

## MEMORANDUM

To: Representative Mitzi Johnson, Chair, House Committee on Appropriations

From: Stuart Schurr, Deputy Commissioner, Department of Disabilities, Aging and Independent Living (DDAIL)  


Re: Follow-Up to DDAIL's BAA Testimony Provided on January 14, 2015

Date: January 23, 2015

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During DDAIL's recent BAA testimony, Committee members posed several questions and requested additional information. Those questions and the Department's response are provided below. Thank you for your patience in awaiting a reply.

**1. Representative Fagan requested an explanation for the underutilization of Family Managed Respite (FMR)**

Family Managed Respite (FMR) funds were Global Commitment Investments dollars that were funded in DDAIL's appropriation for use beginning in FY14 in anticipation of some changes to the Children's Personal Care Services Program (CPCS) administered by the Vermont Department of Health (VDH). Specifically, these funds were established to try to help meet the need for respite for those affected by the changes in CPCS. As changes to CPCS took longer to implement than anticipated, the total allocation was not needed in FY14.

Total allocation in FY14:	\$1,660,133	Amount determined to meet needs of families impacted by the change
Total used in FY14:	-347,133	
Total carry forward	\$1,313,000	
Total waiting list in FY14	0	
Total allocation in FY15	\$1,635,411	
Total available at START of FY15	\$2,948,411	
Total projected need	1,660,133	Remains in budget
Projected surplus	\$1.3M	
Proposed down	\$1.2M	Will result in no loss of services

**2. Representative Hooper asked how DDAIL is supporting the transitions of individuals coming out of the Department of Corrections (DOC).**

Deb Coutu, RN from DDAIL's Adult Services Division (ASD) and Ed Riddell from DDAIL's Developmental Disabilities Services Division (DDSD) are both regular attendees of the State Interagency Team (SIT) and the DOC "Re-Entry" Team Committee. The SIT team has been working on a streamlined process for people designated as Severely Functionally Impaired (SFI). The process provides guidance and support to DOC in working with its Local Interagency Teams (LIT) and Designated Agencies (DAs). The "Re-Entry" team is facilitated by DOC and reviews actual cases of individuals who may need community supports once they leave Corrections. The emphasis is on utilizing existing resources and community partners, primarily the DAs, Area Agencies on Aging (AAAs) and other ADRC (Aging and Disabilities Resource Connections) partners.

The ADRC contractor, Heather Johnson, is working with DAIL to identify how to better address the needs for Options Counseling for people leaving DOC custody. The goal is to build more consistent utilization of ADRC resources for all people in need of Options Counseling, Information/Referral/Assistance.

All eligible people transitioning out of Corrections are able to access DAIL programs, including Choices for Care, Attendant Services Program, Developmental Disabilities Services, and Traumatic Brain Injury (TBI) Program.

One of the biggest barriers identified is that of housing for people leaving Corrections or those who are already homeless. DAIL is a partner with AHS is identifying a more economic, reliable source of funding to pay for housing with wrap-around services that does not rely on existing licensure processes.

**3. What are the dates of the Collective Bargaining Agreement (CBA)?**

The CBA commenced on July 1, 2014. It is a two-year agreement, which ends on June 30, 2016. Although no date has been set, the parties will meet again to conduct collective bargaining (i.e., re-open the negotiations) as to compensation rates and the items addressed by the State-Provider Cooperation Committee (i.e., the Provider Payment System, the Registry and Referral System, Professional Development and Training, Retirement Concerns, and Release Time). Terms reached during this "re-opener" will be applicable for the period between July 1, 2015 and June 30, 2016 (Year 2).

**4. Representative Helm asked how Vermont's wages for the direct care workforce compare to those in other states.**

Please see the attached document which contains data from both the United States Department of Labor and the Paraprofessional Healthcare Institute (PHI).

**5. Representative Keenan requested information concerning the funding for SASH last year.**

DDAIL's grant award for SASH in FY14 was \$1,013,671. The grant award in FY15 was \$1,032,765.

**6. Representative Toll asked whether the Vermont Veterans' Home (VVH) is a driver for long-term care costs.**

Based on resident days, there were approximately 52 individuals in the VVH on Choices for Care (CFC) in October 2014. The VVH Medicaid/CFC rate is about \$245/day. We do not track Veterans separately in our Home and Community Based Services but think it is unlikely that they are a significant driver.

I hope you find this information helpful. If you have any additional questions, please do not hesitate to communicate with me.

