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Member Briefing

October 27, 2023





ODP Policy Updates

- ODP Announcement 23-071 Targeted Recovery and Expansion Payments
- ODP Announcement 23-076 Annual Submittal of Audited Financial Statements
- ODP Announcement 23-083 Needs Group 5 and Updated Rate Exception Process
- Selective Contracting Update
- ODP Provider Survey Due November 9

ODP 23-071

Targeted Service Recovery and Expansion Supplemental Payments



DISCUSSION:

Eligible providers who are interested in receiving these supplemental payments must complete the attached application and return it to Rick Smith at riesmit@pa.gov by September 30, 2023. For additional information please refer to [ODPANN 23-001 Update](#) and the [November 2023 proposed Waiver amendment submission to CMS](#).

Note: The funding formulas for CPS supplemental payments are pending Centers for Medicare and Medicaid Services (CMS) approval, therefore, the CPS supplemental payments will not be issued until after CMS approval is received.

ODP 23-071

Targeted Service Recovery and Expansion Supplemental Payments



Proposed Waiver Amendment - Supplemental Payments for Recovery & Service Expansion: Community Participation Supports

Tiered one-time supplemental payments will be available based on provider recovery or expansion status as of June 2023 in the following amounts:

Standard for payment eligibility	Payment Amount Per Individual Receiving CPS
Providers exceeding pre-pandemic service capacity*	\$2,500
Providers achieving 75-100% of pre-pandemic capacity	\$1,500
Providers achieving 50-75% of pre-pandemic capacity	\$1,000
Providers achieving under 50% of pre-pandemic capacity	\$ 500

*Provider recovery or expansion status is determined by comparing the provider's pre-pandemic number of program participants (discrete participants in service during FY 2019/2020 with the number of participants in service during FY 2022/2023).

Provider Name:

MPI:

Contact Name:

Email:

CPS Providers:

Total number of unique individuals who received waiver funded (Consolidated, P/FDS and Community Living) CPS from your agency during fiscal year 19/20

Total number of unique individuals who received waiver funded (Consolidated, P/FDS and Community Living) CPS from your agency during fiscal year 22/23

Employment Service Provider:

Total number of unique individuals who received waiver funded (Consolidated, P/FDS and Community Living) Employment Services from your agency during fiscal year 19/20

Total number of unique individuals who received waiver funded (Consolidated, P/FDS and Community Living) Employment Services from your agency during fiscal year 22/23

Supports Coordination Organizations:

Total number of unique individuals who received ODP funded (Base, TSM, Consolidated, P/FDS and Community Living) Supports Coordination from your agency during the first six months of fiscal year 22/23 (July 1, 2022 to December 31, 2022)

Total number of unique individuals who received ODP funded (Base, TSM, Consolidated, P/FDS and Community Living) Supports Coordination from your agency during the second six months of fiscal year 22/23 (January 1, 2023 to June 30, 2023)

ODP 23-076, Annual Submittal of Audited Financial Statements



Annual Submittal of Audited Financial Statements

ODP Announcement 23-076

ACTION REQUIRED:

Following the Centers for Medicare and Medicaid Services' (CMS) approval, providers of residential habilitation, supported living, lifesharing and supports coordination services will be required to provide a *pdf file of their audited financial statements.

In the most recent waiver amendment submissions, ODP added a requirement that all qualified residential providers and supports coordination organizations (SCOs) must submit audited financial statements on an annual basis.

Since this will be a new requirement, providers and SCOs will be given six months after the end of their fiscal year to make the initial submission. For example, if the provider's fiscal year ended on 6/30/2023, their financial statements must be submitted by 12/31/2023. It is anticipated that ODP will be reducing this time period in subsequent years to closer to 2 months (which is typical for public companies).

