



Advisory Council on Aging and Disability Services

Advocating for local, state, and national programs that promote quality of life for older adults and people with disabilities in partnership with Seattle Human Services and King County.

Advisory Council Meeting Minutes August 11, 2023

Advisory Council Members

<input checked="" type="checkbox"/> Zelda Foxall	<input checked="" type="checkbox"/> Joe Hailey	<input checked="" type="checkbox"/> CM Marli Larimer
<input type="checkbox"/> Larry Low	<input checked="" type="checkbox"/> Cindy Snyder	<input checked="" type="checkbox"/> Tom Minty
<input type="checkbox"/> CM Tammy Morales	<input type="checkbox"/> CM Kim-Khánh Van	<input type="checkbox"/> Lorna Stone
<input checked="" type="checkbox"/> Diana Thompson	<input checked="" type="checkbox"/> Dick Woo	<input checked="" type="checkbox"/> Alex O'Reilly
<input checked="" type="checkbox"/> Barb Williams		

Others present:

Guests: Amy Ruggiero, Dolores Wiens, JJ Wong, Cheri Perizolli, Patricia Schnepf, Vicki Lockwood (SeaTac Senior Advisory Board), Eleanor Lee, Emily Billow (Seattle Public Library).

HSD Staff: Irene Stewart, Dinah Stephens, Maria Langlais, Michael Adusah, Andrea Yip, Karen Winston

AAA Partners: Caren Goldenberg, PHSKC; Traci Adair, King County DCHS; Kazia Mermel, Sound Cities Association

I. Hearing Loss Association of Washington, Cheri Perizolli and Diana Thompson

This month, we heard from The National Hearing Loss Association of America, which provides resources and does advocacy.

Diana shared about the impacts of hearing loss, such as people withdrawing from friends or family, and encouraged people with hearing loss to speak up about accommodation needs. She noted that live captions apps are a game changer.

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In partnership with:



Cheri shared information on resources for people with hearing loss, including assistive listening systems. The Federal Government has approved Over-the-Counter Hearing Aids (OTC), and many OTCs are compatible with smartphones. The WA legislature recently passed a law for insurance companies to cover hearing aids.

Hearing aids work best in small gatherings, clear facemask is a great help when communicating with someone with hearing aids.

The Office of Deaf and Hard of Hearing provides resources for individuals with hearing loss. Assistive Communication Technology (ACT), Communication Access Real-Time Translation (CART), Telecommunication Equipment Distribution (TED), Washington Assistive Technology Act (WATAP), Washington Relay and RCC.

Q: How would you suggest broaching hearing loss concerns with friends and family?

A: Let them know you want to communicate with them – don't put the burden on them. Do some of the things in the guidelines so you can have a good conversation and then when they are ready to receive ideas on technology.

Please see [PowerPoint](#) and [resource handout](#) for more information.

II. RSJ Learning.

Councilmembers discussed the video "[What Is Code-Switching?](#)"

III. Meeting Motions and Council Business

- Joe moved to approve meeting minutes from June and July; the motion was approved.
- Joe moved to approve the draft Area Plan; the motion was approved.

IV. Committee Updates

Advocacy

- The advocacy committee had a presentation from Jason Austin with the Seattle Human Services Coalition on the Wage Equity study that the University of Washington conducted.
- A wage equity campaign called Raising Wages for Saving Lives advocates for a 7% increase in nonprofit human services sector wages. The long-term strategy is to create a salary grade system comparable to the trades.

- The Seattle Human Services Coalition will be having an advocacy training in September and will be hosting a candidate forum on September 19.
- The Washington State Council on Aging and the Senior Lobby Conferences will be taking place on October 18 and 19.

Planning & Allocations Committee

- Update on the four-year area plan part c

VSHSL Board Seniors Committee - No updates

- The Veterans, Seniors and Human Services Levy (VSHSL) passed.

NW Universal Design Council

- Seattle Design Festival on August 19 and 20.
- Recruiting volunteers to staff.

Mayor's Council on African American Elders (MCAAE)

- Last month's meeting had a presentation on fraud from the chair.
- Went over the ADS vision and value
- Next month's meeting will have a presentation from PSARA on Medicare fraud and Medicare privatization.
- MCAAE will host a Grandparents Day celebration on September 10 at Northwest African American Museum in person; Joe will be the keynote

Age Friendly Seattle

- Supporting the Northwest Universal Design Council, Jensen Hughs, and the Washington Assistive Technologies Act project at the Seattle Design Festival.
- Seattle Housing Authority would like to make their units more age-friendly; an audit is being conducted.
- Anti-ageism training has been launched for the City of Seattle employees. Invited council members to take the training. The AFS team will be connecting with them in coming months on other opportunities to share this training with their networks.

v. Partners Reports

King County Department of Community and Human Services (DCHS)

- At the next VSHL meeting an overview of the levy and underspent funds will be discussed.
- The VSHL board will hear from staff about recommendations on how to redistribute the funds.
- August 1, 2023, Primary and Special Election voters' pamphlet and ballots have been mailed out.