**Vermont: Select Wage Estimates**  
**Compared to Maine, New Hampshire, and the United States**  
**1.15.2014**

Select Vermont Wages compared to Maine, New Hampshire, US										
	2013 median wage	vs VT	2012 median wage	vs VT	2013-2012	2013 mean wage	vs VT	2012 mean wage	vs VT	2013-2012
<u>Home Health Aide</u>										
Vermont	\$12.41	x	\$12.63	x	(\$0.22)	\$12.62	x	\$12.93	x	(\$0.31)
Maine	\$10.98	\$1.43	\$10.72	\$1.91	\$0.26	\$11.43	\$1.19	\$10.90	\$2.03	\$0.53
New Hampshire	\$12.25	\$0.16	\$11.31	\$1.32	\$0.94	\$12.23	\$0.39	\$11.63	\$1.30	\$0.60
USA	\$10.10	\$2.31	\$10.01	\$2.62	\$0.09	\$10.60	\$2.02	\$10.49	\$2.44	\$0.11
<u>Nursing Assistants</u>										
Vermont	\$12.77	x	\$12.11	x	\$0.66	\$13.01	x	\$12.51	x	\$0.50
Maine	\$11.45	\$1.32	\$11.32	\$0.79	\$0.13	\$11.83	\$1.18	\$11.68	\$0.83	\$0.15
New Hampshire	\$13.48	(\$0.71)	\$13.54	(\$1.43)	(\$0.06)	\$13.73	(\$0.72)	\$13.78	(\$1.27)	(\$0.05)
USA	\$11.97	\$0.80	\$11.74	\$0.37	\$0.23	\$12.51	\$0.50	\$12.32	\$0.19	\$0.19
<u>Child Care Workers</u>										
Vermont	\$11.05	x	\$10.78	x	\$0.27	\$11.56	x	\$11.17	x	\$0.39
Maine	\$9.82	\$1.23	\$10.12	\$0.66	(\$0.30)	\$10.08	\$1.48	\$10.24	\$0.93	(\$0.16)
New Hampshire	\$10.30	\$0.75	\$9.85	\$0.93	\$0.45	\$10.52	\$1.04	\$10.16	\$1.01	\$0.36
USA	\$9.42	\$1.63	\$9.38	\$1.40	\$0.04	\$10.33	\$1.23	\$10.25	\$0.92	\$0.08
<u>Personal Care Aides</u>										
Vermont*	na	x	\$10.73	x	na	na	x	\$12.93	x	na
Maine	\$10.22	na	\$10.12	\$0.61	\$0.10	\$10.25	na	\$10.25	\$2.68	\$0.00
New Hampshire	\$10.74	na	\$10.81	(\$0.08)	(\$0.07)	\$11.11	na	\$11.13	\$1.80	(\$0.02)
USA	\$9.67	na	\$9.57	\$1.16	\$0.10	\$10.09	na	\$10.01	\$2.92	\$0.08

\*2013 not available from USDOL BLS

Notes:

1. Vermont data for 2013 is not available from USDOL BLS (see detail on page 2).
  2. Figures in red indicate wages higher than in Vermont, or a decrease in wages between 2012 and 2013.
- Data source: United States Department of Labor, Bureau of Labor Statistics, Occupational Employment Statistics, State Occupational Employment and Wage Estimates, May 2012 and May 2013 (2014 not yet available)

**May 2013**

State	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
Vermont	All Occupations	total	298,290	1.1%	1000.000	1.00	\$17.01	\$21.18	\$44,060	1.2%
Maine	All Occupations	total	582,430	0.6%	1000.000	1.00	\$16.06	\$19.92	\$41,440	1.0%
New Hampshire	All Occupations	total	620,190	0.7%	1000.000	1.00	\$17.21	\$22.22	\$46,210	0.8%
USA	All Occupations	total	132,588,810	0.1%	1000.000		\$16.87	\$22.33	\$46,440	0.1%

## Vermont May 2013

code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
31-1011	<a href="#">Home Health Aides</a>	detail	430	44.9%	1.445	0.24	\$12.41	\$12.62	\$26,240	2.0%
31-1014	<a href="#">Nursing Assistants</a>	detail	3,050	5.2%	10.215	0.95	\$12.77	\$13.01	\$27,060	1.4%
39-9011	<a href="#">Childcare Workers</a>	detail	1,270	14.1%	4.263	0.95	\$11.05	\$11.56	\$24,050	1.7%
39-9021	<a href="#">Personal Care Aides</a>	detail	7,170	2.1%	24.050	2.81	(8)	(8)	(8)	(8)

(8) Estimates not released.

