Home Care Worker Minimum Wage Guidance

Wage Effective
October 1, 2022 through March 31, 2023
# Minimum Wage Home Care Worker Wage Increase

The $2/hour home care worker wage increase is effective 10/1/2022 on the minimum wage schedule. The $0.70 increase for Upstate effective 12/31/2022 continues to remain in effect.

**Prior Minimum Wage Schedule**

<table>
<thead>
<tr>
<th>Region</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>NYC Metro</td>
<td>$15.00</td>
<td>$15.00</td>
<td>$15.00</td>
<td>$15.00</td>
<td>$15.00</td>
</tr>
<tr>
<td>Nassau, Suffolk, Westchester</td>
<td>$12.00</td>
<td>$13.00</td>
<td>$14.00</td>
<td>$15.00</td>
<td>$15.00</td>
</tr>
<tr>
<td>All Other Regions</td>
<td>$11.10</td>
<td>$11.80</td>
<td>$12.50</td>
<td>$13.20</td>
<td>$13.90</td>
</tr>
</tbody>
</table>

**Revised Minimum Wage Schedule (including Home Care Worker Wage Increase effective 10/1/2022)**

<table>
<thead>
<tr>
<th>Region</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>1/1/2022</th>
<th>10/1/2022</th>
<th>1/1/2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>NYC Metro</td>
<td>$15.00</td>
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*1/1/23 includes 12/31/22 MW increase
Minimum Wage Home Care Worker Wage Increase

- The **New York City Region** reflects a personal care worker cost of $27.90
  - Effective for the Period October 1, 2022 through March 31, 2023
  - Reflective of the October 1, 2022 home care worker wage increase
  - Inclusive of wage dependent fringe

- The **Upstate Regions** reflect a personal care worker cost of $29.57
  - Effective for the Period October 1, 2022 through March 31, 2023
  - Reflective of the October 1, 2022 home care worker wage increase
  - Reflective of the December 31, 2022 minimum wage increase
  - Inclusive of wage dependent fringe.
Minimum Wage Home Care Worker Wage Increase
New York City Region

• Considerations in the Negotiation Process regarding New York City Region Wage
  • $27.90 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 includes Wage Parity amounts
    • NYC Metro Wage Parity is $4.09
    • Nassau, Suffolk and Westchester Counties Wage Parity is $3.22
Minimum Wage Home Care Worker Wage Increase
New York City Region

• Current negotiated rates should be considered as they vary based on several factors

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<tr>
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• Some contracts may already exceed wage requirements therefore necessitate less of an increase

• Some contracts may fall farther below wage requirements therefore necessitate more of an increase.
Minimum Wage Home Care Worker Wage Increase
New York City Region

• Unit Cost of $27.90 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 at $27.90 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 at $27.90 for 120 hours per member per month
• Plans total aggregate funding can be considered based on average unit cost of $27.90 and total utilization based on risk score
Minimum Wage Home Care Worker Wage Increase

Upstate Rating Regions

- Considerations in the Negotiation Process regarding Upstate Region Wage
  - $29.57 unit cost is an Upstate Rating Region average
  - Upstate Rating Regions includes three separate rating regions incorporating all counties except NYC Metro and Nassau, Suffolk and Westchester
    - Northern Metropolitan
    - Northeast/Western
    - Rest of State
  - Upstate rating regions do not include wage parity
Minimum Wage Home Care Worker Wage Increase
Upstate Rating Regions

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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