

Subject: News & Updates from LCBDD!
Date: Tuesday, January 2, 2024 at 12:03:40 PM Eastern Standard Time
From: David McManus
Attachments: What_Do_Rate_Increases_Mean_for_Providers_-_DODD.pdf,
What_Do_Rate_Increases_Mean_for_DSP_-_DODD.pdf

Hello, and Happy 2024! Sending along a few pieces of info. Please let me know if you have any questions or need info. on other topics.

Thanks,
David

DSP and Provider Resources for Historic Rate Increases (from DODD)

Starting January 1, 2024, and again on July 1, 2024, DD providers will bill at significantly higher Medicaid reimbursement rates. The DeWine-Husted administration and the Ohio General Assembly expect these higher reimbursement rates to lead directly to increased wages for DSPs, and that over the next two years we will see an average DSP wage across the state of at least \$18 per hour.

It is ultimately up to each employer (agency provider) to determine how they use the increased reimbursement rates. DODD pays a reimbursement rate to a Medicaid provider to deliver a Medicaid service, not a specific wage for specific types of employees. Actual wages of DSPs vary by employer and will depend on the reimbursement rate the provider receives, the variety of services billed for, and agency business decisions.

When the increased reimbursement rates from the budget are fully implemented, DODD expects that required provider data reporting will show the statewide average wage of DSPs will be at least \$18 per hour.

DODD will annually require information from providers to submit wage and compensation data of DSPs. As required in Ohio law through the budget bill, DODD will annually share this information with the Ohio General Assembly.

DODD strongly encourages providers to be transparent and communicate with DSPs about how increases are being used. DSPs should talk to their employers to understand what the increased reimbursement rates mean for them.

(Additional docs. attached.)

FREE DSP events!

OADSP and Scene75 have collaborated to offer registered DSPs FREE FUN at Scene75 on the first Thursday of EVERY month, including December 7! Package inclusions, locations, and registration is available when you click here.



OISP glitches & “draft” watermarks

Providers may see occasional ISPs with a “draft” watermark on them. It IS the finalized plan- even though it has the watermark. This is being caused by problems uploading plans into the DODD’s OhioISP system, and the “draft” plan is being sent to meet timelines.

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I Am a DSP - What Do Rate Increases Mean for Me?



"To recognize and value the work of DSPs is to recognize and value the people they support," Director Hauck said in budget testimony.

The DeWine-Husted budget recognizes Ohio's DD system's most pressing issue: having enough Direct Support Professionals (DSPs) to meet the needs of people with developmental disabilities. The budget addresses this issue by investing a historic \$1.3 billion into provider rates so DSPs can get paid more.

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Please talk to your employer to understand what the increased reimbursement rates mean for you.

DSP Frequently Asked Questions:

1. When will wages increase?
 - a. You should talk to your employer to determine when and how they are implementing increases. All providers will bill and be reimbursed at higher Medicaid service rates starting January 1, 2024. Rates will increase again on July 1, 2024.
2. How much will I get paid? Will it be \$18?
 - a. It is ultimately up to each employer (agency provider) to determine on how they use the increased reimbursement rates. DODD pays a reimbursement rate to a Medicaid provider to deliver a Medicaid service, not a specific wage for specific types of employees. Actual wages of DSPs vary by employer and will depend on the reimbursement rate the provider receives, the variety of services billed for, and agency business decisions.
 - b. When the increased reimbursement rates from the budget are fully implemented, DODD expects that required provider data reporting will show the statewide average wage of DSPs will be at least \$18 per hour.
 - c. Knowing that increases are coming, some employers might have already increased wages. DODD has heard that providers are planning on implementing increased wages in a variety of ways; including:
 - i. Across the board percentage/dollar amount increase to every DSP
 - ii. A larger increase for DSPs who work certain shifts like evenings, weekends, and holidays.
 - iii. A larger increase for DSPs who work in certain settings or provide certain support to people