[http://www.bls.gov/oes/current/oes\\_vt.htm#31-0000](http://www.bls.gov/oes/current/oes_vt.htm#31-0000)

“Individual occupational employment and wage estimates may be withheld from publication for a number of reasons, including failure to meet BLS quality standards or the need to protect the confidentiality of our survey respondents. In order to further ensure confidentiality, OES is not able to provide the specific reason that an estimate was not released. Unpublished OES estimates cannot be made available to the public.

In general, if either an employment or a wage estimate (but not both) is available for an occupation, the occupation will appear in the data with the unpublished estimate footnoted “Estimate not released.” If neither an employment nor a wage estimate could be published, the occupation will not be shown in the data. Occupations for which separate data are unavailable are included in the estimates for the appropriate major group category and in the “all occupations” totals. For this reason, major group and “all occupations” employment estimates may exceed the sum of the employment estimates for the available detailed occupations.”

[http://www.bls.gov/oes/oes\\_ques.htm](http://www.bls.gov/oes/oes_ques.htm)

## Vermont May 2012

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
31-1011	<a href="#">Home Health Aides</a>	detail	530	24.6%	1.791	0.28	\$12.63	\$12.93	\$26,890	2.3%
31-1014	<a href="#">Nursing Assistants</a>	detail	2,910	6.0%	9.912	0.91	\$12.11	\$12.51	\$26,020	1.5%
39-9011	<a href="#">Childcare Workers</a>	detail	1,480	12.0%	5.041	1.05	\$10.78	\$11.17	\$23,230	2.2%
39-9021	<a href="#">Personal Care Aides</a>	detail	7,050	2.6%	23.986	3.17	\$10.73	\$10.95	\$22,780	1.7%

[http://www.bls.gov/oes/2012/may/oes\\_vt.htm](http://www.bls.gov/oes/2012/may/oes_vt.htm)

## Maine May 2013

code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
31-1011	<a href="#">Home Health Aides</a>	detail	3,050	11.8%	5.236	0.86	\$10.98	\$11.43	\$23,780	1.8%
31-1013	<a href="#">Psychiatric Aides</a>	detail	1,200	20.8%	2.053	3.61	\$11.01	\$11.35	\$23,600	1.7%
31-1014	<a href="#">Nursing Assistants</a>	detail	9,480	3.3%	16.285	1.51	\$11.45	\$11.83	\$24,610	1.0%
39-9011	<a href="#">Childcare Workers</a>	detail	2,750	10.1%	4.720	1.05	\$9.82	\$10.08	\$20,960	2.2%
39-9021	<a href="#">Personal Care Aides</a>	detail	9,280	6.0%	15.933	1.86	\$10.22	\$10.25	\$21,310	1.5%

[http://www.bls.gov/oes/current/oes\\_me.htm#00-0000](http://www.bls.gov/oes/current/oes_me.htm#00-0000)

## Maine May 2012

code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
31-1011	<a href="#">Home Health Aides</a>	detail	3,670	12.6%	6.319	0.98	\$10.72	\$10.90	\$22,670	1.5%
31-1013	<a href="#">Psychiatric Aides</a>	detail	2,050	10.9%	3.528	5.90	\$11.49	\$11.59	\$24,100	2.1%
31-1014	<a href="#">Nursing Assistants</a>	detail	9,240	5.7%	15.898	1.46	\$11.32	\$11.68	\$24,300	1.1%
39-9011	<a href="#">Childcare Workers</a>	detail	2,950	7.1%	5.080	1.06	\$10.12	\$10.24	\$21,290	2.0%
39-9021	<a href="#">Personal Care Aides</a>	detail	7,030	5.5%	12.092	1.60	\$10.12	\$10.25	\$21,310	2.1%

[http://www.bls.gov/oes/2012/may/oes\\_me.htm#00-0000](http://www.bls.gov/oes/2012/may/oes_me.htm#00-0000)

## New Hampshire May 2013

code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
31-1011	<a href="#">Home Health Aides</a>	detail	1,770	10.2%	2.853	0.47	\$12.25	\$12.23	\$25,440	1.5%
31-1014	<a href="#">Nursing Assistants</a>	detail	8,410	4.8%	13.563	1.26	\$13.48	\$13.73	\$28,550	1.0%
31-1015	<a href="#">Orderlies</a>	detail	80	5.0%	0.136	0.35	\$13.76	\$14.17	\$29,470	3.8%
39-9011	<a href="#">Childcare Workers</a>	detail	2,690	8.3%	4.340	0.96	\$10.30	\$10.52	\$21,880	1.9%
39-9021	<a href="#">Personal Care Aides</a>	detail	5,160	5.8%	8.321	0.97	\$10.74	\$11.11	\$23,100	1.6%

