

OCDD Quarterly Provider Meeting

February 23, 2022

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OCDD Assistant Secretary





OCDD Assistant Secretary Updates

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ARPA Spending Plan - OCDD

The following activities have been approved by CMS:

- START Assessment and pilot
- Purchase of equipment for technology / supports
- Implementation of Value Based Payment Model
- Training for community practitioners on supporting persons with I/DD

The following activities are still pending CMS approval:

- Rate increase for support coordination services (OCDD and OAAS)
- Bonus payments for direct support workers and support coordinators (OCDD and OAAS)
- Rate increases for OAAS waiver services

OCDD Rate Increase Audit

- Rule in place requiring minimum pay of \$9.00 / hour for direct support workers for those receiving increased rate for OCDD waiver services
- Rule requires audit to ensure all providers are compliant
- Audit has begun and all provider agencies must provide required documentation
- Report of this information will be developed and reported to the legislature, as requested

LDH Business Plan – Workforce Initiative

- OCDD is lead on this activity.
- Thanks to providers who have participated in focus groups – sharing great ideas
- Plan to hold additional sessions with direct support workers directly to learn more.
- OCDD will implement activities, as able, based on these recommendations.
- Also working with Louisiana Workforce Commission on classification for direct support worker / professional.

2022 Regular Legislative Session

Session Monday, March 14 – Monday, June 6, 2022

Governor's Executive Budget includes:

- Continuation of OCDD Waiver rate increases
- ICF/IID rebase and \$12 / day increase to per diem
- Comprehensive dental services for adults in OCDD waivers
- If approved in ARPA spending plan
 - OAAS waiver rate increase
 - Support Coordination rate increase
 - Bonus payments to workers
 - Other initiatives as approved

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OCDD Waiver Post-PHE Flexibilities

- Federal PHE extended through April 1, 2022
 - Only extend for 90 day periods
 - Have advised 60 day notice will be given prior to end
- Appendix K waiver flexibilities approved until 6 months after end of PHE
- Rules and waiver amendments for Supports Waiver, ROW, and Children's Choice completed
- Rules and waiver amendments for NOW will be submitted following approval of renewal

OCDD Waiver Post-PHE Flexibilities

Family as paid caregivers

- Family members not living in the home will have no restrictions
- Family members living in home able to provide paid services up to a maximum of 40 hours per week (for each family member) based on person-centered plan and if in best interest of the individual supported
- Paid family members must meet same qualifications as other DSWs, including training/background checks, and have same work expectations as other DSWs
- Legally Responsible Individuals able to provide services with same limitations / requirements as family living in the home, with discussion and documentation in the plan of care to establish need for extraordinary care

16 hour rule

- No blocked payments; however, no worker should be pre-scheduled more than 16 hours in one day
- Will have review after occurrences at SC, LGE, and State Office level

Virtual Visits

- Initial planning meetings, annual meetings, and minimum one quarterly meeting must be in person; able to hold other meetings virtually if meet established requirements
- OCDD / LGE able to require in-person visits if not in best interest of individual

OCDD Waiver Post-PHE Flexibilities

The following flexibilities will continue after the end of the PHE

- Allow electronic verification for meetings / documentation
- Allow sharing across any two waivers, billed at shared rate in each waiver
- Continue to offer Monitored In-Home Caregiving as a service in the ROW and NOW
- Virtual day habilitation as a service
- Small group activities as a service

OCDD Waiver Post-PHE Flexibilities

The following flexibilities will be discontinued after the end of the PHE.

- Addition of 20 hours weekly to the capped Children's Choice Waiver
- Conversion of day habilitation and vocational hours to in-home care
- Suspension of background checks for immediate family members
- Minimum age of direct support worker to 16 years of age
- Statement of Approval to suffice for Level of Care
- 90-L to remain in effect until resolution of pandemic
- Relaxation of training requirements for DSWs
- Hazard payments for working with COVID positive individuals
- Retainer payments to ADC facilities due to mandated closure
- Virtual visits for certification visit and monthly SIL visit



NCI Staff Stability 2020 Summary of Data

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NCI Staff Stability Survey 2020