- Between now and the end of the year there are lots of considerations regarding what a renewed levy will look like.
- Outreach with senior centers has started to enroll people for the Senior Tax Exemption Program.
- Collaboration to compile and distribute emergency kits for the most vulnerable older adults in the county.
 - People 85 and above living in high rise housing programs like Seattle Housing Authority or King County Housing Authority living in the most vulnerable geographical areas in county.
 - Approximately 400 seniors will receive emergency kits and individual heat mitigation supplies.

Public Health Seattle/King County

- New campaign by CDC, “three for fall” flu, COVID-19 and RSV vaccines recommended as fall approaches.
- RSV vaccine is new and not guaranteed to become available until end of September. May not be included in the large-scale community vaccination events.

Sound Cities Association - No updates.

vi. Directors Report

- Today is Mary’s birthday – and this month also marks one year since she has been our director. Happy Birthday, Mary!

ADS Advisory Council Advocacy Committee

August 11, 2023 Meeting Minutes

Attending

- Advisory Council Members: Joe Hailey, Barb Williams, Zelda Foxhall, Alex O'Reilly, Diana Thompson
- ADS Staff: Maria Langlais
- Guests: Vicki Lockwood, Jason Austin, JJ Wong

Item
Welcome and Approval of June Meeting Minutes Minutes approved.
Presentation from Seattle Human Services Coalition (SHSC) on Wage Equity Study and Campaign, "Raising Wages for Saving Lives". The study determined there is a 37% wage gap between nonprofit human services work and comparable work. Equity will require substantially increasing wage rates/ Closing a 37% gap requires a 59% increase to close. Short term advocacy goal is to Raise wages by 7% for nonprofit HS workers – adjust for inflation separately, maintain or improve job benefits/conditions. Long-term strategies are to substantially increase wages, create salary-grade system (comparable to construction sector), use public contracts to further wage equity. See attached PowerPoint for more info. Upcoming events sponsored by the SHSC include an advocacy training and candidate forum. <ul style="list-style-type: none">• Fall 2023 Human Services Training and Advocacy Opportunities! (google.com)• City Council legislation signaling their intent to support wage equity Seattle City Council passes resolution supporting wage equity for nonprofit human services workers - Seattle City Council Blog• Wage Equity Study
Advisory Council Check-in Members shared information on recent advocacy and partnership activities and emerging issues. Barb: Digital Equity, attended Seattle Community Technology Advisory Board meeting on generative AI. They will be making a policy recommendation. Also attended the Digital Equity Learning Network. King County wide network ranging from broad band coverage and tools to engage.

Item
<p>Zelda: She and Diana attended AARP meeting with Blake Kelly from DC office, focus on relationships with members of congress – foundation to support policy issues</p> <ul style="list-style-type: none"> • 2024 federal priorities - 1) caregiving, 2) social security (customer service focus – haven't called out scrap the cap), 3) earned income tax credit, 4) prescription drugs, and 5) connectivity. • State priorities – Bill 1859 rights of residents in ALC, AFH, SNF; ground ambulance by private company not covered by surprise billing; housing support services; 5187 continuing care in retirement communities – increase transparency on upfront fees and monthly. Barb is a member of WACCRC.org and interested in this last bill. Study by insurance commissioner about what additional legislation is needed. <p>Diana: Achieve study –hearing treatment (e.g, use of hearing aids) can reduce cognitive decline. Looking forward to presenting on HLAA today. Bellevue Network on Aging (BNOA) concerned about mental health services coverage – connected the person to Cathy Knight who was super responsive. Maria will f/u with Cathy to learn more.</p> <p>Alex: Workshops to help older adults sign up for property tax relief - met with KC Assessors office staff who was very interested in this approach and resource. Their office has been trying to catch up since the pandemic on in-person presentations. They hired 3 new supervisors – outreach strategic plan. He will reach out to the Advisory Council via Traci when their staff are ready to go. Three-month turnaround after application to process. Ideas to connect this application process to AARP and United Way tax support programs. Connect to AARP and UWKC tax support.</p> <p>Joe: Encampment at Arrowhead Gardens – seeing progress, working with folks 1:1 to help folks find housing, and the City is picking up trash a few times a week. Signed on to thank you letter to CM Herbold and Mosqueda on wage equity resolution. Attended webinar on surprise medical billing rights for Medicare/Medicaid participants – protections against out of network. Talked to two new AC candidates – both interested in joining. Toured a new housing multi-service facility in Bellevue – gorgeous building with wrap around services.</p> <p>JJ Wong: Appreciates our receptiveness. Focus on LGBTQ area. Maria shared that Pride Place is offering tours of their new facility and will follow-up on group tour for the council.</p>
<p>Advocacy Issues</p> <p><u>Federal</u></p> <p>Alzheimer's research bills - have introduced a bipartisan pair of bills reauthorizing and funding the historic National Alzheimer's Project Act (NAPA), which was signed into law in 2011. Over the last decade, the national goal has led to significant progress as we strive for low-cost, widely available treatments.</p> <p>The reauthorization would continue our national strategic plan in the fight against Alzheimer's and offers the necessary federal research funding and support services.</p>