[http://www.bls.gov/oes/current/oes\\_nh.htm](http://www.bls.gov/oes/current/oes_nh.htm)

## New Hampshire May 2012

code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
31-1011	<a href="#">Home Health Aides</a>	detail	2,550	5.4%	4.165	0.65	\$11.31	\$11.63	\$24,190	2.2%
31-1013	<a href="#">Psychiatric Aides</a>	detail	280	2.1%	0.451	0.75	\$16.44	\$16.32	\$33,940	1.8%
31-1014	<a href="#">Nursing Assistants</a>	detail	8,300	5.3%	13.547	1.24	\$13.54	\$13.78	\$28,670	1.2%
31-1015	<a href="#">Orderlies</a>	detail	90	1.4%	0.147	0.36	\$14.03	\$14.39	\$29,930	3.1%
39-9011	<a href="#">Childcare Workers</a>	detail	2,590	11.2%	4.221	0.88	\$9.85	\$10.16	\$21,140	1.6%
39-9021	<a href="#">Personal Care Aides</a>	detail	4,710	6.3%	7.681	1.02	\$10.81	\$11.13	\$23,150	1.7%

[http://www.bls.gov/oes/2012/may/oes\\_nh.htm#00-0000](http://www.bls.gov/oes/2012/may/oes_nh.htm#00-0000)

## USA May 2013

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
31-1011	<a href="#">Home Health Aides</a>	detail	806,710	1.2%	6.084	\$10.10	\$10.60	\$22,050	0.4%
31-1013	<a href="#">Psychiatric Aides</a>	detail	75,340	2.1%	0.568	\$12.08	\$12.98	\$26,990	1.2%
31-1014	<a href="#">Nursing Assistants</a>	detail	1,427,830	0.5%	10.769	\$11.97	\$12.51	\$26,020	0.2%
31-1015	<a href="#">Orderlies</a>	detail	52,030	2.4%	0.392	\$11.75	\$12.66	\$26,340	0.6%
39-9011	<a href="#">Childcare Workers</a>	detail	597,900	1.0%	4.509	\$9.42	\$10.33	\$21,490	0.6%
39-9021	<a href="#">Personal Care Aides</a>	detail	1,135,470	0.9%	8.564	\$9.67	\$10.09	\$20,990	0.3%

[http://www.bls.gov/oes/current/oes\\_nat.htm#00-0000](http://www.bls.gov/oes/current/oes_nat.htm#00-0000)