- Total of 2,987 provider agencies across 26 states responded with an average response rate of 44.4%.
 - In La, 70 provider agencies responded which is response rate of 15.8%.
 - Need more participation in upcoming years
- Turnover Data
 - Range across states: 26.7% - 79.5%
 - Weighted average: 43.6%
 - Louisiana turnover rate: 38.5%
- Full time vs. part time
 - NCI: 61.6% (full time); 38.4% (part-time)
 - La: 69% (full time); 31.0% (part time)
- Average Hourly Wage
 - NCI: \$13.61 (Range: \$7.25 - \$29.08)
 - La: \$8.81 (Range: \$7.25 - \$18.34)

NCI Staff Stability Survey 2020

Demographic	Total NCI %	La %
White	38%	16.1%
Black/African American	37.3%	68.7%
Asian	1.9%	.5%
Hispanic/Latino	5.6%	1.0%
Female	71.3%	81.4%
Male	23.5%	12.0%

NIC Staff Stability Survey 2020

	<6 mos	6-12 mos	12-24 mos	24-36 mos	36+ mos	Total DSP
Tenure Among DSPs Employed as of 12/2020						
La	11.5%	19.5%	15.8%	15.6%	37.6%	5,611
NCI	15.4%	14.3%	18.7%	12.5%	39.0%	266,471
Tenure Among DSPs Separated Between 1/2020 – 12/2020						
La	29.5%	26.1%	12.6%	6.5%	10.3%	1,782
NCI	28.9%	18.8%	16.3%	7.9%	16.2%	112,998

NCI Staff Stability Survey 2020

Separations between 1/2020 – 12/2020

	Voluntary	Termination	Laid Off	Don't Know
La Avg	77.2%	11.8%	3.6%	7.5%
NCI Avg	75.8%	17.0%	3.8%	3.4%

NCI Staff Stability Survey 2020 – Recruitment / Retention Strategies

	Incentive/ Bonus	Realistic Job Preview	Ethics Training	DSP Ladder	Credential Assist	Engagement Survey
La Avg	24.2%	76.8%	85.5%	27.5%	23.2%	52.2%
NCI Avg	53.5%	82.6%	86.5%	29.9%	33.0%	53.7%



What's Coming Up Today?

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Quarterly Meeting Highlights – Risk Management

- Will be describing several activities pertaining to risk management – policy and process changes
- Many needed because the right thing to do for rights of persons supported
- Some changes due to recent Office of Inspector General (OIG) audit
- Goal is to have a system in place that allows for review of relevant initiatives and helps to address risk factors to mitigate future occurrences, where appropriate

Quarterly Meeting Highlights – HCBS Settings Rule

- COVID-19 significantly impacted HCBS Settings Rule activities, but the expectations remains
- CMS extended final date for compliance to 3/17/2023
 - CMS advised there will be no further extensions.
 - States lose federal match dollars for programs not in compliance
- All who required transition plan must be in compliance by 10/31/2022 to allow for new provider choice for participants
 - Providers across state at varying levels of compliance.
 - Please contact LGE if there are any questions or need assistance. LGEs are our boots on the ground for assistance.
- State of La is still working on final approval from CMS, which cannot be achieved until we provide data from provider-owned on-site visits.

HCBS Settings Rule – Provider Owned Residential Settings

Reminders:

- Must send leases for each waiver individual they rent to.
- Make sure the lease for each person is a typical lease in line with tenant law for area. Must apply same to people with and without disabilities.
- On-site visits with each person who reside in this setting will be conducted by LGE and OCDD staff.
- If unsure if you fall into this category, e-mail and request a call.

HCBS Settings Rule – Vocational / Day Hab Settings

- Update your transition plan with progress at least quarterly and send to LGE
- Should be wrapping up compliance requirements
- Should be wrapping up any ‘sheltered workshop’ activities that might still be lingering by 3/17/2022
- Final onsite validation visits will not begin until 4/1/2022
- Small group activities called Community Life Engagement and Community Career Planning are being added into the waivers. They are currently available through the Appendix K.



Send any further questions or feedback to
OCDDInfo@la.gov.

Thank you for your participation!

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