Item
<p>Congress will resume appropriations negotiations when they return from August recess. See current Senate appropriations bill.</p> <p><u>State</u></p> <p>The state leg session doesn't start until January, but now is when advocacy organizations are developing their priorities. Senior Lobby and State Council on Aging conferences will be in October and will be virtual. King County is currently not represented at SCOA; make plug at full council meeting.</p> <p><u>Local</u></p> <p>Council members had questions about their terms – e.g., end dates, number of reappointments allowed. Maria will work with new AC liaison, Michael Adusah, to confirm and share policy and ensure status of council members is accurate and up to date.</p>
<p>Review of Action Items</p> <ul style="list-style-type: none"> • Connect Jason with Walt Bowen, Senior Lobby (DONE) • Follow-up with CK on Medicare coverage for Mental Health (In progress) • Connect with AARP and United Way re helping with KC property tax exemption. • Share SHSC forum info with AC and ADS staff (Done) • Follow-up with Pride Place for tour. • Confirm appointment policy and status.

Raising Wages for Changing Lives

Wage equity for human service workers supports all residents across King County to reach their full potential.

Raising Wages for Changing Lives



**SEATTLE
HUMAN
SERVICES
COALITION**

Where Do Wages Stand Now?

In 2021, King County contracted with 501 Commons to survey nonprofit agencies on their wages and benefits. A wage that covers basic necessities without subsidies for a single adult in King County* is roughly \$65k/yr.



Frontline staff are being paid significantly less than even basic necessities in King County.

Childcare Assistant \$38k	Shelter Coordinator \$41k	Case Manager \$49k	Program Manager: \$61-66k
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*Based on Census 2020 data and MIT Living Wage Calculator

What Are The Impacts Of These Low Wages?

It is increasingly difficult for human services workers to live in our communities and stay in human services jobs.

This results in high turnover and extreme difficulty in recruiting for these critical roles.

Chronic low staffing and turnover results in the disruption of relationships between providers and program participants.

Impact on Staff & Clients

Some human services workers must work two jobs to be able to pay rent and bills.

Many human services workers are at risk of homelessness and find themselves needing public assistance.

Human service workers are sometime paid so little that they qualify for services themselves.

High turnover prevents community from being able to access services.

Systemic Impacts

- Neighborhood House enrolled a 3-year-old child with an undiagnosed developmental and speech delay into their preschool. Mom is an immigrant, single parent, with no family support network. The team worked all year to gain her trust; and the mom finally agreed to screening with the school district.
- Unfortunately, that child's teacher not only left Neighborhood House, but she also left the field entirely for a job in the private sector. The child started the school year with all new teachers and ended up leaving our program within the first few weeks.
- Neighborhood House has been unable to open all their classroom locations due to this crisis.

Project Summary

The research team will engage in a multi-method project to consider the historical, institutional, political and economic factors that contribute to current structural pay inequities and propose an empirical basis for compensating nonprofit human services workers equitably relative to workers doing comparable/equivalent work.



