



## Compensation Increase for Home Care Professionals

Dear Home Care Professional,

You are receiving this letter because you provide Medicaid Homemaker Services, Medicaid Personal Care Services, or those Medicaid services under the In-Home Support Services (IHSS) delivery method. We want to let you know about a new law that will affect your compensation.

### Compensation Increase

Effective January 1, 2020, the new law increases reimbursement rates for these services by 8.1 percent:

- Homemaker basic
- Homemaker enhanced
- Personal care
- And the above services delivered in the In-Home Support Services delivery model (IHSS health maintenance activities are **not** included)

The new law requires Medicaid home care agencies receiving the 8.1 percent increase to use 100 percent of this funding to increase compensation for employees who provide the services listed above.

Home care agencies can choose how to increase employee compensation. They can increase one or more of these options as long as 100 percent of the increased funding from the 8.1 percent increase to reimbursement rates is passed through to covered workers. Here are some ways agencies can choose to increase compensation:

- Wages or bonuses
- Employer-paid health insurance and other insurance programs
- Paid time off
- Contributions to other fixed and variable employee benefits

The new law also requires home care agencies to let you know how they are increasing your compensation by March 2, 2020.

### Minimum Wage

The new law also requires a new minimum wage for any worker providing Medicaid homemaker, personal care, or those services under the IHSS delivery method. Effective July 1, 2020, the new minimum wage will be \$12.41 per hour.



**COLORADO**  
Department of Health Care  
Policy & Financing

If you have questions, please contact the representative from your agency listed below.  
If you still have more questions after you talk to your agency, please email  
[HCPF\\_dcworkforce@state.co.us](mailto:HCPF_dcworkforce@state.co.us).

***Agency: Affix contact information here***

For your reference, the bill was Senate Bill (SB)19-238 and the new law is Colorado Revised Statute number 25.5-6-1601 et seq., C.R.S. (2019).

To view a copy of the full bill, visit:

[http://leg.colorado.gov/sites/default/files/2019a\\_238\\_signed.pdf](http://leg.colorado.gov/sites/default/files/2019a_238_signed.pdf)

Sincerely,

Direct Care Workforce Team

[Hcpf\\_DCWorkforce@state.co.us](mailto:Hcpf_DCWorkforce@state.co.us)