



Department
of Health

Home Care Worker Minimum Wage Guidance

Wage Effective

January 1, 2024 through March 31, 2024

December 13, 2023

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)*

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.

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
 - 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 plan's 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 plan's 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
 - Inclusive of 17.29% wage dependent fringe
 - Upstate rating regions do not include wage parity

Minimum Wage Home Care Worker Wage Increase

Upstate Rating Regions Example

- PC Unit Cost of \$31.91 added for every hour of service in Upstate 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 plan's risk score is .9700 then a plan is funded on average at \$31.91 for 97 hours per member per month
 - Example 2: If region average utilization is assumed at 100 hours per member per month and a plan's risk score is 1.2000 then a plan is funded on average at \$31.91 for 120 hours per member per month
- Plans total aggregate funding can be considered based on average unit cost of \$31.91 and total utilization (per member per month) based on risk score

Managed Care Questions

Partial Capitation, MAP and PACE :

Rates - mltcrs@health.ny.gov

Complaints - mltctac@health.ny.gov

Mainstream and HARP:

Rates - bmcr@health.ny.gov

Complaints - managedcarecomplaint@health.ny.gov