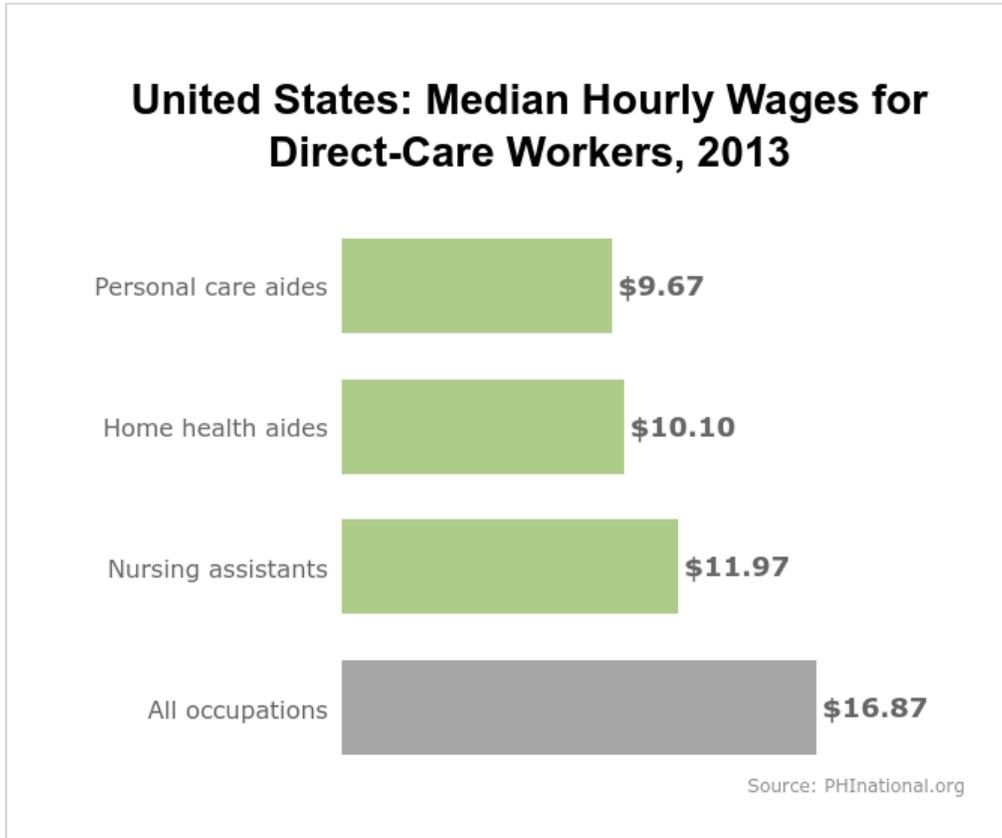
## USA May 2012

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
31-1011	<a href="#">Home Health Aides</a>	detail	839,930	1.2%	6.447	\$10.01	\$10.49	\$21,830	0.4%
31-1013	<a href="#">Psychiatric Aides</a>	detail	77,880	2.1%	0.598	\$11.82	\$12.83	\$26,680	0.7%
31-1014	<a href="#">Nursing Assistants</a>	detail	1,420,020	0.5%	10.899	\$11.74	\$12.32	\$25,620	0.2%
31-1015	<a href="#">Orderlies</a>	detail	53,920	2.5%	0.414	\$11.53	\$12.35	\$25,700	0.6%
39-9011	<a href="#">Childcare Workers</a>	detail	624,520	1.0%	4.793	\$9.38	\$10.25	\$21,310	0.6%
39-9021	<a href="#">Personal Care Aides</a>	detail	985,230	0.9%	7.562	\$9.57	\$10.01	\$20,830	0.3%

[http://www.bls.gov/oes/2012/may/oes\\_nat.htm#00-0000](http://www.bls.gov/oes/2012/may/oes_nat.htm#00-0000)

**From the Paraprofessional Healthcare Institute (PHI)**

“PHI works to improve the lives of people who need home or residential care by improving the lives of the workers who provide that care.” <http://phinational.org/>



Median Annual Earnings (accounting for part-time hours)

All direct-care workers: \$16,800

Personal & home care aides: \$12,300

Nursing, psychiatric & home health aides: \$19,000

**About the Workforce**

The **direct-care workforce** (also known as the **direct service workforce**) is statutorily defined by the federal government in the Patient Protection and Affordable Care Act (Pub. L. No. 111–148, 124 Stat. 119, H.R. 3590, Title V, Subtitle A, §5002 (2010)). That definition encompasses four Standard Occupational Classifications developed by the Bureau of Labor Statistics (BLS) at the U. S. Department of Labor (DOL): **Home Health Aides** [31–1011], **Psychiatric Aides\*** [31–1013], **Nursing Assistants** [31–1014], and **Personal Care Aides** [39–9021]. According to the BLS, Personal Care Aides include **Direct Support Professionals** who assist individuals with developmental or intellectual disabilities. Some states may also include Direct Support Professionals in other human service occupational classifications, leading to challenges in estimating the size of the workforce (see "[the Undercounting Problem](#)").

**Occupations Featured at the PHI State Data Center**

**Nursing Aides, Orderlies, and Attendants; Nursing**

Nursing Aides generally work in nursing homes, although some work in assisted living facilities, other community-based settings, or hospitals. They assist residents with activities of daily living (ADLs) such as eating, dressing, bathing, and toileting. They also perform

## Occupations Featured at the PHI State Data Center

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### **Assistants**

clinical tasks such as range-of-motion exercises and blood pressure readings. Prior to 2012, the BLS combined Nursing Aides with Orderlies and Attendants in one occupational category.

NOTE: Beginning in 2012, the BLS will treat Nursing Aides as a separate occupation from Orderlies and Attendants; it will be referred to as Nursing Assistants.

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### **Home Health Aides**

Home Health Aides provide essentially the same care and services as nursing aides, but they assist people in their homes or in community settings under the supervision of a nurse or therapist. They may also perform light housekeeping tasks such as preparing food or changing linens.

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### **Personal Care Aides (including Direct Support Professionals)**

Personal Care Aides (PCAs) work in either private or group homes and include workers with other titles such as personal attendants, direct support professionals, and home care aides. In addition to providing assistance with ADLs, these aides often help with housekeeping chores, meal preparation, and medication management. They also help individuals go to work and remain engaged in their communities.

A growing number of PCAs are employed and supervised directly by consumers.

Direct Support Professionals (DSPs) work with individuals who have intellectual or developmental disabilities, and may also have titles such as job coach, community living assistant, and direct support specialist. DSPs provide a broad range of supports to individuals with intellectual or developmental disabilities to enable them to live to their fullest potential in the community. These supports include: assisting with self-care, teaching home and community living skills, promoting self-determination, and supporting friendships and relationships in the community.

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