

October 31, 2013

Subject: Official Notice of Home Care Worker Wage Parity Minimum Rate of Total Compensation

Dear Administrator:

The purpose of this letter is to provide all certified home health agencies (CHHAs), long term home health care programs (LTHHCPS) and managed care organizations (MCOs) in Westchester, Nassau and Suffolk counties with an official notice of the required minimum rate of total compensation for home care workers required pursuant to Public Health Law § 3614-c(3)(a)(i). That provision of law mandates that for the period March 1, 2014 through February 28, 2015 such total compensation must be no less than 95% of the total compensation mandated by New York City's living wage law.

- For the period of March 1, 2014 to February 28, 2015, the minimum rate home care aide total compensation will be \$10.93, consisting of a base wage of at least \$9.50 per hour and supplemental (benefit) wages of up to \$1.43 per hour, plus overtime.

Included in this notice is a document that further explains what is included in the rates for the upcoming Home Care Worker Wage Parity compliance period. If you have any questions regarding this information, please email to the following address: HCWorkerParity@health.state.ny.us.

Sincerely,

/JAH/

Jason A. Helgerson
Medicaid Director
Office of Health Insurance Programs

Enclosure

cc: Mark Kissinger
Vallencia Lloyd

Wage Parity 2014 Rates

Westchester, Suffolk and Nassau Counties

For the period of March 1, 2014 to February 28, 2015, the minimum rate home care aide total compensation (Total Compensation) is \$10.93 per hour, consisting of a Base Wage of at least \$9.50 per hour and a Supplemental (benefit) Wages of up to \$1.43 per hour, plus overtime.

Wages	Per hour
Base Wage	\$ 9.50
Supplemental Wage	\$ 1.43
Total Wage	\$10.93

Overtime	Per hour
FLSA Exempt (<i>1½ times NY minimum wage</i>)	\$12.00
All others (<i>1½ regular rate</i>)	\$14.25 (<i>if regular rate is \$9.50</i>)

Total Compensation may be satisfied entirely through wages, or through a combination of wages and supplemental wages, with the following limitations:

The Base Wage is the minimum amount of the Total Compensation that must be paid directly to workers as regular hourly wages for all hours worked.

Supplemental Wages are the maximum amount of Total Compensation that employers may satisfy indirectly, for example, by providing health insurance required by federal law.