23-076 Annual Submittal of Financial Statements

At this time, there are NO new audit requirements

- Providers simply need to submit existing information by 12/31 (for FYE 6/30/23)
- Only applies to Residential providers and SCO's
- Will help inform Selective Contracting development
- Submit best available information such as single audit (9 months), bank audit, CPA reviewed financials, 990, internally prepared financial statements (Profit & Loss, Balance Sheet, Cash Flow Statement)
- Announcement provided qPro link to submit *.pdf
- Anticipate 6 months will be lowered, but not to 2 months

Waivers Impacted	Appendix	Waiver Section	Recommended Revised Language	Reason for Change
			<p>typically be provided as part of the Life Sharing service. Remote supports is built into the Life Sharing rate & cannot be authorized as a separate service in the service plan. Requirements for the delivery of remote supports as part of the Life Sharing service are in the Main Module- Additional Needed Information (Optional) section of this waiver.</p> <p>The following services may not be authorized for participants who receive Life Sharing/Residential Habilitation/Supported Living services: Homemaker/Chore; In-Home and Community Supports; Family/Caregiver Training and Support; Remote Supports; and Consultative Nutritional Services.</p>	<p>as a method of residential service delivery.</p>
<p>Consolidated and Community Living Waivers</p>	<p>C-1/C-3</p>	<p>Residential Habilitation, Life Sharing, and Supported Living</p>	<p><i>Provider Qualifications for providers rendering Residential Habilitation, Life Sharing or Supported Living</i></p> <p>Agencies must meet the following standards:</p> <ol style="list-style-type: none"> 1. Have a waiver service location in Pennsylvania. 2. Actively provided direct non-residential HCBS as a provider enrolled to provide ODP Waiver services for the two years prior to enrolling to provide Residential Habilitation, Life Sharing, or Supported Living and be in good standing (not subject to sanctions or enforcement actions by the Department). 3. Annually submit to ODP the most recent financial statement that has been audited by an independent Certified Public Accountant. 	<p>Supporting participants through residential services can be complex and dynamic. Providing Residential Habilitation, Life Sharing or Supported Living services requires a provider to be prepared to meet the needs of each participant supported and initiate and participate in ongoing planning and support to facilitate each participant's vision for an Everyday Life. ODP gathered residential providers across Pennsylvania that provide high quality services to obtain input and feedback about their operations which</p>

ODP 23-083

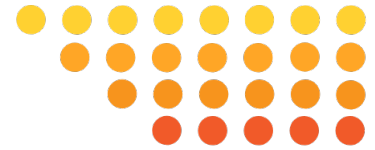
Residential Needs Group 5 (NG5) and Updated Rate Exception Process



Existing exceptional residential rates (also referred to as Needs Exception Allowance or NEA rates-procedure codes W9057 and W9057 HI) will end-date on December 31, 2023. Individuals with authorized NEA rates as of December 31, 2023 will automatically be assigned to Needs Group 5 effective January 1, 2024.

Prior to mid-November 2023, ODP will release the new process and cost report form to be used when requesting an exceptional rate. This form will encompass basically a site (home) level profit and loss statement which will require providers requesting an exceptional rate to demonstrate at least 3 months of actual expenses and staffing history. These cost reports will need to be submitted annually to continue to substantiate the need for an exceptional rate.

Current Status of Selective Contracting



1. Latest Announcements and Policy Decisions from ODP
2. Provider Survey

SELECTIVE CONTRACTING RESIDENTIAL AND SUPPORTS COORDINATION SERVICES CONCEPT PAPER



Learn

The Provider Alliance is a not-for-profit association for organizations providing supports to people with *intellectual disability* and their families.

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Resource Library



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Selective Contracting Education Center

Survey Announcement ODPANN 23-080

October 12, 2023

[Click Here](#)

NEW

Residential Strategic Thinking Group Discussion Document

October 5, 2023 (Latest Draft)

[Click Here](#)

ODS Residential Provider Live Survey (QuestionPro)

October 12, 2023

[Click Here](#)

NEW

TPA Response to Public Comments on Selective Contracting

July 10, 2023

[Click Here](#)

ODS Residential Provider Practice Survey (PDF Link)

October 12, 2023

[Click Here](#)

NEW

ODPANN 23-042 Selective Contracting Announcement

May 24, 2023

[Click Here](#)

TPA Member Presentation & Update

September 29, 2023

[Click Here](#)

