

# Now Available: One-Time Workforce Recovery Supplemental Payment Waiver Amendments Submitted to the Centers for Medicare and Medicaid Services (CMS) and Guidance for Requesting the Payments

## ODP Announcement 24-031

### AUDIENCE:

All Stakeholders

### PURPOSE:

To inform all interested stakeholders of the submission of the Consolidated, Community Living, Person/Family Directed Support (P/FDS), and Adult Autism Waiver (AAW) amendments that contain Workforce Recovery Supplemental Payments to CMS and provide guidance for requesting these payments. The submitted waiver amendments are available on the Department of Human Services [website](#).

### DISCUSSION:

ODP is pleased to announce that the amendments to the Consolidated, Community Living, P/FDS, and AAW were submitted to CMS on March 14, 2024. The proposed amendments, as outlined in *ODPANN 24-017: Open for Public Comment: Proposed Waiver Amendments for One-Time Workforce Recovery Supplemental Payments*, will allow providers to request a one-time supplemental payment to cover recruitment, retention, and any unusual staffing expenses resulting from the COVID-19 pandemic for specific professionals employed by providers. The one-time supplemental payments can

be used to fund excessive overtime, shift differential incentives, costs of recruitment efforts, sign-on bonuses, retention bonuses, wage increases for SCs, SC supervisors, direct support professionals, program specialists, and frontline supervisors, and other incentive payments. The funding is intended to allow providers to accept new participants into service.

ODP released the amendments for a 30-day public comment period from February 3, 2024, until March 4, 2024. The following changes have been made as a result of public comment:

- Program Specialists have been added to the list of professionals whose expenses, as listed in the waivers, can be covered by the Workforce Recovery Supplemental Payments.
- Supplemental Habilitation has been added to the list of services in the ID/A waivers upon which the Workforce Recovery Supplemental Payments will be calculated.
- Payments will be available for Residential Habilitation Needs Exception rates in the Consolidated Waiver for providers that render Residential Habilitation to more than one person and will be calculated at 3% of revenue.

In addition to the Workforce Recovery Supplemental Payments proposed amendment, ODP has also increased the number of unduplicated individuals that can be enrolled and receive services in the Consolidated Waiver by 400 individuals and the Community Living Waiver by 1,250 individuals. This increase is effective for fiscal year 2023-2024 (waiver year 2) and subsequent years in alignment with the budget.

Each full waiver application is available online [at click to view the ODP Waiver Amendments Submitted to CMS](#). While CMS has 90 days to review the waiver amendments, ODP has requested an expedited review if possible due to the time sensitive nature of the supplemental payments. It is anticipated that these changes will be effective May 1,

2024. ODP will inform all stakeholders when CMS has officially approved the Consolidated, Community Living, P/FDS and Adult Autism Waivers and will make the approved waivers available at that time. ODP will also provide guidance about timeframes for releasing the Workforce Recovery Supplemental Payments since these payments cannot be made until CMS approves them in the waivers.

Providers requesting a Workforce Recovery Supplemental Payment must complete the survey at the following link: [Workforce Recovery Supplemental Payments Survey](#).

Requests for supplemental payments must be received no later than May 15, 2024.

Once CMS approves the Workforce Recovery Supplemental Payments, the payments will be processed in the order received.

A copy of the survey is attached to this announcement.

**CONTACT:**

Questions about the Workforce Recovery Supplemental Payments should be directed to [ra-ratesetting@pa.gov](mailto:ra-ratesetting@pa.gov).

**ATTACHMENT:**

Workforce Recovery Supplemental Payment Survey