



State of Louisiana
Louisiana Department of Health
Office for Citizens with Developmental Disabilities
Office of Aging and Adult Services

MEMORANDUM

DATE: November 23, 2022

TO: Personal Care Attendant Agency Providers
Support Coordination Agency Providers
Adult Day Health Care Providers
Self-Direction Employers
Self-Direction Fiscal Employer Agent
Local Governing Entities

OCDD-P-22-033
OCDD-SC-22-028
OCDD-R-22-007
OAAS-P-22-019
OAAS-SC-22-016

FROM: Julie Foster Hagan, OCDD Assistant Secretary
Melinda Richard, OAAS Assistant Secretary

Handwritten signatures of Julie Foster Hagan and Melinda Richard in blue ink.

SUBJECT: Bonus Payments for Direct Support/Service Workers/Professionals and
Support Coordination Agency Staff Members

On August 9, 2022, the Office of Aging and Adult Services (OAAS) issued memorandums about bonus payments for direct support/service workers and/or Support Coordination Agency staff members. Those memorandums were:

- *ADHC Rate Increases, Direct Support Worker Wage Floor, and Other Wage and Non-wage Benefits and Workforce Retention Bonus Payments (OAAS-P-22-007);*
- *PAS Rate Increases, DSW Wage Floor, Wage and Non-Wage Benefits and Workforce Retention Bonus Payments (OAAS-P-22-009); LT-PCS Rate Increases Wage Floor, and Non-Wage Benefits and Workforce Retention Bonus Payments (OAAS-P-22-010);*
- *Support Coordination Agency (SCA) Rate Increases and Workforce Retention Bonus Payments (OAAS-SC-22-012); and*
- *Wage Floor and Bonus Payments for Direct Service Workers Providing Self-Directed Personal Assistance Services (PAS) – (OAAS-P-22-012).*

On August 19, 2022, the Office for Citizens with Developmental Disabilities (OCDD) issued memorandums about bonus payments for direct support professionals (DSPs) and support coordinators. Those memorandums were:

- *Workforce Retention Bonus Payments (OCDD-P-22-022);*

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- *Bonus Payments for Direct Service Workers Providing Self-Directed Supports, (OCDD-R-22-005); and*
- *Workforce Retention Bonus Payments (OCDD-SC-22-014).*

OAAS and OCDD reported that the target timeline to pay these bonus payments to workers was for early October. Unfortunately, we were not able to meet this timeline. The Louisiana Department of Labor (DOL) advised Louisiana Department of Health (LDH) in early October that any bonuses paid after October 2022 are subject to Fair Labor Standards Act overtime rules and regulations. Payment of overtime was not considered in plan development.

LDH is working with the Louisiana Department of Labor to evaluate all possible solutions to this issue, ensuring providers are not penalized by having to cover overtime expenses for bonus payments **and** workers can still receive bonuses to assist with the recruitment and retention of this valuable workforce pool. OAAS and OCDD will continue to communicate with providers while we finalize the plan for bonus payments. LDH is committed to providing the bonus payments; however, there will be a delay in these bonus payments going out as approval from the Centers for Medicare and Medicaid Services (CMS) of an adjusted recruitment and retention plan is required. LDH anticipates making payments approximately 3 months after the final plan is determined and approved by CMS.

LDH knows that the bonus payments are critical to help with our ongoing workforce challenges, and we remain committed to identifying the best path forward for this important endeavor.

If you have any questions about the information in this memorandum, please email the OAAS Provider Relations staff member at OAAS.ProviderRelations@LA.gov or OCDD-HCBS@la.gov.

c: OAAS Regional Offices
Statistical Resources, Inc.
Medicaid Program Support and Waivers (MPSW)