



**DIVISION OF
MEDICAID
& HEALTH
FINANCING**

Caregiver Compensation Study

Purpose of Study

- “To develop a proposal to allow the state Medicaid program to reimburse an individual who provides personal care services that constitute extraordinary care to an individual’s family member who is enrolled in a existing waiver in the state.”
- Explore options to relieve financial stress associated with uncompensated care

Services Impacted

- Focus is on Activities of Daily Living (ADL's) and Instrumental Activities of Daily Living (IADL's)
- Greatest impact will be on personal care services and supported living
- Other services to consider will be attendant care services, homemaking, and activities of a similar nature

Extraordinary Care

- Federal Definition
 - “Care exceeding the range of activities that a legally responsible individual would ordinarily perform in a household on behalf of a person without a disability or a chronic illness of the same age, and which are necessary to assure the health and welfare of the participant and avoid institutionalization.”
 - Broad definition allows for states to decide how rigid/loose they want the definition to be
 - Many states have chosen to include further limitations

Additional State Guidance

- Pennsylvania
 - Service that is beyond what a legally responsible adult is obligated to provide, otherwise, service must be conducted by a provider enrolled through traditional means
- Minnesota
 - Use of developmental milestones charts
- Kansas
 - No legally responsible adult will be paid unless one of four points are met

Reimbursement Caps

- Vary across the nation
- Some places limit wage (weekly/monthly) while others focus on the number of hours an individual can work (weekly/monthly)
- Most common method to pay caregivers is using a simple hourly wage
 - Ranges anywhere from \$10.75-\$20.75 an hour

Stakeholder Feedback

- Extensive stakeholder feedback has been included in the draft report
 - Points of focus include: access to services/providers, types of services an individual needs/utilizes, impact of caregiver compensation on the individual receiving services, risks to caregivers and individuals receiving services, definition of “extraordinary care”, and limitations that should be placed on a compensation program

Additional Considerations

- “Welcome Mat” Effect
- Strategies to minimize Abuse/Neglect/Exploitation and Fraud/Waste/Abuse
- Documentation revisions
- Caregiver burnout
- Policy implementation has a cost

Conclusion



Thank you for your time!

Questions?

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