



Department
of Health

Home Care Worker Minimum Wage Guidance

Wage Effective

October 1, 2022 through March 31, 2023

September 12, 2022

Minimum Wage Home Care Worker Wage Increase

The \$2/hour home care worker wage increase is effective 10/1/2022 on the minimum wage schedule. The \$0.70 increase for Upstate effective 12/31/2022 continues to remain in effect.

Prior Minimum Wage Schedule

Region	2019	2020	2021	2022	2023
NYC Metro	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Nassau, Suffolk, Westchester	\$12.00	\$13.00	\$14.00	\$15.00	\$15.00
All Other Regions	\$11.10	\$11.80	\$12.50	\$13.20	\$13.90

Revised Minimum Wage Schedule (including Home Care Worker Wage Increase effective 10/1/2022)

Region	2019	2020	2021	1/1/2022	10/1/2022	1/1/2023
NYC Metro	\$15.00	\$15.00	\$15.00	\$15.00	\$17.00	\$17.00
Nassau, Suffolk, Westchester	\$12.00	\$13.00	\$14.00	\$15.00	\$17.00	\$17.00
All Other Regions	\$11.10	\$11.80	\$12.50	\$13.20	\$15.20	\$15.90*

*1/1/23 includes 12/31/22 MW increase

Minimum Wage Home Care Worker Wage Increase

- The New York City Region reflects a personal care worker cost of \$27.90
 - Effective for the Period October 1, 2022 through March 31, 2023
 - Reflective of the October 1, 2022 home care worker wage increase
 - Inclusive of wage dependent fringe
- The Upstate Regions reflect a personal care worker cost of \$29.57
 - Effective for the Period October 1, 2022 through March 31, 2023
 - Reflective of the October 1, 2022 home care worker wage increase
 - Reflective of the December 31, 2022 minimum wage increase
 - Inclusive of wage dependent fringe.

Minimum Wage Home Care Worker Wage Increase

New York City Region

- Considerations in the Negotiation Process regarding New York City Region Wage
 - \$27.90 unit cost is a NYC Rating Region average
 - New York City Rating Region includes the following:
 - NYC Metro (5 Boroughs)
 - Nassau, Suffolk and Westchester Counties
 - NYC Rating Region unit cost includes Wage Parity amounts
 - NYC Metro Wage Parity is \$4.09
 - Nassau, Suffolk and Westchester Counties Wage Parity is \$3.22

Minimum Wage Home Care Worker Wage Increase New York City Region

- Current negotiated rates should be considered as they vary based on several factors

Experience	Quality
Location	Fringe Benefits
Book of business	Worker Recruitment and Retention
Travel	Projected Overtime

- Some contracts may already exceed wage requirements therefore necessitate less of an increase
- Some contracts may fall farther below wage requirements therefore necessitate more of an increase.

Minimum Wage Home Care Worker Wage Increase New York City Region

- Unit Cost of \$27.90 added for every hour of service in NYC Region
- A Plan's total hours (utilization) will vary from the region average based on Plan-specific Risk Score
 - Example 1: If region average utilization is assumed at 100 hours per member per month and a plan's risk score is .9700 then a plan is funded at \$27.90 for 97 hours per member per month
 - Example 2: If region average utilization is assumed at 100 hours per member per month and a plan's risk score is 1.2000 then a plan is funded at \$27.90 for 120 hours per member per month
- Plans total aggregate funding can be considered based on average unit cost of \$27.90 and total utilization based on risk score

Minimum Wage Home Care Worker Wage Increase

Upstate Rating Regions

- Considerations in the Negotiation Process regarding Upstate Region Wage
 - \$29.57 unit cost is an Upstate Rating Region average
 - Upstate Rating Regions includes three separate rating regions incorporating all counties except NYC Metro and Nassau, Suffolk and Westchester
 - Northern Metropolitan
 - Northeast/Western
 - Rest of State
 - Upstate rating regions do not include wage parity

Minimum Wage Home Care Worker Wage Increase Upstate Rating Regions

- Current negotiated rates should be considered as they vary based on several factors

Experience	Quality
Location	Fringe Benefits
Book of business	Worker Recruitment and Retention
Travel	Projected Overtime

- Some contracts may already exceed wage requirements therefore necessitate less of an increase
- Some contracts may fall farther below wage requirements therefore necessitate more of an increase.

Minimum Wage Home Care Worker Wage Increase

Upstate Rating Regions

- Unit Cost of \$29.57 added for every hour of service in NYC Region
- A Plan's total hours (utilization) will vary from the region average based on Plan-specific Risk Score
 - Example 1: If region average utilization is assumed at 100 hours per member per month and a plan's risk score is .9700 then a plan is funded at \$29.57 for 97 hours per member per month
 - Example 2: If region average utilization is assumed at 100 hours per member per month and a plan's risk score is 1.2000 then a plan is funded at \$29.57 for 120 hours per member per month
- Plans total aggregate funding can be considered based on average unit cost of \$29.57 and total utilization based on risk score

Managed Care Questions

Partial Capitation, MAP and PACE :

Rates - mltcrs@health.ny.gov

Complaints - mltctac@health.ny.gov

Mainstream and HARP:

Rates - bmcr@health.ny.gov

Complaints - managedcarecomplaint@health.ny.gov