

**From:** Smith, Rick  
**Sent:** Monday, September 27, 2021 11:21 AM  
**To:** Ahrens, Kristin  
**Subject:** RE: DCW/DSP Workforce Improvement  
**Attachments:** NonResidential FY 21\_22 Wage Ranges DRAFT\_27SEP2021.pdf; Residential FY 21\_22 Wage Ranges DRAFT\_27SEP2021.pdf

Not sure what, if anything, you are inclined to share on the attached. Mercer shared this on Friday. This would say that the lowest wage supported by the refresh will be \$14.29.

---

**From:** Ahrens, Kristin [REDACTED]  
**Sent:** Monday, September 27, 2021 7:25 AM  
**To:** Buchenauer, Jamie [REDACTED]; Feldman, Carl [REDACTED]; McVey, Jonathan [REDACTED]; Yale, Jeremy [REDACTED]; Nolen, Randolph [REDACTED]; Hale, Michael [REDACTED]; Hale, Jennifer [REDACTED]; Sharar, Daniel [REDACTED]; Smith, Rick [REDACTED]  
**Cc:** Gaylor, Elizabeth <elgaylor@pa.gov>; Goulet, Sara <sgoulet@pa.gov>  
**Subject:** RE: DCW/DSP Workforce Improvement

I added [@Smith, Rick](#) for ODP in case he has additional comments but generally it is premature to answer either of those questions.

For one-time funds to support the workforce, we submitted an appendix k application for the largest portion of the funding which, if approved, would allow for drawing of additional federal match. For the 1x funds (recruitment, retention, hazard pay, credentialing & certifications) we estimate between \$122-245M depending on outcome of the appendix k application(s).

For the wage increases, we are working with Mercer to refresh the data used to establish the fee schedule rates and do not yet know what the impact on wages will be.

---

**From:** Buchenauer, Jamie [REDACTED]  
**Sent:** Friday, September 24, 2021 3:17 PM  
**To:** Feldman, Carl [REDACTED]; McVey, Jonathan [REDACTED]; Yale, Jeremy [REDACTED]; Ahrens, Kristin [REDACTED]; Nolen, Randolph [REDACTED]; Hale, Michael [REDACTED]; Hale, Jennifer [REDACTED]; Sharar, Daniel [REDACTED]  
**Cc:** Gaylor, Elizabeth [REDACTED]; Goulet, Sara [REDACTED]  
**Subject:** RE: DCW/DSP Workforce Improvement

Hi Carl –

Maybe Dan or Jen could answer the first one for OLTL. I haven't seen the data on the number of units we are considering factored into \$45 million to give you a good range.

On the 2<sup>nd</sup> question – we are increasing the OBRA rates by 8% - I can tell you that per Mercer's analysis, this would not even get workers to a wage of \$11 an hour across the state– based on the formula they are using to set rates. We know from looking at other data, that home care agencies are offering \$11 an hour or more to provide personal assistance services. Agencies may be forgoing spending money in other areas (benefits, training, administrative overhead). All that to say, I do not think we have a good idea of what wage the increase will support.

---

**From:** Feldman, Carl [REDACTED]  
**Sent:** Friday, September 24, 2021 3:04 PM  
**To:** McVey, Jonathan [REDACTED]; Yale, Jeremy [REDACTED]; Ahrens, Kristin [REDACTED]; Buchenauer, Jamie [REDACTED]; Nolen, Randolph [REDACTED]; Hale, Michael [REDACTED]; Hale, Jennifer [REDACTED]; Sharar, Daniel [REDACTED]  
**Cc:** Gaylor, Elizabeth [REDACTED]; Goulet, Sara [REDACTED]  
**Subject:** RE: DCW/DSP Workforce Improvement

Hi all,

Few questions related to the HCBS ARPA funds;

- For ODP and OLTL what is the estimated payment spread for the grants to DCW/DSP agencies?
- For ODP and OLTL what wage is the rate estimated to support after the planned increase?

**Carl Feldman** | Executive Policy Specialist II

PRONOUNS: *He/Him/His*

Department of Human Services

Rm 323 Health & Welfare Building | Hbg PA 17120

Phone: 717.705.0710

[www.dhs.state.pa.us](http://www.dhs.state.pa.us)



-----Original Appointment-----

**From:** Feldman, Carl

**Sent:** Monday, September 20, 2021 2:07 PM

**To:** Feldman, Carl; McVey, Jonathan; Yale, Jeremy; Ahrens, Kristin; Buchenauer, Jamie; Nolen, Randolph; Hale, Michael; Hale, Jennifer; Goulet, Sara

**Cc:** Gaylor, Lisa

**Subject:** DCW/DSP Workforce Improvement

**When:** Wednesday, September 22, 2021 12:00 PM-1:00 PM (UTC-05:00) Eastern Time (US & Canada).

**Where:** Microsoft Teams Meeting

GO is requesting that DHS assemble;

1. A plan or list of current initiatives to improve and support the care workforce
2. A request to use ARPA "rainy day funds" to fill in short term needs not addressed by HBCS FMAP increase and create a more long term set of solutions

Please prioritize this meeting. I will share a draft of #1 before we meet.

---

## Microsoft Teams meeting

**Join on your computer or mobile app**

[Click here to join the meeting](#)

**Or call in (audio only)**

[+1 267-332-8737](tel:+12673328737), 114164740# United States, Philadelphia

Phone Conference ID: 114 164 740#

[Find a local number](#) | [Reset PIN](#)

[Learn More](#) | [Meeting options](#)

---