



OPERATIONAL MEMO

Title: Home and Community-Based Services (HCBS) Base Wage Increase Attestation June 2023	Topic: Direct Care Worker Base Wage Compliance
Audience: HCBS Providers	Sub-Topic: Base Wage
Supersedes Number: N/A	Division: Operations & Administration Division and Benefits & Services Management Division
Effective Date: July 1, 2023	Office: Office of Community Living
Expiration Date: July 1, 2025	Program Area: HCBS Services
Key Words: Benefits and Services, Home and Community-Based Services, HCBS, Children’s Habilitation Residential Program, CHRP, Rate Increase, Base Wage, Adult Day, Day Habilitation, SCC, Consumer-Directed Attendant Support Services, CDASS, Supported Employment, Homemaker, Host Home, Group Home, Foster Care Home, In-Home Support Services, IHSS, Individual Residential Services and Supports, IRSS, Mentorship, Prevocational Services, Respite Care, Wage Reporting, Wage Compliance	
Legal Authority: 10 C.C.R. 2505-10 Section 8.511	
Memo Author: Heather Johnson	
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Issue Date: June 14, 2023	
Approved By: Candace Bailey	

HCPF Memo Series can be accessed online: <https://www.colorado.gov/hcpf/memo-series>

Purpose and Audience:

The purpose of this Operational Memo is to inform service providers of the base wage rate increase for some Home and Community-Based Services (HCBS) waiver services. The Department of Health Care Policy & Financing (HCPF) instituted a base wage for Direct Care Workers (DCWs) in January 2022. The base wage will increase July 1, 2023. DCWs providing certain HCBS waiver services must have a base wage of at least \$15.75 per hour or the percentage increase to their per diem wages.

Information:

A \$15.75 an hour base wage for DCWs providing specific HCBS waiver services will be effective July 1, 2023. Individual Residential Services and Supports (IRSS) Direct Care Workers who receive a per diem wage must receive the corresponding percentage increase to their per diem wage effective on July 1, 2023.

The services and waivers impacted by this requirement include:

1. Adult Day Services - BI, CMHS, EBD, SCI
2. Alternative Care Facility (ACF) - BI, CMHS
3. Community Connector - CES, CHRP
4. Consumer-Directed Attendant Support Services (CDASS) - BI, CMHS, EBD, SCI, SLS
5. Foster Care Home - CHRP
6. Group Home - CHRP
7. Group Residential Support Services (GRSS) - DD
8. Homemaker - CES, CMHS, EBD, SCI, SLS
9. Homemaker Enhanced - CES, SLS
10. Host Home (participants aged 18-20) - CHRP
11. Individual Residential Support Services (IRSS) - DD
12. In-Home Support Services (IHSS) - CHCBS, EBD, SCI
13. Job Coaching - DD, SLS
14. Job Development - DD, SLS
15. Mentorship - SLS
16. Personal Care - BI, CMHS, EBD, SCI, SLS
17. Prevocational Services - DD, SLS
18. Respite - BI, CES, CLLI, CHRP, CMHS, EBD, SCI, SLS
19. Specialized Habilitation - DD, SLS
20. Supported Community Connections - DD, SLS
21. Supported Living Program - BI

HCBS Base Wage rate increase and the Across-the-Board Increase of 3.0% take effect July 1, 2023 and are reflected in the HCBS Rate Schedule. Please review the Rate Schedule located on HCPF's [Fee Schedules](#) web page to determine the appropriate rate to bill.

Providers affected by the base wage and per diem increase requirements are subject to the reporting requirements identified in 10 CCR 2505-10 Section 8.511. Additional

information about the reporting requirements and deadlines will be communicated through future Operational Memos.

CDASS Authorized Representatives and Employers of Record are exempt from attestation requirements.

Providers must also keep true, accurate and detailed records to support and demonstrate that all DCWs are receiving at least the base wage or the increase to their per diem wage. These records must be retained for no less than six (6) years and made available to HCPF upon request.

Action To Be Taken:

Providers must increase impacted DCW wages to at least the new \$15.75 base wage on July 1, 2023. Providers must also increase per diem wages for impacted DCWs by the percent of HCPF's July 1, 2023, rate increase. Providers must keep detailed records that support their actions related to increasing DCW wages.

Attachment(s):

None

HCPF Contact:

HCPF_WageCompliance_FCU@state.co.us for questions regarding reporting requirements and financial compliance reviews.

HCPF_HCBS_Questions@state.co.us for questions regarding waiver services and rate increase.

HCPF_DCWorkforce@state.co.us for general questions or feedback relating to workforce issues.