

Office of Long-Term Living (OLTL) Home and Community-Based Services (HCBS) Rate and Wage Study Updates

Long-Term Services and Supports (LTSS) Subcommittee Meeting

Commonwealth of Pennsylvania

September 4, 2024

Presented by:

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- Spencer Svendsen, Lead Consultant



OLTL HCBS Rate Study Goals



OLTL is partnering with Mercer Government Human Services Consulting (Mercer), part of Mercer Health & Benefits LLC, to perform an HCBS rate study on select service categories with the following goals:

1. **Ensure existing fee schedule rates are adequate and appropriate** by building market-based provider rates as a benchmark
2. **Estimate fiscal impact of associated rate range recommendations** in cases where there are gaps compared to existing rates
3. **Engage key stakeholders** in the process to ensure that results and assumptions are reasonable

Mercer will evaluate the following services categories in this rate study:

1. **Adult Day**
2. **Residential Habilitation (Res Hab)**
3. **Structured Day Habilitation (Structured Day Hab)**
4. **Employment and Training Services (Employment)**
5. **Personal Assistance Services (PAS)**
 1. **Participant Directed Services (PDS)**
 2. **Agency**

Steps Completed To Date



Research and Comparisons

- ✓ Reviewed service definitions, applicable legislation, and stakeholder feedback
- ✓ Developed comparisons to similar services within Office of Developmental Programs fee schedules
- ✓ Identified other State Medicaid programs for comparison analysis

Analysis and Modeling

- ✓ Gathered and analyzed publicly available data on wages, benefits, and other service-related assumptions
- ✓ Began modeling of benchmark rate ranges using Mercer's proprietary rate models while awaiting provider survey results to validate assumptions

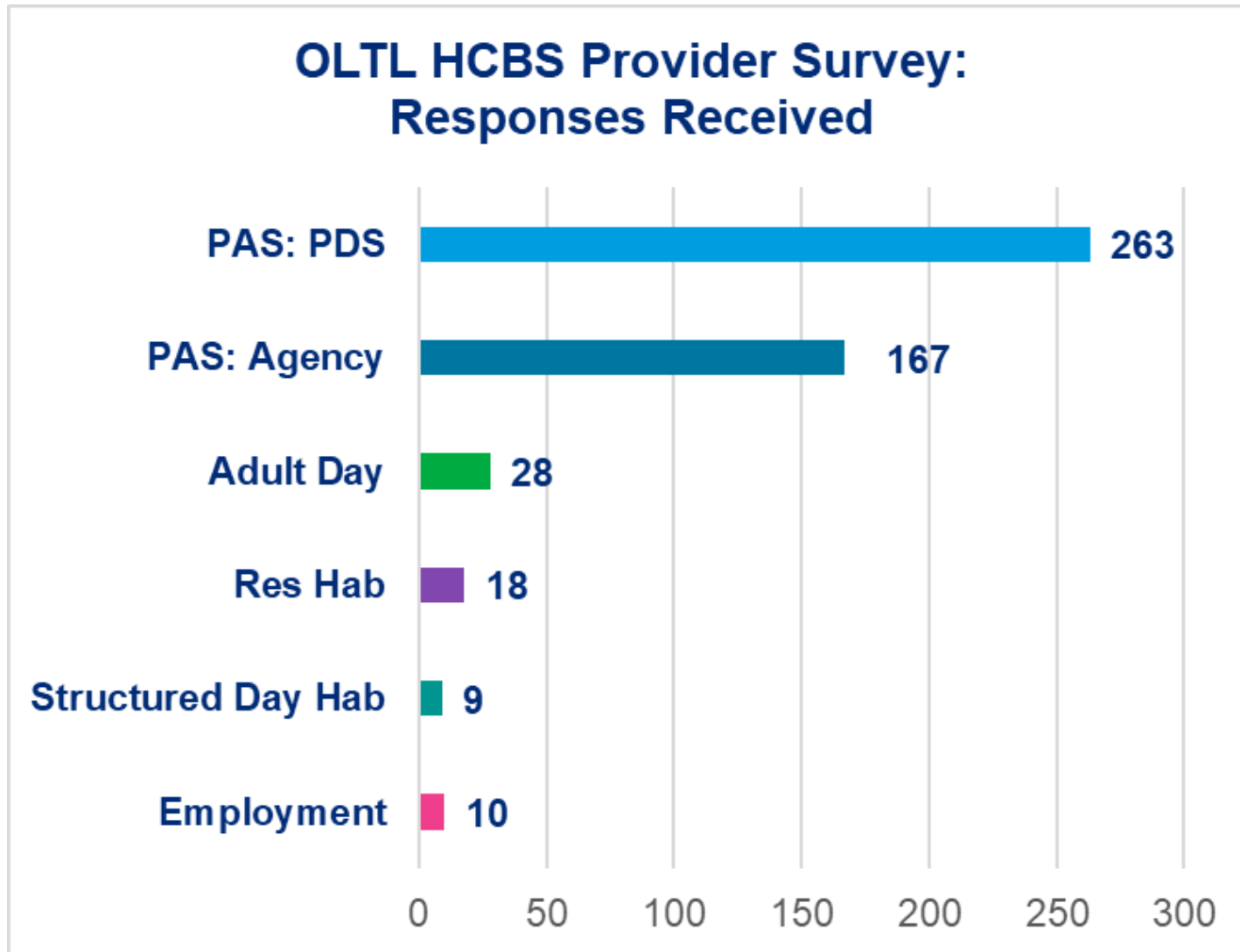
Provider Survey

- ✓ Developed and distributed provider survey to inform benchmark rate range development
- ✓ Received and adopted feedback from interested parties to incorporate into the provider survey through LTSS Committee, provider meeting, and email communication

Next Steps

- ❑ Analyze survey results by service type to inform rate development
- ❑ Finalize modeling of benchmark rate ranges ensuring reasonability by comparing assumptions to provider survey results
- ❑ Develop fiscal impact estimates using rate ranges calculated
- ❑ Present rate study results to OLTL including survey summaries, rate ranges, and estimated fiscal impact

Initial Provider Survey Results



263 Responses from
Common Law Employers
(CLEs)

232 Responses from
Non-CLE Providers

5000+ Views from
potential respondents

Contact Information

- Please contact OLTLHCBSRateStudy@mercer.com for any questions related to the rate study or provider survey
- For all other questions including meeting registration or logistics, please contact RA-PWCHC@pa.gov



Questions and Discussion

