



Attendant Rate Setting Guidance

CDASS empowers you to create and manage a budget. Your budget is based on the Task Worksheet completed with your Case Manager. As the legal employer of record you are responsible for setting pay rates for the Attendants you choose to hire. This may also involve negotiating a rate with your Attendants. This guide provides an overview of considerations for setting rates and the impact it will have on your CDASS budget.

It is important to set Attendant rates that attract and retain quality employees while staying within your designated budget.

Tips when setting rates of pay:

- Wages must be between the Colorado State Minimum wage and the Medicaid Maximum wage.
- Consider budgeting for periodic raises to motivate Attendants.
- Evaluate the experience and skills of an Attendant. An Attendant with more experience or specialized skills may warrant an increased rate.
- A higher rate may make a shift that is shorter, early morning or late in the day more appealing.
- Geographic locations or distance may be more attractive to an Attendant by offering a higher rate of pay.

Suggested rate development steps:

1. Reference your CDASS Monthly Allocation worksheet for the dollar amount you have been given for the month:

SPAL*: \$ _____ Health Maintenance: \$ _____

*SPAL is the total of Homemaker, Homemaker Enhanced, and Personal Care allocations

2. Divide your individual budget amounts by 4.3 (average number of weeks per month) to calculate the total weekly allocation for each budget.
3. Divide the weekly amounts by the total number of hours given on your Task Worksheet/Monthly Allocation worksheet for each budget.



4. This wage can be used as a guideline to determine how much you can afford to pay your Attendants at your current hour allotments.
5. Review your chosen FMS provider's "Cost to You" sheet to determine the total rate of pay, which includes required payroll taxes; FICA, FUTA, and SUTA taxes, and Worker's Compensation. "Cost to You" worksheets can be found in Section 5 of the CDASS Manual.

Example Scenario: (Numbers below are for example only and do not reflect a specific person's allocated service amount)

Step #1

- Reference your Monthly Allocation Worksheet provided by your Case Manager. A blank copy of this form can also be found at:

<https://consumerdirectco.com/forms/>

SERVICE	Weekly Hours of Service	Adjusted Hourly Rate	# of Weeks	CDASS Period Allocation	Daily Rate	Monthly Allocation
Homemaker	5.00	\$15.83	52.14285714	\$4,128.15	\$11.31	\$344.01
Homemaker Enhanced	2.00	\$25.73	52.14285714	\$2,682.75	\$7.35	\$223.56
Personal Care	10.00	\$20.89	52.14285714	\$10,891.60	\$29.84	\$907.63
Total SPAL Allocation (SLS CDASS ONLY):				\$17,702.50	\$48.50	\$1,475.21
Health Maintenance	15.00	\$26.54	52.14285714	\$20,757.55	\$56.87	\$1,729.80
Totals				\$38,460.05	\$105.37	\$3,205.00

(Chart above is an example taken from the Monthly Allocation Worksheet)

- Divide your Total Monthly Allocation for each budget by 4.3

SPAL \$1,475.21 / 4.3 (weeks) = \$343.07 / week

Health Maintenance \$1,729.80 / 4.3 (weeks) = \$402.28 / week



Step #2

- Divide your total weekly allocation(s) by your total weekly hours. Use these rates as a guideline for how much you can afford to spend per hour.

SPAL Weekly Allocation: \$343.07
SPAL Total Weekly Hours: 17

Health Maintenance Weekly Allocation: \$402.28
SPAL Total Weekly Hours: 15

$\$343.07 \div 17 \text{ hours} = \$20.18/\text{hour}$

$\$402.28 \div 15 \text{ hours} = \$26.82/\text{hour}$

Step #3

Use the rates of \$20.18/hour (SPAL) and \$26.82/hour (Health Maintenance) from above as a guideline to check against your FMS provided "Cost to You" sheet and find a rate that will work for you and your Attendants.

As long as YOUR cost as the employer is equal to or less than the rates calculated in Step #2 for each Attendant, you will be within your monthly allocated amount for services (assuming you choose to utilize the designated hours per service provided by your Case Manager for the month).

You have the flexibility and responsibility to set Attendant rates of pay and determine the number of hours you use within your monthly budget allocation.

For additional guidance and questions, please contact Consumer Direct Colorado and/or your selected FMS provider.

Consumer Direct Colorado

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Palco

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Public Partnerships (PPL)

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Website: www.publicpartnerships.com/state-programs/colorado/



COLORADO

Department of Health Care
Policy & Financing



ASMP Budget Scratch Worksheet

You will not have to turn this in unless your Case Manager requests it.

Monthly Allocation	
Divide by 4.3 (weeks in a month)	
Divide by your Total number of hours per week _____ = (see Monthly Allocation Worksheet)	

This amount will be the MAXIMUM amount you can spend from your budget per hour to ensure you do not go over. This is your MAXIMUM “Cost to You” wage, not your Attendants hourly wage.

You will now need to reference the “Cost to You” sheet in Chapter 5 of the manual for your chosen FMS provider.

Hourly Wages	“Cost to You” (must be <u>under</u> the total amount calculated above)

Take the figures you have calculated and transfer them to your ASMP Part 6 Budget Worksheet. Enter the hours each Attendant will work and complete the math laid out on the page to get your Total Monthly Expenditures.

For additional guidance and questions, please contact Consumer Direct Colorado and/or your selected FMS provider.