Sexism

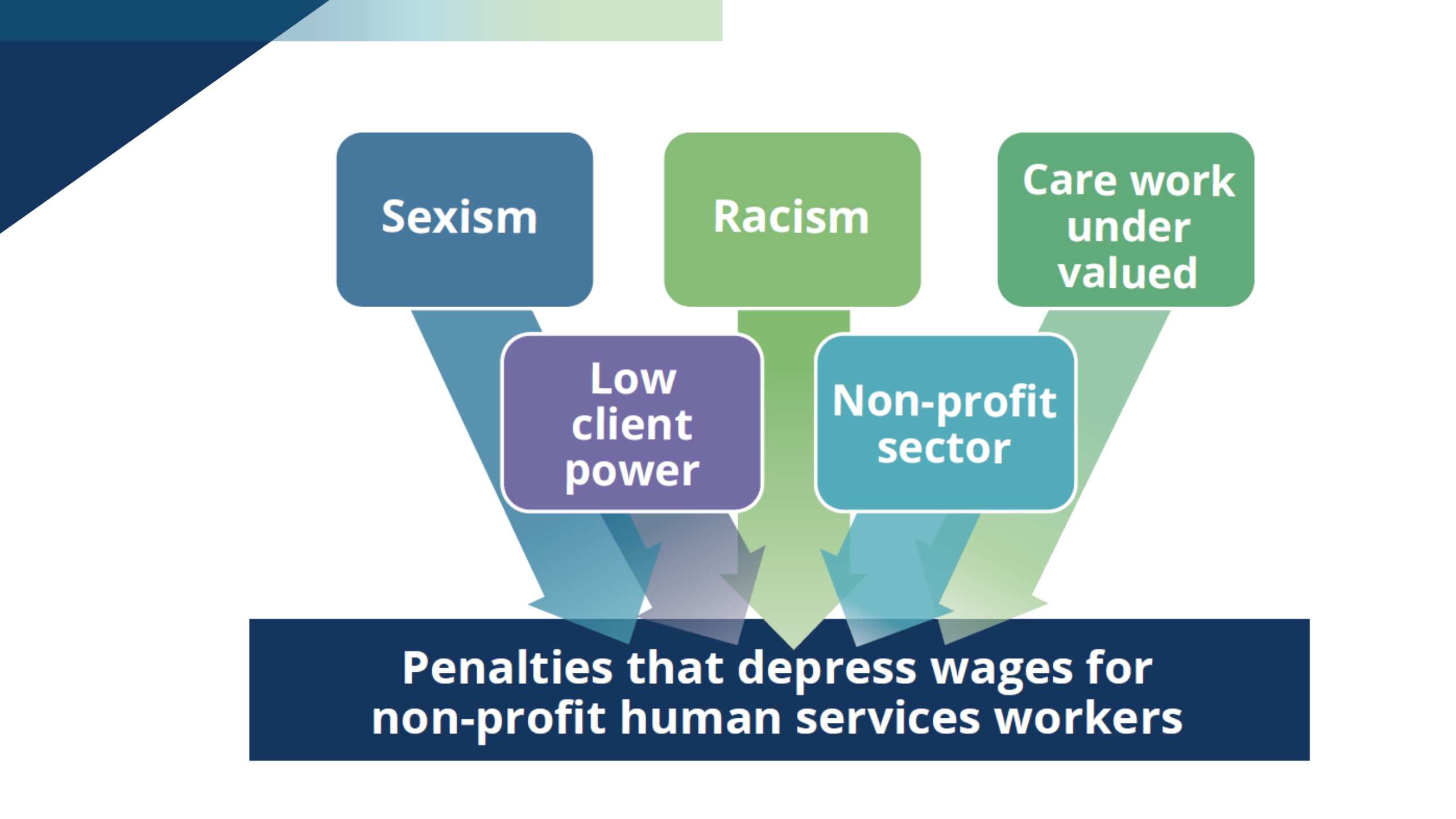
Racism

**Care work
under
valued**

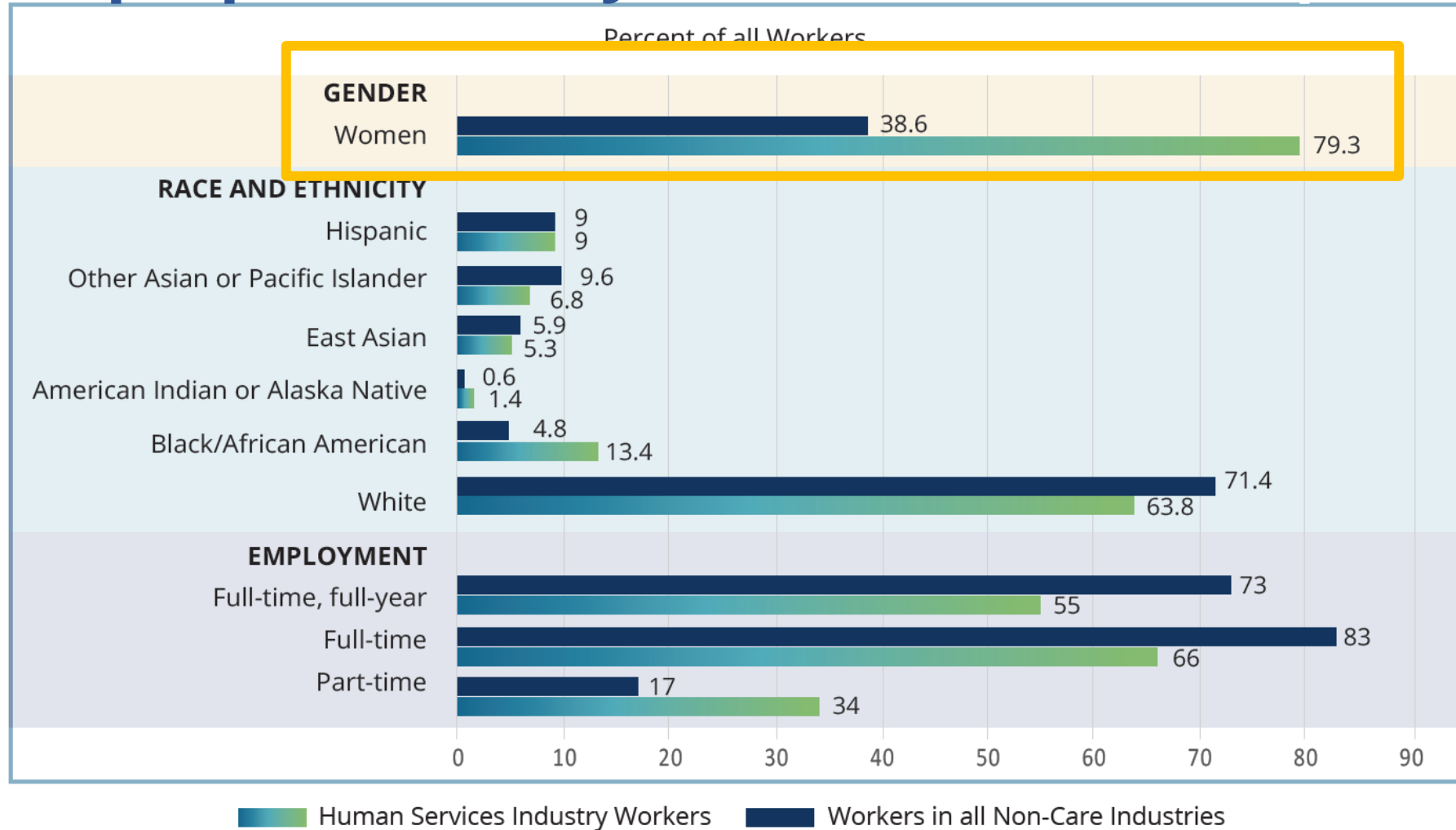
**Low
client
power**

**Non-profit
sector**

**Penalties that depress wages for
non-profit human services workers**

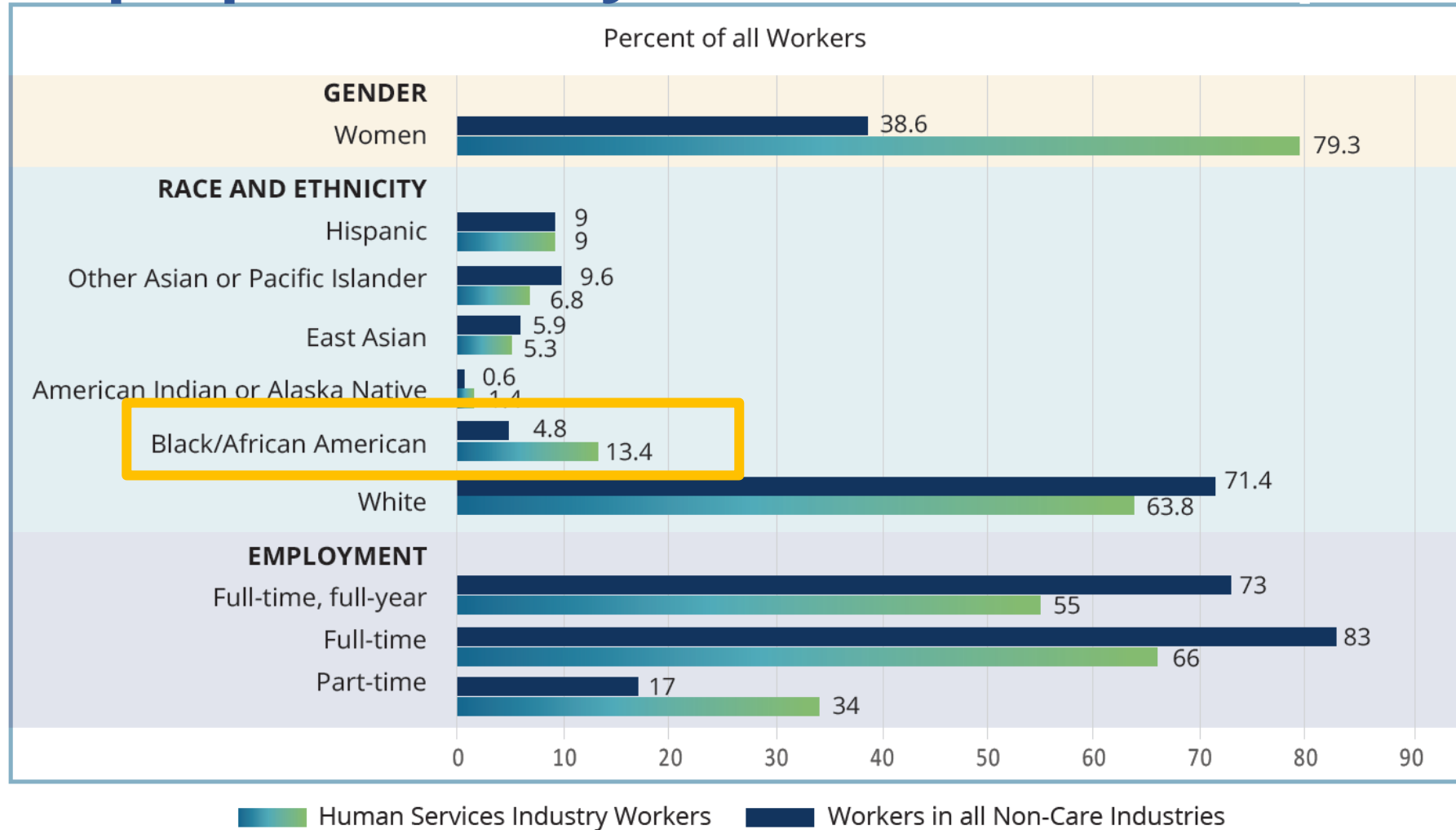