Selective Contracting Comments on Concept Paper

May 24, 2023

[Click Here](#)



Latest Policy Decisions



Mercer Government Human Services Consulting

Performance Area	Definition of Standard	Measures for <u>All Providers</u>	Measures for <u>Select Residential</u>	Measures for <u>Clinically Enhanced Residential Providers</u> (Clinically Enhanced for Medical and/OR Behavioral Support)
Continuum of Services	Provide (two of three) services in residential continuum (residential habilitation and either Lifesharing or supported living; Lifesharing and either residential habilitation or supported living; supported living and Lifesharing or residential habilitation) ★	N/A.	Provide two of the three services during the review period	N/A
	Evaluate and assess individuals who may be better served in a more independent setting.	Report on the number of individuals with a successful transition to Life Sharing and Supported Living.	Same as All Providers.	



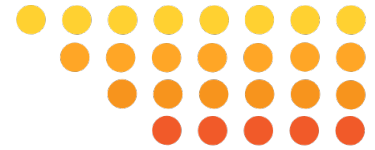
Latest Policy Decisions

Performance Area/Definition	Measures: All Providers	Measures: Select Residential	Measures: Clinically Enhanced
Continuum		2 of 3 Services	NA
Workforce	Turnover/Contract	NCI Staff Stability	NCI Staff Stability
Complex Needs	PH/BH Relation	Effectiveness Data	HEDIS Measures
Referral/Discharge	No New NG3+	Timely Placement	Timely Placement
Data Management	NA	HIPAA Comp EHR	HIPAA Comp EHR
Risk Management	Std IM and HRST	Abuse/Neg Data	Abuse/Neg Timely
Employment (CIE)	Improvement Plan	Specific Criteria	Specific Criteria
Remote Support	Data Collection	Same	Same



Latest Policy Decisions

Performance Area/Definition	Measures: All Providers	Measures: Select Residential	Measures: Clinically Enhanced
Regulatory Comp	Rev/Prov: Tier D	Same as All	Same as All
Comm Integration	Quality Meas. Set	Same as All	Same as All
Quality	QM Certification	QM Cert Lead.	QM Cert Lead.
Administration	Fiscal Audit	Board Governance	Lived Experiences



Latest Policy Decisions

Pay for Performance/ Standard	Reporting or Outcome Based Measure	Eligible Providers
2 of 3 Services	# Transitions LS and SL	ALL*
DSP Credentialing	% Credentialed	ALL*
FLS Credentialing	% Credentialed	ALL*
Supporting CIE	% Career Assess, JF, CIE	ALL*
Technology	Health, Wellness, WF, Ind	ALL*

* Providers with provisional license status do not qualify.



ODP Residential Provider Survey for Selective Contracting

ODP Announcement 23-080

PURPOSE:

To notify ODP providers rendering residential services (including **residential habilitation, lifesharing, and/or supported living**) that they are required to complete the attached survey **no later than November 9, 2023**. A separate survey must be completed for each MPI under which an agency renders residential services.

DISCUSSION:

This survey was designed to support collection of data to inform ODP's implementation of selective contracting. Data collected will be used to inform development of pay for performance models and establishment of baseline data for new residential services performance measures. Currently implementation of selective contracting for ODP residential services is slated for January 1, 2025.

Implications for Stakeholders



1. Access
2. Quality
3. Choice
4. Improvement



ODP Review of Current ID/A Reimbursement Rates

1. Status of Mercer Analysis
2. TPA Recommendations
3. Next Steps



NEW!



Rate Setting Fact Sheet



Fee Schedule Rate Recommendations Fact Sheet October 24, 2023

On September 8, 2023 citing the clear and compelling need to invest in our workforce, and his commitment to support individuals and families more effectively across our ID/A community, Governor Josh Shapiro announced that he had ordered an immediate review of the reimbursement rates supporting Pennsylvanians with intellectual disability and autism (ID/A).

