Mi Via Waiver and Supports Waiver Informational Session

New Mexico Department of Health, Developmental Disabilities Services Division

December 2021
Agenda

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Overview of PCG

• Founded in 1986, PCG is headquartered in Boston, MA and employs more than 2,700 professionals in 45 offices

• Management consulting to assist public sector agencies better serve their targeted populations

• Five Practice Areas
  • Human Services
  • Health
  • Education
  • Technology Consulting
  • Public Partnerships, LLC (PPL)
Introductions

Sarah Salisbury
Engagement Manager

Brittani Trujillo
Project Manager

Barbara Ramsey
Subject Matter Expert

Sari Lelchook
Consultant
Project Overview
Project Overview

- The New Mexico Department of Health’s Developmental Disabilities Supports Division (DDSD) seeks assistance related to rate changes due to state and federal required minimum wage increases and required sick leave for the Supports Waiver (SW) and Mi Via Waiver (MV).

- DDSD is seeking rate recommendations that consider the following:
  - State minimum wage rate increases; city and county minimum wages for all New Mexico jurisdictions
  - Paid time off requirements
  - Factors that differentiate participant-directed from agency-based service delivery
  - Supports Waiver Assistive Technology Purchasing Agency Rate
  - Mi Via Waiver Individual Budgetary Allotment
  - Supports Waiver $10,000 budget
Project Overview

- DDSD is seeking to change the rates for the following services:

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<tr>
<th>Supports Waiver</th>
<th>Mi Via Waiver</th>
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<tr>
<td>Customized Community Supports Individual</td>
<td>Community Direct Support</td>
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<td>Customized Community Supports Group</td>
<td>Customized Community Group Supports</td>
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<td>Homemaker/Direct Support</td>
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<td>Respite Standard</td>
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Project Timeline 10/1-12/31

Project Kick-off 10/1-10/15
- Hold kickoff meeting
- Data/information request
- Review documents from data request

Recommend Increased Rates and Policies 10/1-12/31
- Develop and administer provider survey
- Research peer states
- Hold focus groups
- Create recommendations

Develop Timeline and Workplan for MV and SW Rate Adjustment 10/1-12/31
- Develop project plan for activities to implement new rates
- Revision activities and final project plan

ARPA Funding Recommendations 10/1-12/31
- Review CMS guidance and website
- Develop and finalize recommendations
Project Details
Minimum Wage Rate Increases

- State, county, and city laws requiring minimum wage rate
  - New Mexico – $10.50/hour effective 1/1/21; $11.50/hour effective 1/1/22
  - City of Santa Fe – $12.32/hour effective 3/1/21
  - Santa Fe County – $12.32/hour effective 3/1/21
  - Albuquerque City – $10.50/hour effective 1/1/21
  - Bernalillo County – $9.35/hour effective 1/1/21
  - Las Cruces City – $10.50/hour effective date unknown

- DDSD’s goal is to implement the highest rate
- Work did not require a comprehensive rate study
- Used previous rate study data and current rates
- Provide DDSD with recommendations on how to incorporate the new minimum wage requirements

Employers are responsible for following employment/labor laws
Paid Time Off

• House Bill 0020
  • Employees shall accrue a minimum of one hour of earned sick leave for every 30 hours worked
• Bernalillo County Board of County Commissioner Ordinance No. 2019-32
  • Employees shall accrue a minimum of one hour of earned paid time off for every 32 hours worked
• Work did not require a comprehensive rate study
• Used previous rate study data
• Provide DDSD with recommendations on how to incorporate requirements
• Employers are responsible for following employment/labor laws
Factors That Impact Rate Methodology (1 of 2)

- Factors that impact rate methodologies
  - Wages
  - Benefits
  - Mileage
  - Administrative/Program Support (management, oversight)
- Research other states
Factors That Impact Rate Methodology (2 of 2)

- Agency-Based Rates vs Participant-Directed
  - For agency-based rates, the administrative responsibilities are handled by the provider agency.
  - For participant-directed rates, the individual works with a financial management agent to handle payroll functions, track and report on employee payment disbursements and process and pay invoices.

- Provide DDSD with recommendations regarding rate methodologies
Supports Waiver Assistive Technology Purchasing (1 of 2)

• Assistive Technology
  • Intended to increase, maintain, or improve the functional capabilities of a participant at home and in the community through the use of an item, piece of equipment, or product system, whether acquired commercially, modified or customized.
  • $5,000 every five years

• Determine if the 15% administration rate available through the agency-based service model is appropriate and sustainable by answering the following questions:
  • Is 15% an equitable and sufficient fee for the administrative work the Fiscal Management Agent might cover on the self-directed side?
  • Is 15% the most appropriate way to pay a purchasing agent vs flat fee for the duties?
Supports Waiver Assistive Technology Purchasing (2 of 2)

- Reimbursement for purchases can be:
  - Percentage of total cost of item:
    - Examples –
      - Item costs $1,000, purchaser gets 15% or $150 for administrative work
      - Item costs $5,000, purchaser gets 15% or $750 for administrative work
  - Flat fee/rate for purchasing the item
    - Examples –
      - Item costs $1,000, purchaser gets $120 for administrative work
      - Item costs $5,000, purchaser gets $120 for administrative work
- Provide DDSD with recommendations for rate methodology
Mi Via Waiver Individual Budgetary Allotment

• Individual Budgetary Allotment
  • Maximum amount of funding for each participant determined by age and assessed Level of Care
  • Intellectually and/or Developmentally Disabled (I/DD) and Medically Fragile (MF) populations are separated by age:
    • 0-17 years old-------------$23,443
    • 18-20* years old----------$54,589 (*$68,589 if using In-Home Living Supports)
    • 21 and older---------------$72,710

• Provide recommendations on new allotments based on minimum wage and paid leave requirements
Supports Waiver Individual Budgetary Allotment

- Individual Budgetary Allotment
  - Individual budgetary allotment is $10,000
  - Budget limit is based on the amount of legislative appropriation at the time of the creation of the waiver
  - State considered the availability of other services and supports (e.g., family caregivers, natural supports, Medicaid State Plan services, public education) for the Supports Waiver’s targeted population and information on the utilization of these other services and supports

- Provide recommendations on the individual budgetary allotment based on rate adjustments
Questions
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