	1:65	1:60	1:52	1:32	1:82	1:23
RCEB 2021	1:79	1:66	1:56	1:42	1:40	1:94	1:19
CA 2021	1:77	1:58	1:59	1:38	1:29	1:81	1:25
RCEB2020	1:74	1:65	1:55	1:22	1:27	1:87	1:25
CA 2020	1:75	1:64	1:56	1:35	1:23	1:79	1:37

YEAR TO YEAR

ANALYSIS OF FUNDING

- Core Staffing Formula used by the Department to determine allocation does not account full cost of hiring a case manager. The dollar amount is unchanged from the early 1990s. It is at best .5 of the required salary cost.
- Some new position are allocated at a reasonable salary however it remains at that level from year to year.
- There is no consideration of regional variations in cost of living. Bay Area cost of living—Housing market impacting staff retention
- Unallocated Reduction from previous recessions continue to apply.
- Hiring and Retention Challenges with competing social service organizations with higher salaries
- No consideration of health care costs or additional costs due to employment law changes

WHAT WOULD IT TAKE TO MEET A 1:62 CASELOAD RATIO

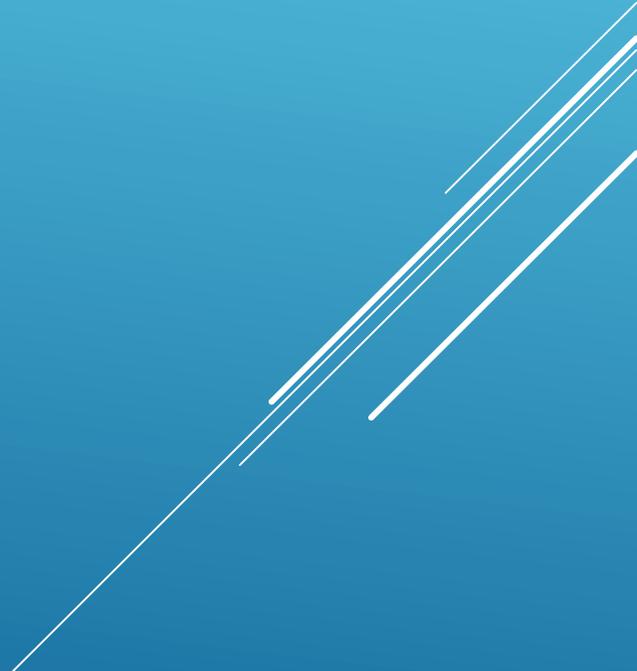
- Let's Calculate
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- A decorative graphic consisting of several parallel white lines of varying lengths, slanted upwards from left to right, located in the bottom right corner of the slide.

- ▶ HIRE RECRUITER
- ▶ PRIORITY ON CASE MANAGEMENT RECRUITING
- ▶ ADVOCATE FOR ADEQUATE FUNDING
- ▶ SUPPORT TECHNOLOGICAL INNOVATIONS TO FACILITATE WORK
- ▶ INCREASE OUTREACH TO UNIVERSITIES FOR RECRUITMENT
- ▶ ADVERTISING IN MEDIA TARGETTED AT DIVERSE COMMUNITIES

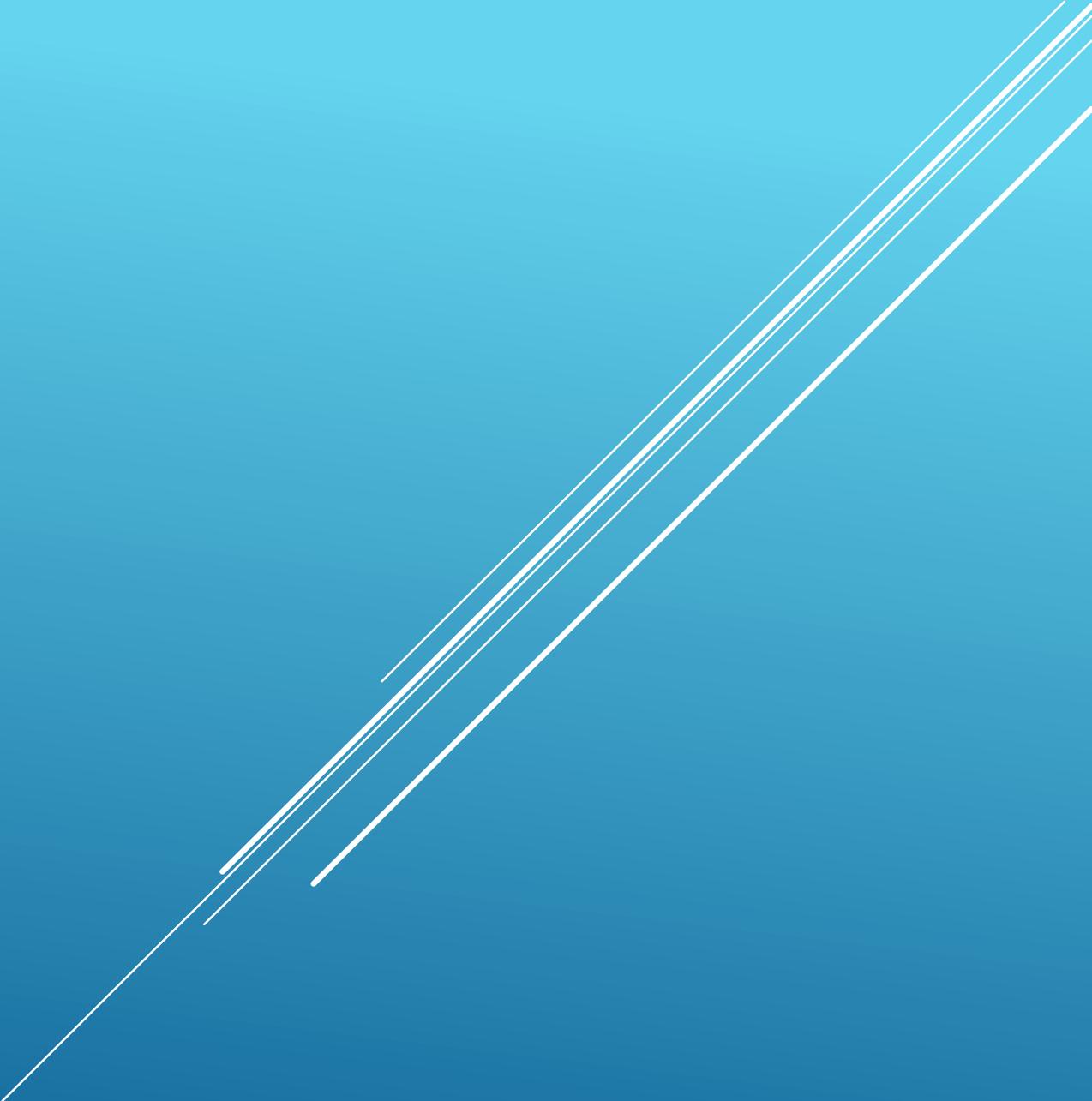
OUR PLAN

- ▶ EARLY START
- ▶ SELF DETERMINATION
- ▶ PEOPLE WITH LOW TO NO POS
- ▶ TRANSITION AGE YOUTH
- ▶ OLDER ADULTS LIVING WITH FAMILY

WHAT SHOULD PRIORITIES BE FOR NEW POSITIONS?



YOUR COMMENTS

The image features a blue gradient background. In the bottom right corner, there are several white, parallel diagonal lines that create a sense of motion or a modern design element.