TPA and the Pennsylvania ID/A associations representing service providers across the Commonwealth have remained steadfast in advocating for a sufficient, market-based investment in our community system. Together we endorsed and promoted a workforce study to obtain current ID/A employment data including Pennsylvania's Direct Support Professional (DSP) workforce.

NEW!



Rate Setting Fact Sheet

We urge the Commonwealth to,

- Conduct a full market-based analysis to update rates as required under regulation.
- Fully invest in fee schedule rates based on economic data and its stated goals.
- Ensure rates are adjusted for inflation going forward.
- Implement updated rates retroactively to July 1, 2023.

§ 6100.571. Fee schedule rates.

(a) The Department will establish fee schedule rates, based on the factors in subsection (b), using a market-based approach so that payments are consistent with efficiency, economy and quality of care and sufficient to enlist enough providers so that services are available to at least the extent that such services are available to the general population in the geographic area.

(b) In establishing the fee schedule rates in subsection (a), the Department will examine and use data relating to the following factors:

- (1) The service needs of the individuals.
- (2) Staff wages, including education, experience, licensure requirements and certification requirements.
- (3) Staff-related expenses, including benefits, training, recruitment and supervision.
- (4) *Productivity*. Productivity is the amount of service delivered relative to the level of staffing provided.
- (5) *Occupancy*. Occupancy is the cost related to occupying a space, including rent, taxes, insurance, depreciation and amortization expenses.
- (6) Direct and indirect program and administration-related expenses.
- (7) Geographic costs based on the location where the HCBS is provided.
- (8) Federally-approved HCBS definitions in the waiver and determinations made about cost components that reflect reasonable and necessary costs related to the delivery of each HCBS.
- (9) The cost of implementing applicable Federal and State statutes and regulations and local ordinances.
- (10) Other factors that impact costs.

(c) The Department will update the data used in subsection (b) at least every 3 years.

(d) The Department will publish a description of its rate setting methodology used in subsection (a) as a notice in the *Pennsylvania Bulletin* for public review and comment. The description will include a discussion of the use of the factors in subsection (b) to establish the fee schedule rates; a discussion of the data and data sources used; and the fee schedule rates.

(e) The Department will make available to the public a summary of the public comments received in response to the notice in subsection (d) and the Department's response to the public comments.

NEW!



Rate Setting Fact Sheet

Points of Emphasis:

21-1093 Social and Human Services Assistants
31-1133 Psychiatric Aides

Updating these same codes using the May 2022 published report yields the following,

	<u>Average Wage</u>	<u>50th percentile</u>	<u>75th percentile</u>
21-1093	\$20.00	\$18.52	\$22.66
31-1133	\$18.57	\$17.86	\$22.27

NEW!



Rate Setting Fact Sheet

Points of Emphasis:

21-1093 Social and Human Services Assistants
31-1133 Psychiatric Aides

Trending inflation data (CPI-U) from the May 2022 published report through September 2023 by 5.3% yields the following,

	<u>Average Wage</u>	<u>50th percentile</u>	<u>75th percentile</u>
21-1093	\$21.06	\$19.50	\$23.86
31-1133	\$19.55	\$18.81	\$23.45

NEW!



Rate Setting Fact Sheet

Points of Emphasis:

Published residential rate assumptions include hourly wage of \$14.78 for DSP with High School Diploma, which includes an overtime factor of 5% and is based on the Philadelphia minimum wage of \$14.25

$$.75 \text{ Full-Time} \times .05 \text{ Overtime} = .0375 \text{ Overtime Factor}$$

$$\text{\$14.25} \times 1.0375 = \text{\$14.78}$$

Published rate assumptions for all CPS services include hourly wage \$15.00.

NEW!



Rate Setting Fact Sheet

Points of Emphasis:

Published residential rate assumptions include hourly wage of \$14.78 for DSP with High School Diploma, which includes an overtime factor of 5% and is based on the Philadelphia minimum wage of \$14.25

$$.75 \text{ Full-Time} \times .05 \text{ Overtime} = .0375 \text{ Overtime Factor}$$

$$\mathbf{\$18.81 \times 1.0375 = \$19.51}$$

Published rate assumptions for all CPS services include hourly wage \$15.00.