King County human services workforce is disproportionately female



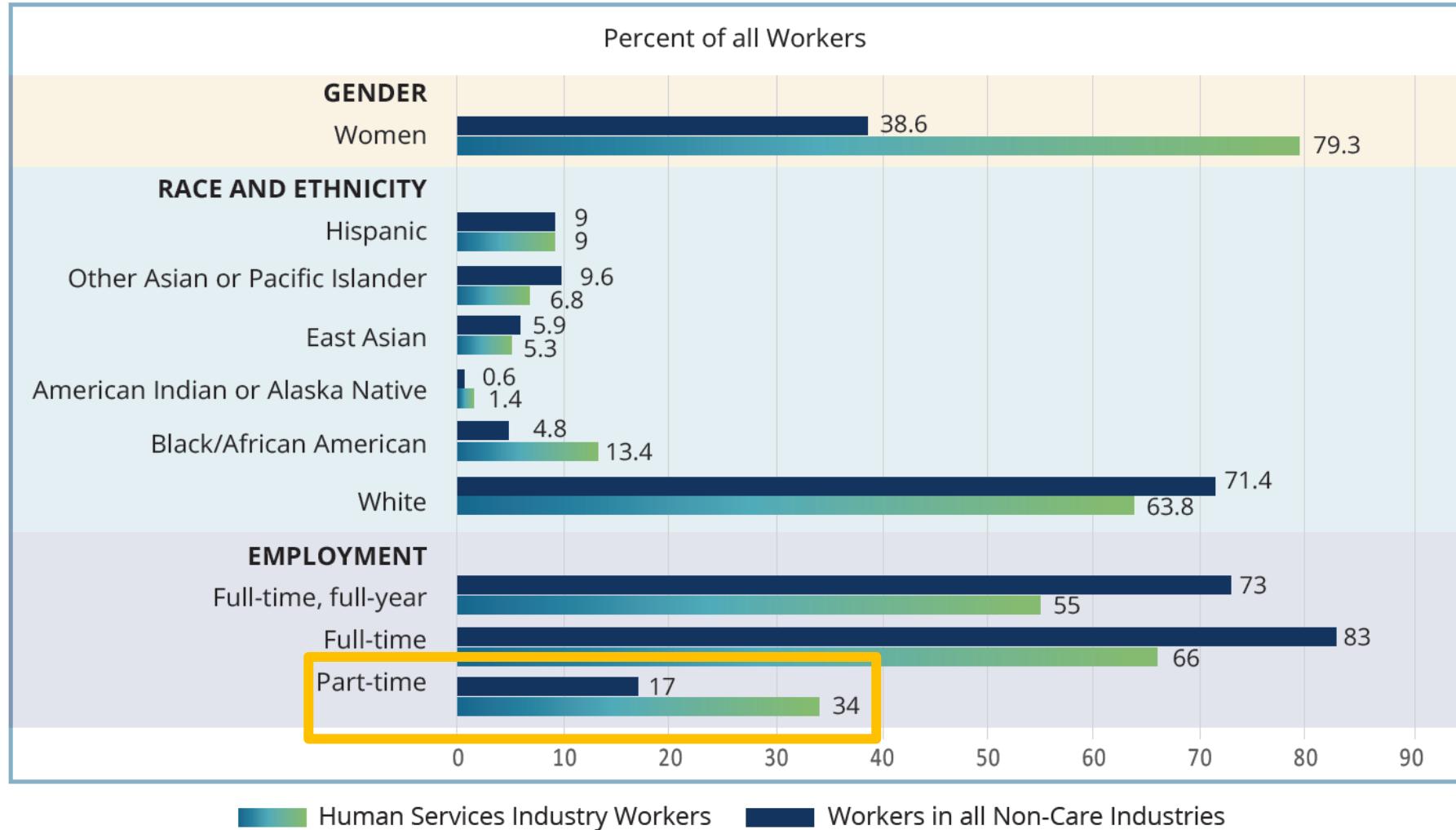
Analysis of 2005-2019 American Community Survey. All King County workers. Figure 2 in main report and Appendix 3, Table 1.

King County human services workforce is disproportionately female, Black



Analysis of 2005-2019 American Community Survey. All King County workers. Figure 2 in main report and Appendix 3, Table 1.

King County human services workforce is disproportionately female, Black, and part-time



Analysis of 2005-2019 American Community Survey. All King County workers. Figure 2 in main report and Appendix 3, Table 1.

