

Lilia Teninty

Authorized Signature

Number: APD-AR-14-053

Issue Date: 12/19/2014

CORRECTION to 9/26/14

Due Date: 12/19/2014

Topic: Developmental Disabilities

Subject: Personal Support Worker Rates 2014

Applies to (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> All DHS employees | <input checked="" type="checkbox"/> County DD Program Managers |
| <input type="checkbox"/> Area Agencies on Aging | <input type="checkbox"/> County Mental Health Directors |
| <input type="checkbox"/> Aging and People with Disabilities | <input type="checkbox"/> Health Services |
| <input type="checkbox"/> Children, Adults and Families | <input checked="" type="checkbox"/> Other (please specify): County DD Service Coordinators; eXPRS Group, Provider Technical Assistance Unit, Brokerage Directors, Brokerage PAs, CIIS Staff |

Effective 12/19/2014 - This transmittal previously contained an ISP Addendum sheet to be attached to ISPs where the PSW rates were being changed as a result of the CBA. The addendum is not required to be attached to an ISP as the CBA, In Home Expenditure Guidelines, and ReBAR rate guidelines reflect changes in provider wages including PSWs. If ODDS has granted an exceptional rate through the funding review process there will be an additional approval document that will be attached to the individual's ISP.

Reason for Action:

The [2013-2015 Collective Bargaining Agreement between the Home Care Commission and SEIU Local 503](#) (CBA) includes service payment rate increases and Cost-Of-Living-Adjustments from some PSWs and PSW-Independent Contractors.

Action Required:

This transmittal describes the process required to apply the 3.5% COLA effective October 1, 2014 and the new service payment rate increase, effective January 1, 2015.

This is for rate changes only, **this does not increase or decrease plan hours, this simply adjusts the provider rates.** The COLA and service payment increases will put some plans over the original budgeted amount, this is approved, and no variance is

needed for this instance. Please read the entire transmittal before changing any rates.

A. Cost of Living Adjustment (COLA): Article 14, Section 1 of the CBA provides homecare and personal support workers that meet the parameters below with a 3.5% COLA. Personal support workers with an hourly service payment rate of \$13.75 through \$20.75 will receive a 3.5% COLA **effective October 1, 2014**. This information is also included in [AR-13-073 Personal Support Worker Rates](#) released October 11, 2013.

The COLA only applies to providers covered by the CBA as of September 30, 2014. New providers providing services starting on or after October 1, 2014 will be paid at the rates established in the CBA.

Personal support workers with an hourly service payment rate under \$13.75 and over \$20.75 are **not eligible** for the 3.5% COLA.

COLA Rate Table

PSW Category	Service payment rate effective October 1, 2013	3.5% COLA effective October 1, 2014
PSW-Independent Contractor	\$17.50	\$18.11
CIIS PSW	\$15.20	\$15.73
CIIS PSW-Independent Contractor	\$17.48	\$18.09
Job Coach-Independent Contactor	\$17.50	\$18.11
PSW rates in any category	\$13.75-\$20.75	\$14.23-\$21.48 (current rate + 3.5% COLA)

According to Medicaid rule a PSW or a PSW-Independent Contractor can NOT charge different rates to different consumers. (For example, if a provider charges \$15/hr to consumer A for Attendant Care services, then the same provider must charge all other consumers the same rate for providing services within the same provider category.)

B. Required actions to implement 3.5% COLA effective October 1, 2014:

CDDP, CIIS and Brokerage staff must:

- (a) Identify PSWs who are entitled to the 3.5% COLA
- (b) Update the PSW's rate of pay to reflect the 3.5% increase.
- (c) Provide accurate rate of pay information for all PSWs receiving a COLA to TNT using the current data transfer system in place to process the October 1, 2014 to October 15, 2014 billing cycle which takes place on October 24, 2014.

This new rate of pay only applies to services provided on or after **October 1st, 2014**. Prior services that are claimed will be paid at the rate of pay established on or before September 30, 2014.

Individual ISPs do not have to be adjusted to reflect the COLA for applicable PSWs.

C. New Service Payment Rates: Article 14.2 Section 2 of the CBA establishes new service payments rates for each PSW category that will be effective January 1, 2015.

January 1, 2015 PSW Rate Schedule

Provider Type	January 1, 2015
Personal Support Worker Hourly (ADL and IADL)	\$13.75
PSW-Independent Contractor	\$18.00
Job Coaching – Independent Contractor	\$18.00
CIIS-PSW	\$16.50

D. Required actions to implement new Service Payment Rates effective January 1, 2015:

CDDP, CIIS and Brokerage staff must:

- (a) Identify PSWs eligible for the new service payment rate. Their service payment rate must be lower than the rate for their service category in Section C.
- (b) Use the January 1, 2015 table in Article 14.2, Section 2 of the CBA to find the PSW's correct service payment category.
- (c) Update the PSW's service payment rate according to the worker's PSW category
- (d) Input service payment rate changes accurately and timely in Plan of Care to ensure changes are reflected in the January 1, 2015 through January 15, 2015 billing cycle.

PSWs earning more than the January 1, 2015 new service payment rate for the PSW's category should not receive a service payment increase.

This new service payment rate applies to services provided on or after **January 1, 2015**. Services provided on or before December 31, 2014 will be paid at the rate of pay established on or prior to December 31, 2014.

Individual ISPs do not have to be adjusted to reflect the new service payment rates for applicable PSWs.

Field/Stakeholder review: Yes No

If yes, reviewed by:

If you have any questions about this action request, contact:

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