



## Mar Vista Community Council



# AGING IN PLACE

Mar Vista Community Council

Thursday, January 21st, 2016

6:00 PM – 7:30 PM

**Windward School Room #1030**

11350 Palms Blvd, Los Angeles, CA 90066

[See campus map for room location and parking here](#)

Co-Chairs – Sherri Akers, Tatjana Luethi, Birgitta Kastenbaum

Co-Founders – Sherri Akers, Tatjana Luethi

### Draft Minutes

**Attendees – Allison Beale, Sherri Akers, Tatjana Luethi, Birgitta Kastenbaum, Dorothy Garven, Marlena Ross, Mildred Simpson, Ann Boehmer, Edward Grey, Carol Kitabayashi, Verve Leps, Charles Guinn, Mandi Carpenter, Suzanne Benoit, Monica Moore, Lori Gilder, Mark Buchheim, Susan Black-Feinstein, Nathan Horowitz**

- **Called to order** - 6.07pm
- **Brief Introductions**
- **Public comments and announcements**
  - Carol Kitabayashi spoke re grant to support the expansion of the Westside Pacific Villages into and be two informational meetings held at the Mar Vista Library. Saturday January 30th 11:00 AM to 1:00 PM, Wednesday February 3rd 6:00 PM to 7:30 PM
  - A new California law, SB 675, requires hospital staffers to involve a family caregiver during the hospitalization and discharge process, which supporters say will improve patients' overall health and reduce their chances of readmission.
  - Homeless Count - [http://www.theycountwillyou.org/mar\\_vista\\_count](http://www.theycountwillyou.org/mar_vista_count)
  - Public hearing for case number CPC-2015-4499-CA, a proposed amendment to the Small Lot Subdivision Ordinance that was held 1/20/16 by the Director of Planning. The proposed ordinance seeks to amend Section 12.22-C,27 of the Los Angeles Municipal Code to require greater front and rear yard setbacks, create a division of land process for "adaptive reuse" small lot projects, and add an incidental administrative clearance process and establish design standards for small lot subdivision projects. Written comments or questions can still be submitted via email to Jane Choi, City Planner, at [jane.choi@lacity.org](mailto:jane.choi@lacity.org) or (213) 978-1379. See details <http://www.marvista.org/node/3396>.
- **December minutes approved**
- **New business –**
  - **Guest speaker** – Allison Beale - Allison presented options on how to hire a caregiver and get the tools to hire a caregiver on your own, through an agency, or a list service.

## How do you interview people / caregivers, how do you know to get the right person?

There are different categories for Home Care Aid (A, stands for aid or assistance)

- **Certified Nursing Assistant CNA** (went to school for certain time, in the end they take the same exam)
- **A Home Health Aid HHA** (has similar training, help with ADL's, such as bathing and eating). Check on long term insurance how many ADL's you must not be capable of to qualify for benefits.
- **Companions and Personal Care Attendant** (could be a friend, neighbor, volunteer with passion and purpose to help. They don't necessarily have the training or background). Could include light housekeeping, meal preparation, grocery shopping, going to doctors appointment, driving.

### Determine your needs, budget, and schedule:

- What do you need? Do an assessment
  - If so, do you need a professional view/opinion, a 3<sup>rd</sup> party neutral person to help you assess
  - What's my budget? Yes, no? How can I do it. Research options, services, or volunteers, and allocate you budget
  - Family members and friends
- Psychological and Social Assessment
  - Might be helpful to get a professional opinion versus your family members, you might be more open to the suggestions
- Psychological and Social Assessment
  - Insurance that covers home care aids:
    - Medicare Advantage Plans
    - Veteran Aide and Attendant Benefit (cannot qualify if you have more than \$80,000 in cash in bank/withdrawal money. Explore "Look backs".)
    - Long Term Care Insurance
    - Medical
- Other Supplemental sources of income:
  - Reverse Mortgage
  - Cashing in Live Policies
- Creating a Care Health Schedule
  - Family Members
  - Friends
  - Communities of worship
  - City of health district
  - Get involved in the community to create community

### Agency, Registry or Independent option:

- Caregivers are not independent contractors. So if you hire a caregiver you become their employer, are responsible for their wages, tax forms, social security submissions, etc. If you hire outside an agency, you can use a payroll service to cover these needs. Speak to a tax professional before employing a caregiver on a 1099 rather than as an employee.

- A couple years ago a caregiver was able to sleep in your house. That sleeping time was subtracted from the official works hours. Yet the caregiver would still help you in the middle of the night, but not get paid for it.
- The new law, caregivers must be paid for all of their hours weather the caregiver sleeps or not. All legal overtime requirements apply after 8 hours.

If you hire your own personal caregiver, you must do your own due diligence, screening, criminal background check, etc, and a personal care plan. Example, “my mom likes to do x on Mondays, y on Tuesday, etc. Make sure it’s all spelled out and documented so the caregiver has a specific schedule for your loved one.

**The difference between an Agency and a Registry:**

A registry: Basically just provides you with a contact list (think Angie’s list for caregivers), however you then have to pick it up from here. Call them and talk to them, interview them, and do it all yourself. You need to have a backup if your caregivers is sick, when they take vacations or can’t come in for whatever reasons. It’s your responsibility when working from a registry or personal caregiver. Independent Caregivers cost less per hour, but that does come with a cost. Example: Woman who had a personal caregiver for 10 years, slipped, broke her bones and ended up in the emergency room and mentioned that her caregiver has been with her for 10 years. She got fined because she didn’t file and file proper employment documents, wages etc. for her caregiver. You have to treat this like your business with proper set up and documents. Might be a bit of work at the beginning, but in the long run personal caregivers are more affordable if budget / money is a challenge.