NEW!



Rate Setting Fact Sheet

Points of Emphasis:

Published residential rate assumptions include hourly wage of \$14.78 for DSP with High School Diploma, which includes an overtime factor of 5% and is based on the Philadelphia minimum wage of \$14.25

$$.75 \text{ Full-Time} \times .10 \text{ Overtime} = .075 \text{ Overtime Factor}$$

$$\mathbf{\$18.81 \times 1.075 = \$20.22}$$

Published rate assumptions for all CPS services include hourly wage \$15.00.

NEW!



Rate Setting Fact Sheet

Points of Emphasis:

- Waiting List
- Racial and Social Equity
- Technology & Innovation
- System Simplification
- Immediate Implementation

CFHS Pennsylvania ID/A Workforce Study



Collaboration among PA ID/A Associations to Engage
Center for Healthcare Solutions to Conduct Survey

- 46 Positions
- Key Data on Wage, Vacancy, Turnover, Overtime
- Pay Practices
 - Pay Incentives for Tenure, Credentialing
 - Wage Differentials and Retention Pay
 - Contract Staffing
- 71 Provider Responses
- Published October 6

CFHS Pennsylvania ID/A Workforce Study



2023 ID/A WORKFORCE REPORT

THE CENTER FOR HEALTHCARE SOLUTIONS COLLABORATED WITH THE INTELLECTUAL DISABILITY & AUTISM (ID/A) ASSOCIATIONS ACROSS PENNSYLVANIA TO PRODUCE A DETAILED REPORT ON THE STATE OF THE ID/A INDUSTRY WORKFORCE. SEVENTY-ONE ORGANIZATIONS REPRESENTING OVER 12,000 DSPTS AND FRONTLINE SUPERVISORS PARTICIPATED TO EVALUATE CRITICAL COMPENSATION AND WORKFORCE DATA. HERE IS A SUMMARY OF KEY FINDINGS:

JOB CLASSIFICATION	AVERAGE WAGE	VACANCY FACTOR	TURNOVER RATE
DIRECT SUPPORT PROFESSIONALS	\$ 16.90	23%	33%



ID/A Benchmark Compensation Survey

June 2023

Region: Pennsylvania

29) Direct Support Professional

Facilities	69		
Total scheduled positions	14,322		
Total filled positions	10,966	Vacancy Rate	23%
Total employee separations	3,627	Turnover Rate	33%

Percentile	Actual Base Salary - Low	Actual Base Salary - Average	Actual Base Salary - High
90th	\$17.06	\$19.18	\$26.40
75th	\$15.50	\$18.00	\$23.31
Median	\$15.00	\$16.58	\$20.71
25th	\$14.00	\$15.74	\$18.00
10th	\$11.98	\$14.98	\$17.00
Average	\$14.70	\$16.90	\$21.38

** Where there are fewer than (5) organizations reporting data, asterisks will be used to denote insufficient data



TPA Updates

➤ ABC News GMA DSP Crisis Story

NEW THIS MORNING

GROUP HOMES IN CRISIS

HOW CARING FOR THE MOST VULNERABLE IS A HIGH-PRESSURE JOB FOR LOW-PAY



<https://abcnews.go.com/GMA/Wellness/video/growing-concerns-group-homes-104193083>

➤ Center for Healthcare Solutions Annual Showcase

- November 2, 9am – 3pm
- Free for TPA Members
- Enter Code: TPA2023



➤ ShareSource Group Purchasing Organization (GPO)
Opportunities for Members



ShareSource

Efficient, Effective
Purchasing Solutions

TPA New Engagement Features & Resources



- Website Relaunch
 - Message Board
 - Job Postings
 - Member Forum
 - Member Poll
- Webcasts
 - Selective Contracting
 - YouTube Catalogue



Upcoming TPA Meetings

November 2, Annual Showcase

November 9, ODP Technology Taskforce

November 14, Compliance Committee

November 16, Human Resources Committee

December 1, TPA Membership Meeting featuring ODP
Deputy Secretary Kristin Ahrens



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