

# Home Care Worker Minimum Wage Guidance

Wage Effective

January 1, 2024 through March 31, 2024

December 13, 2023

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## Minimum Wage Home Care Worker Wage Increase

The \$1.55/hour home care worker wage increase for NYC Area, \$1.35/hour home care worker wage increase for Upstate, and \$1.55/hour wage parity decrease for NYC Area are effective 1/1/2024

### Personal Care/CDPAS/Home Health Care MW and Wage Parity Schedules Assumed in Initial April Rates

Region	Minimum Wage					Wage Parity	
	2021	1/1/2022	10/1/2022	1/1/2023	1/1/2024	2021	1/1/2024
NYC Metro	\$15.00	\$15.00	\$17.00	\$17.00	\$17.00	\$4.09	\$4.09
Nassau, Suffolk, Westchester	\$14.00	\$15.00	\$17.00	\$17.00	\$17.00	\$3.22	\$3.22
All Other Regions	\$12.50	\$13.20	\$15.20	\$16.20	\$16.20	N/A	N/A

### Personal Care/CDPAS/Home Health Care Minimum Wage and Wage Parity Schedules in Supplemental April Rates

Region	Minimum Wage					Wage Parity	
	2021	1/1/2022	10/1/2022	1/1/2023	1/1/2024	2021	1/1/2024
NYC Metro	\$15.00	\$15.00	\$17.00	\$17.00	\$18.55	\$4.09	\$2.54
Nassau, Suffolk, Westchester	\$14.00	\$15.00	\$17.00	\$17.00	\$18.55	\$3.22	\$1.67
All Other Regions	\$12.50	\$13.20	\$15.20	\$16.20	\$17.55	N/A	N/A

*\*April Rates referenced on this slide reflect rates for the 2023-24 State Fiscal Year time period (4/1/23-3/31/24)*

Note the decrease in the wage parity for downstate

## Minimum Wage Home Care Worker Wage Increase

- The Personal Care Services (PCS) and Consumer Directed Personal Assistance Program (CDPAP) regional average unit costs presented in this deck represent plan rates for the State Fiscal Year (SFY) 2023-24 for the following managed care programs:
  - Partial Capitation
  - Medicaid Advantage Plus (MAP)
  - Program of All-Inclusive Care for the Elderly (PACE)
  - Mainstream
  - Health and Recovery Plans (HARP)



## Minimum Wage Home Care Worker Wage Increase

- The PCS and CDPAP regional average unit costs presented in this deck refer to the average cost of providing 1 hour of PCS or CDPAP in different regions of the State. DOH's actuary incorporated these new regional average unit costs into the development of updated plan rates.
- The average amount assumes plan/provider negotiated rates may be above or below the amount added to rates
- Current negotiated rates should be considered in the context of plan/provider negotiations as they vary above and below the average based on several factors:

Experience	Quality
Location	Fringe Benefits
Book of Business	Bonuses
Travel	Projected Overtime

- Some contracts may already exceed wage requirements (plus appropriate administrative costs and margin) and therefore necessitate little or no increase.
- Some contracts will fall below wage requirements (plus appropriate administrative costs and margin), and therefore, necessitate relatively more of an increase.
- To mitigate contract variation, the Department adjusted rates assuming every hour of service will require the wage increases.



Note **average** costs

## Minimum Wage Home Care Worker Wage Increase - New York City Region

- The New York City Region reflects a regional **average Personal Care** service cost of \$28.17
  - Reflective of the January 1, 2024 home care worker wage increase
  - Inclusive of 17.46% wage dependent fringe
  - Reflects wage parity reduction
- The New York City Region reflects a regional **average CDPAP service** cost of \$26.62
  - Reflective of the January 1, 2024 home care worker wage increase
  - Inclusive of admin component reflective of FI PMPM Tiers
    - [https://www.health.ny.gov/health\\_care/medicaid/redesign/mrt90/mltc\\_policy/21-02.htm](https://www.health.ny.gov/health_care/medicaid/redesign/mrt90/mltc_policy/21-02.htm)
  - Inclusive of 17.46% wage dependent fringe
  - Reflects wage parity reduction



## Minimum Wage Home Care Worker Wage Increase New York City Region

- Considerations in the Negotiation Process regarding New York City Region Wage
  - \$28.17 PC unit cost is a NYC Rating Region **average**
  - New York City Rating Region includes the following:
    - NYC Metro (5 Boroughs)
    - Nassau, Suffolk and Westchester Counties
  - NYC Rating Region unit cost will include new Wage Parity amounts
    - NYC Metro Wage Parity is \$2.54
    - Nassau, Suffolk and Westchester Counties Wage Parity is \$1.67



## Minimum Wage Home Care Worker Wage Increase New York City Region Example

- PC Unit Cost of \$28.17 added for every hour of service in NYC Region
- A Plan's total hours (utilization) will vary from the region average based on Plan-specific Risk Score
  - Example 1: If region average utilization is assumed at 100 hours per member per month and a plans risk score is .9700 then a plan is funded on average at \$28.17 for 97 hours per member per month
  - Example 2: If region average utilization is assumed at 100 hours per member per month and a plans risk score is 1.2000 then a plan is funded on average at \$28.17 for 120 hours per member per month
- Plans total aggregate funding can be considered based on average unit cost of \$28.17 and total utilization (per member per month) based on risk score



## Minimum Wage Home Care Worker Wage Increase - Upstate Region

- The Upstate Region reflects a region **average Personal Care** service cost of \$31.91
  - Reflective of the January 1, 2024 home care worker wage increase
  - Inclusive of 17.29% wage dependent fringe
  - Upstate rating regions do not include wage parity
- The Upstate Regions reflect a region **average CDPAP** service cost of \$26.79
  - Reflective of the January 1, 2024 home care worker wage increase
  - Inclusive of admin component reflective of FI PMPM Tiers
    - [https://www.health.ny.gov/health\\_care/medicaid/redesign/mrt90/mltc\\_policy/21-02.htm](https://www.health.ny.gov/health_care/medicaid/redesign/mrt90/mltc_policy/21-02.htm)
  - Inclusive of 17.29% wage dependent fringe
  - Upstate rating regions do not include wage parity



### **Managed Care Questions**

Partial Capitation, MAP and PACE :

Rates - [mltcrs@health.ny.gov](mailto:mltcrs@health.ny.gov)

Complaints - [mltctac@health.ny.gov](mailto:mltctac@health.ny.gov)

Mainstream and HARP:

Rates - [bmcrc@health.ny.gov](mailto:bmcrc@health.ny.gov)

Complaints - [managedcarecomplaint@health.ny.gov](mailto:managedcarecomplaint@health.ny.gov)



Reach out to DOH with questions re contracts between plans and providers

Note the decrease in the wage parity for downstate

FFS rates will be posted soon. Webinar may be provided

This is for PCAs and CDPAS aides only.