



## CDPAS Update **Wage Parity Compliance Moved to October 13**

The New York State Department of Health ([DOH](#)) has announced that it will be delaying until October 13, 2017 the application of Medicaid wage parity requirements to consumer directed personal assistance services (CDPAS) fiscal intermediaries in New York City, Nassau, Suffolk and Westchester counties. This change is a modification to DOH's June 14, 2017 [Dear Administrator Letter](#) stating that Medicaid wage parity requirements would apply to CDPAS beginning on July 1, 2017. Each quarter, fiscal intermediaries will be required to submit compliance certifications to the MCOs/MLTCPs with whom they contract.

DOH also reminded fiscal intermediaries of the wage parity rates that are in effect through December 30, 2017. In New York City, the wage parity rate for large employers is \$15.09 in total compensation per hour, including at least \$11.00 in base wages. For small employers, the wage parity rate is \$14.59 in total compensation per hour, including at least \$10.50 in base wages. The New York City wage parity rate includes up to \$1.69 in additional wages (such as payments to aides for hours not worked and premiums other than overtime), and supplemental wages of up to \$2.40 (which may be satisfied indirectly, such as by providing health insurance).

In Nassau, Suffolk and Westchester counties, the wage parity rate is \$13.22 in total compensation per hour, including at least \$10.00 in base wages and up to \$3.22 in supplemental wages.

Overtime, if earned, must be paid at one-and-a-half times the aide's regular rate of pay.

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