Side Conversation: ALA – Affordable living for the aging; affordable, shared roommate Living for Seniors. Provides revenue / income for homeowner, and affordable rent for the renter. Provides companionship, support, etc.

**Set clear expectations for your personal caregiver:**

- Put job duties in writing (don’t say laundry is not necessary, because at some point it will become necessary and then it can not be leveraged for negotiating a higher rate. So list “all” duties).
- Document emergency rooms
- Have different plans for husband and wife, everyone has different needs
- Never let a caregiver be part of your finances, to not let them write any checks, bills, etc.
- Set clear expectations for salary
- Trust your intuition, if something doesn’t feel right, it’s probably not right.
- When interviewing, maybe go to a public place versus doing it in your home, until you have more information about the caregiver

**• What to ask Agencies:**

- Are the caregivers actual employees or contractors (have more coming and going)
- Are they bonded / Workers Comps?
- What’s included in the initial assessment?
- Do you provide written health care plan (your daily preferences, schedule, what you do everyday, includes report from caregivers)
- Can you interview the caregiver in advance?
- Do you drop in and make follow up visits/quality assessments to make sure everything is going okay with senior and caregiver? Ask your family members to help you do quality control to help you make sure that everything is okay between you and your caregiver, to help advocate for you. When you have an issue, it’s very important to you report this. Don’t brush it off, so it’s on the system. Agencies will be more expensive than a personal caregiver; the advantage of working with an agency is that they handle

everything for you, including issues and challenges. Range is \$20 - \$25/hr.

Agencies should have a very strict vetting process to interview and approve caregivers. They may also provide classes and training for their employees/caregivers.

Some people say, "well I can get a caregiver for \$10/hr"; be discerning if you find someone for \$10 to take care of your loved one, think about the pro's and con's of that price tag. Whom are you getting? What kind of care will you receive for that? Mentality, background, etc. You want to be careful whom you bring into your home. There are many stories of taking financial advantage of seniors, especially if dementia is present. See an attorney early on, make sure all your finances, trust, will and assets are taking care of if something should happen.

- Is the agency doing criminal background checks in all of the 50 states?
- Driving record checks?
- Do your caregivers have CPR training / First Aid Certifications?
- Do the caregivers have TB tests?
- Do you require ongoing caregiver training?
- Do you bill long-term care insurance
- What types of payments will you accept?

How to interview your own caregiver?

- Hire attitudes not experience, go with someone you are comfortable with, go with your gut
- Ask them about training, past experience
- Do you have a car? And do you have car insurance? Go on a ride with them and see how they drive, or are they a hoarder (hording stuff in car)?
- Are you legal in the US
- Ask for a list of 2 references
- Always ask this question: Before we do a background check is there anything I should know?
- Network, and find somebody through personal referrals from other seniors or their family members that has hired caregivers.
- Ask "what do you do during your free time"
- What do you do when you get angry (slam the door, throw a chair, cry, etc)
- Ask: Do you have other jobs aside from this one? Do you work another job and do the nightshift? (concern is safety)
- Where do you live (far or near to here)

**Set clear expectations:**

- Put job duties in writing (don't say laundry is not necessary, because at some point it will become necessary and then it can not be leveraged for negotiating a higher rate. So list "all" duties).
- Document emergency rooms
- Have different plans for husband and wife, everyone has different needs

Attendee shared that her fantasy is to rent out rooms in her house if she gets to the point when she is no longer to be self-sufficient, have other roommates with different capabilities.

Finding a caregiver is like dating, you got to find the right match. Go with your gut.

Allison is with [Homewatch CareGivers of Los Angeles](#)

- **Old Business not reviewed due to lack of time**
    - a. **Future guest presentations**
      - a. **February** - Lilly Ortiz of LA Metro will present on their [On the Move Riders Club](#).
      - b. **March** – Monica Moore of [UCLA Easton Center for Alzheimer’s Disease Research](#)
      - c. **April** – [Affordable Living for the Aging](#) roommates in Mar Vista to lead a discussion group, Q&A about their program (TBC)
      - d. **May** – Our Time Bank- <http://ourtimebank.timebanks.org/>
  - **Meeting adjourned - 7.39 pm**
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*\*in compliance with Government Code section 54957.5, non-exempt writings that are distributed to a majority or all of the board in advance of a meeting, may be viewed at <http://www.marvista.org> or at the scheduled meeting. In addition, if you would like a copy of any record related to an item on the agenda, please contact [secretary@marvista.org](mailto:secretary@marvista.org).*

*\*\*As a covered entity under Title II of the Americans with Disabilities Act, the City of Los Angeles does not discriminate on the basis of disability and upon request, will provide reasonable accommodation to ensure equal access to its programs, services, and activities. Sign language interpreters, assistive listening devices, or any auxiliary aids and/or services may be provided upon request. To ensure availability of services, please make your request at least 3 business days prior to the meeting you wish to attend by contacting [chair@marvista.org](mailto:chair@marvista.org)*