- iv. A larger increase to DSPs with seniority or certain education or training
- v. A larger increase in the starting wage to recruit more DSPs
- d. You should talk to your employer to find out how they are implementing increases, whether across the board, by longevity, in other ways, or some combination of methods.
- 3. Do providers have to pass along the increase?
 - a. It is ultimately up to each employer (agency provider) to determine on how they use the increased reimbursement rates. The administration and Ohio General Assembly expect that these funds be used for wage and compensation increases. The intent and expectation of the budgeted funding is to increase DSP wages to a statewide average of at least \$18 per hour. DODD will collect and share data on how increases are used.
- 4. Do providers have to report on how they use the increase?
 - a. DODD collects annual cost reporting from ICF providers and annually requires HCBS providers to submit wage and compensation data. The budget bill requires DODD to share this data with the Ohio General Assembly annually. Since the goal is to increase wages for DSPs to an average of at least \$18 per hour, this data is critical to understanding the state of DSP compensation in the DD system.
- 5. I am an independent provider; what do the rate increases mean for me?
 - a. This rate increase also extends to Independent Providers who will be able to bill for the increased rates starting January 1, 2024. There are no requirements on how Independent Providers use the increase, and IPs do not fill out the compensation tool.
- 6. I work as a DSP in an ICF/IID, is my provider eligible for the rate increase?
 - a. Yes, though the reimbursement process for the agency provider is different, reimbursement was increased in both waiver and ICF/IID settings. The expectation in both settings is an increase in DSP wages and compensation.

I Am a Provider - What Do Rate Increases Mean for Me?



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DODD strongly encourages providers to be transparent and communicate with DSPs about how increases are being used.

DODD will annually require information from providers to submit wage and compensation data of DSPs. As required in Ohio law through the budget bill, DODD will annually share this information with the Ohio General Assembly.

Provider Frequently Asked Questions:

1. What is expected of providers?
 - a. DODD, the DeWine-Husted administration, the Ohio General Assembly, and system stakeholders advocated for historic provider rate increases to significantly increase the wages of DSPs.
 - b. It is the intent that the rate increase be passed along to DSPs in the form of increased wages.
 - c. DODD expects that providers are transparent with their DSPs about how and when wage and compensation increases will be implemented.
 - d. Providers are expected to annually comply with DSP wage reporting.
2. Do wages have to increase on 1/1 and 7/1?
 - a. There is not a specific date that providers must increase wages of DSPs. These are dates that providers will bill for higher rates. As those increased rates come to the provider, there should be a plan to utilize them as intended to increase DSP wages.

3. Do providers have to pass along the increase?
 - a. It is ultimately up to each employer (agency provider) to determine on how they use the increased reimbursement rates. The administration and Ohio General Assembly expect that these funds be used for wage and compensation increases. The intent and expectation of the budgeted funds is to increase DSP wages to a statewide average of at least \$18 per hour. DODD will collect and share data on how increases are used.
4. Does every DSP have to make \$18?
 - a. No, \$18 is an average wage that we expect to see when we collect data state-wide from providers.
 - b. The word "average" is an important word to understand for two reasons. First, this is an average because rates the providers are paid vary slightly across counties. Second, this is an average because employers pay employees differently based on their salary structure. Businesses might choose wages based on the market for attracting employees, starting wages, longevity, and overtime.
 - c. DODD has heard that providers are planning on implementing increased wages in a variety of ways; including:
 - i. Across the board percentage/dollar amount increase to every DSP
 - ii. A larger increase for DSPs who work certain shifts like evenings, weekends, and holidays.
 - iii. A larger increase for DSPs who work in certain settings or provide certain support to people
 - iv. A larger increase to DSPs with seniority or certain education or training
 - v. A larger increase in the starting wage to recruit more DSPs
5. Will there be reporting?
 - a. DODD collects annual cost reporting from ICF providers and annually requires HCBS providers to submit wage and compensation data. Starting this year, the DSP Compensation Survey will be expanded to require ADS providers. DODD will annually share a report with the Ohio General Assembly.
 - b. The budget bill requires DODD to share this data with the Ohio General Assembly annually. Since the goal is to increase wages for DSPs to an average of at least \$18 per hour, this data is critical to understanding the state of DSP compensation in the DD system.
6. Knowing what funding and rates were going to be on 1/1 and 7/1, I used existing funding to increase wages early, do I have to increase wages again?
 - a. Providers could increase wages early if they had the means. Providers should communicate this to their staff.