



Staff Retention & Creative Solutions
Self-Direction Conference
October 27th, 2023

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INTRODUCTIONS

-CHRISTINE LOOSE, OWNER FLEX-PAC, INC.



-WALLY BOYER, PARENT OF CONSUMER



Agenda

Introductions

Review topics/agenda

Current Tools for Retention

Changes coming 01-01-24

Creative ideas to retain and attract

Case Examples w. Budget plans

Review handouts

Q & A

STAFFING SHORTAGE

-WE KNOW THERE IS A SHORTAGE, NOW WHAT?

-REVIEW RESOURCES WE ALREADY HAVE TO ATTRACT & RETAIN STAFF

-CURRENT WAGES, PTO, PAID HOLIDAYS, FLEXIBLE SCHEDULE

-01-01-24 INCREASES (PER APPROVAL)

-ACCEPTANCE OF HIGHER WAGE FOR ADULTS BY MOST LEAD AGENCIES

-CDCS STAFF IS A PROFESSIONAL JOB –SEIU CAREGIVER UNION

-THE BONUS: ONE OF THE HIDDEN SECRETS OF CDCS

RETENTION STIPENDS OR BONUSES



01-01-2024 Proposed Changes

-SEE HANDOUT



-MINIMUM WAGE TO \$19.00

-MAX/PARENT HOURS IF CAN'T FIND STAFF

-OVERALL BUDGET INCREASE BY 8.49%

-JUNETEENTH ADDED



SEIU UNION

- NEGOTIATE WITH MN LEGISLATURE DIRECTLY

- ALL OF THEIR RULINGS ARE FINAL

-\$15.25 CURRENT MIN.WAGE FOR ALL STAFFING

(PLAN TO GO TO \$19.00-PTO AT 4.65% FOR ALL STAFFING)

-HOLIDAY PAY, STIPENDS/TRAINING

-OVERALL GOAL TO MAKE STAFFING A PROFESSION

BONUS CASE EXAMPLES

-WALLY BOYER-DIRECT % METHOD

BONUS IS DIRECT % OF HOURS WORKED

STAFF MUST STILL MEET 3 CRITERIA

A. SATISFCATORY WORK

B. PUNCTUAL

C. GOOD ATTITUDE

BONUS CASE EXAMPLES



REVIEW HANDOUT EXAMPLES

FINDING STAFF



REVIEW HANDOUT EXAMPLES



Q & A