WAGE | EQUITY | STUDY

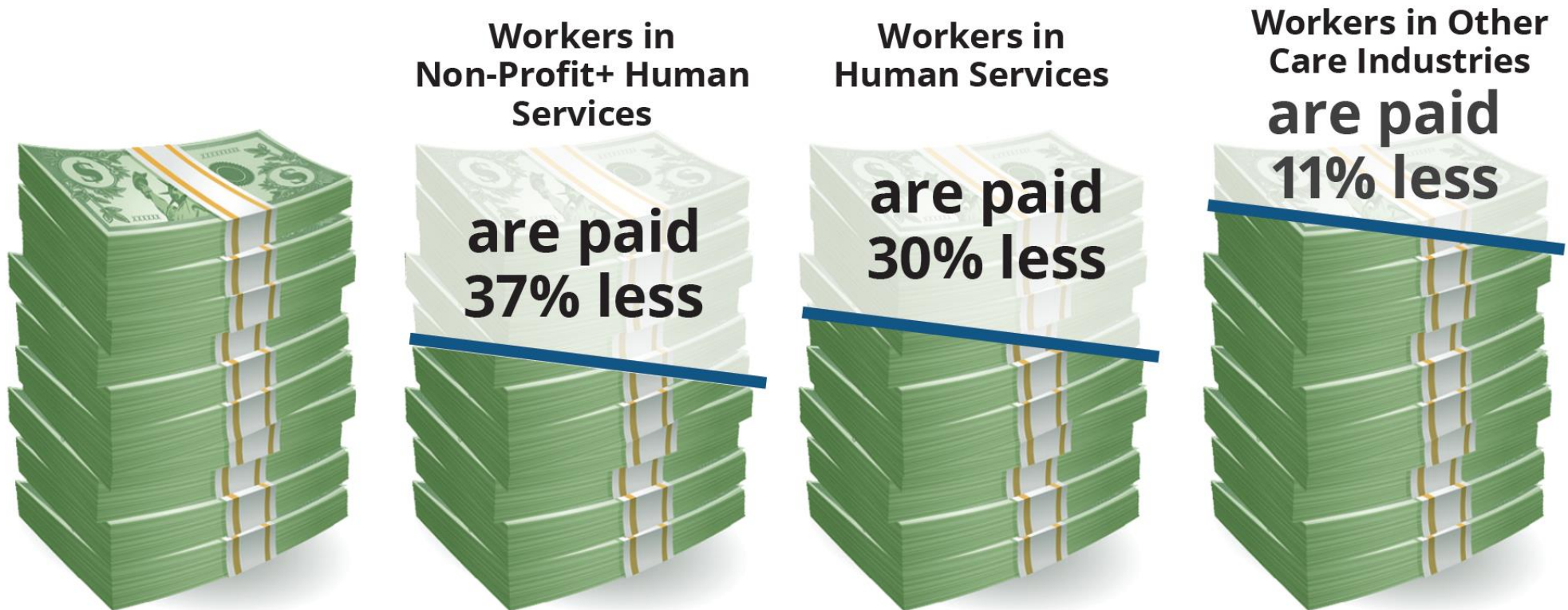
Building on knowledge that non-profit human services workers are paid less than other workers in our region.

- Study goals:
 1. Estimate the wage gap
 2. Examine **comparable worth**
 - Comparable worth = “equal pay for equivalent work”
- Study methods: rigorous analysis of available and new data
 - Market analysis
 - Job evaluation analysis

Market analysis

- What are human services workers in King County paid relative to workers in other care and non-care industries?
- Two data sources
 - American Community Survey (Census Bureau)
 - Washington State Employment Security Department

Figure 6. Wage penalties by industry and sector, Washington state
Relative to workers in non-care industries...

