

Notice of BHDDH Direct Support Professional and Job Coach Wage Increases
Description of Scope, Methodology, and Timelines

The FY 2017 Enacted Budget designates \$5,088,541 to increase wages currently paid to Direct Support Professionals and Job Coaches employed at Developmental Disability Organizations (DDOs) licensed by the Department of Behavioral Healthcare, Developmental Disabilities and Hospitals (BHDDH). The Federal District Court Consent Decree calls for wage increases to direct support staff in recognition that these wages have not been increased for a long period of time, which makes it difficult for agencies to meet the system transformation goals of the Consent Decree. To effectuate these increases, BHDDH is changing the rates paid to DDOs on October 1, 2016. In addition, these adjusted rates will be applied retroactively for services rendered between dates of service July 1, 2016 through September 30, 2016. In particular, changes are being made to increase the Direct Support Professional (DSP) hourly wage from \$11.55 per hour to \$11.91.

Rate Changes

The rate changes effective October 1, 2016 will update the rates paid for services provided by Private DDOs in the following way:

1. Rate increases. No adjustment will be made to the rate methodology, however, the assumptions used in the development of rates with respect to hourly wages have been changed in all rate models as follows:
 - a. The Direct Service Professional assumption increases from \$11.55 to \$11.91 per hour.
 - b. The Supervisor assumption increases from \$17.33 to \$17.87 per hour.
 - c. The Support Coordinator assumption increases from \$20.21 to \$20.84 per hour.
 - d. The Job Developer Assumption increases from \$20.21 to \$20.84.

When a rate change is made for Direct Support Professional, there is an automatic rate adjustment for the other categories under the current methodology.

Mass Adjustment Payment

Agencies will not have to bill the Division again for services provided between July 1, 2016 and September 30, 2016 as a mass adjustment payment will be made to each agency to reflect the incremental additional amount due for claims billed.

Payroll Data Requirements

In order to collect data to assure that the additional funds are directed to Direct Support Professionals and job coaching staff, the Department requires that all providers submit payroll data reflecting wage scales pre-raise and post-raise. Instructions on this process will be distributed soon.