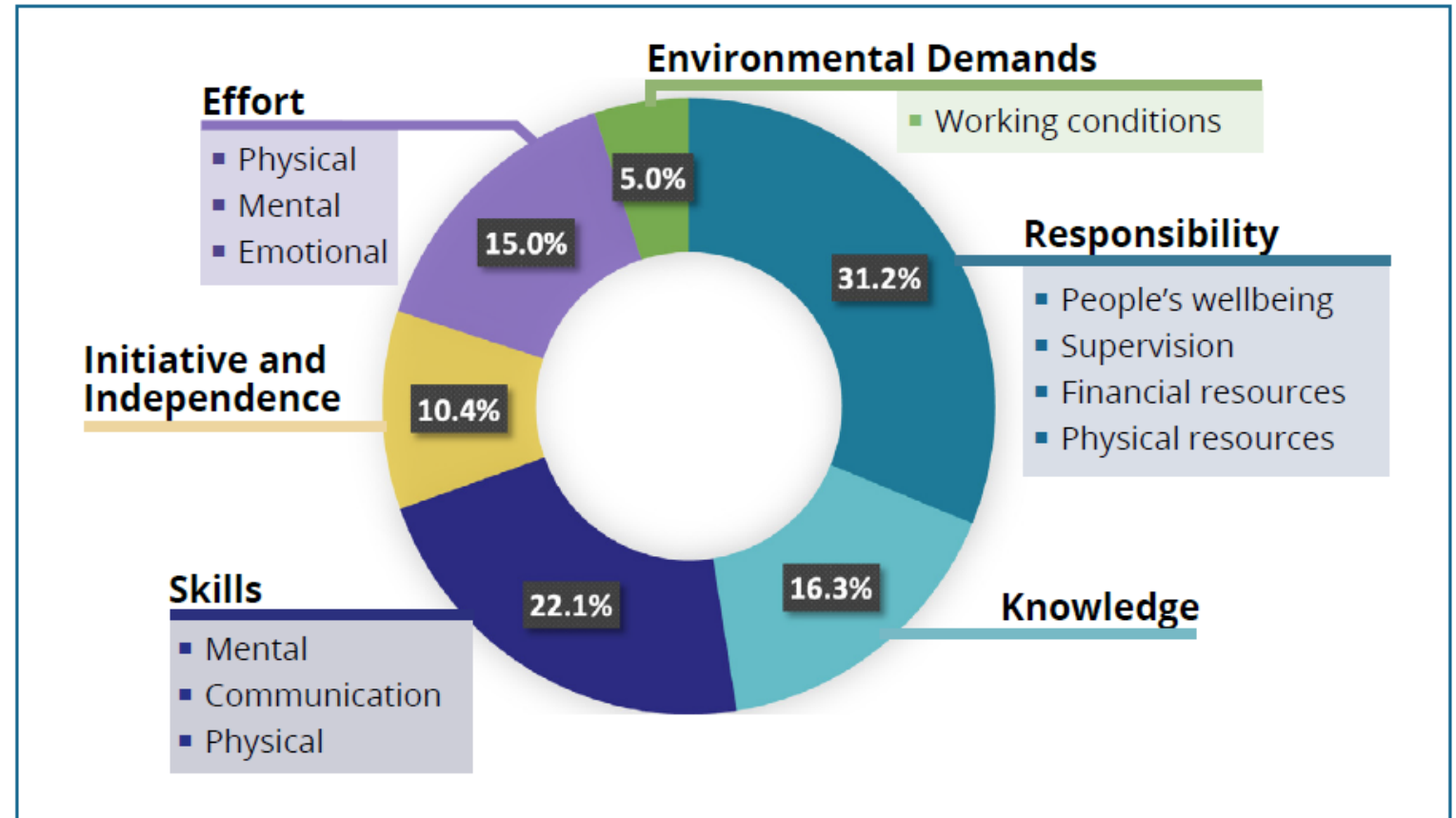


Source: Multivariate analysis of American Community Survey data, 2005-2019. Analysis controls for individual worker characteristics and time trends

Job evaluation analysis

- Compare different jobs based on characteristics
- In-depth examination of specific jobs

Figure 8. Job evaluation factors



Source: NJCS job evaluation instrument, see text for details

Figure 9. Teaching Assistant Job Comparison

Comparing job evaluation factor scores and pay for a non-profit human services job and a similarly-scored job not in human services



TEACHING ASSISTANT NON-PROFIT SECTOR

Median Pay **\$39,177/year**

Job Evaluation Score **404**

ADMINISTRATOR/PROJECT MANAGER PUBLIC SECTOR

Median Pay **\$76,860/year**

Job Evaluation Score **370**



FACTOR		SCORE	
Knowledge	80	60	
Skills			
Mental	39	39	
Interpersonal Communication	52	52	
Physical	26	26	
Demands			
Physical	20	10	
Mental	30	20	
Emotional	20	10	
Responsibility			
For People	39	26	
For Supervision	13	26	
For Financial Resources	13	26	
For Physical Resources	13	26	
Working Conditions	20	10	
Initiative/Independence	39	39	
TOTAL		404	370

Conclusion: Achieving wage equity for workers at non-profit human services organizations requires substantially increasing wage rates.

- Market data show pay gaps of 37%
- Detailed job analysis confirms substantial devaluation

Recommendations include an immediate real 7% pay increase and substantial (59%) longer-term increases by 2030.

The math...

- Closing a 37% gap
 - 63,000 to \$100,000 requires a 59% raise

Short-term recommendations

1. Raise real wage rates by a minimum of 7% for non-profit human services workers in the near term.
2. Adjust for inflation separately.
3. Maintain or improve benefits and job characteristics.
4. Consider wages in racial and gender equity work.

Longer-term recommendations

5. Substantially increase wages for non-profit human services workers to align with those of workers doing comparable work in other sectors and industries. Wages need to be increased by 59%
6. Create a salary grade system.
7. Use public contracts to further wage equity.

Wage Equity: Next Steps

- Step 1: Calculate the amount of money it would take to give everyone at your organization a 7% plus 2023 inflation increase to their wages. Do this for all employees. [**SHSC has a tool for this!**](#)
- Step 2: Share this information with all your funders, public and private. Inform them that this additional level of investment is the minimum needed to address chronic low staffing and high turnover at your organization in 2024.
- Step 2.5: Share this information with SHSC to inform our advocacy work.

Wage Equity: Next Steps

- Upcoming events to support wage equity!
 - Human Services Candidate Forum: Tuesday Sept 19 from 5:30-8pm at University Heights Center
 - Human Services Advocacy Training: Tuesday September 26 from 3-5pm at LIHI Main Office.
 - You can RSVP for our upcoming events [here](#).
- Become a wage equity supporter by adding your name [here](#).