

Vermont Care Partners FACT SHEET

Reimbursement Challenges

- **Designated and Specialized Service Agencies need a significant investment in our base funding plus annual COLAs to achieve a viable and sustainable system of care with livable wages for our staff**
 - The COLAs received by the DA/SSAs over the last 10 years are well behind the New England CPI leading to thousands of our workers earning less than a \$15/hour livable wage
 - We need to stabilize this system after years of cuts and increased uncovered costs such as health insurance, electron health records development, etc.
 - The Federal Department of Labor overtime rules led to \$446,000 in new costs even though the court's blocked it.

- **Our \$383 million System of care is essential to VT's safety net, economy and health reform efforts**
 - The social determinants of health play a larger role than genetics, environment and medical care all combined on health outcomes and costs
 - We effectively serve Vermonters with complex and costly health conditions at low costs
 - RBA data shows successful cost avoidance of emergency room , inpatient and institutional care
 - Substance abuse services to address Vermont's opiate crisis require adequately paid staff
 - Our services are essential to address child abuse and neglect, and for kids to succeed in school
 - Our services reduce costs in the criminal justice system
 - We help people achieve employment and stay in the workforce

- **Low Medicaid rates lead to inadequate compensation to 13,000 workers & reduced quality of care**
 - Recruitment and retention of skilled and trained staff is a growing challenge because of low compensation, that does not keep up with inflation
 - Bachelors level staff earn salaries \$18,000 below state employees doing equivalent work and licensed clinicians earn salaries more \$16,000 below state employees doing equivalent work
 - Raising the DA and SSA direct care workers compensation up to the level of state employee compensation would require an investment of over \$43 million
 - Quality of care is based on long lasting, trusting relationships that are disrupted by our staff turnover rates that average 26.3%
 - With 400 staff vacancies system wide, some agencies have 10% or more empty positions, reducing access to needed services and supports
 - Costs related to turnover, such as recruiting, on-boarding, lost productivity and training average at least \$4,160 per position. With 1124 staff turning over per year; this means that \$4,675,840 is unavailable to pay for needed services.

- **Unlike other health providers we can't cost shift to commercial insurance**
 - Designated Agencies depend on Medicaid and state funding for over 85% of our revenues

- **There is increasing demand for Developmental Disabilities. Mental Health and Substance Use Disorder Services**
 - Recent growth in the Developmental Services budget is due to new people and services; costs per person have remained constant and are below the national average
 - More babies now survive with life-long disabilities and health conditions
 - More people with disabilities and live to be senior citizens with multiple needs
 - We are seeing an increase in some health conditions: autism, early on-set Alzheimer's disease, addictive disorders, and mental health challenges for children and families
 - In spite of new investments hundreds of Vermonters are waiting for treatment for opiate addiction effecting the well-being of children and families, as well as public safety

- **Investment in Designated Agencies has proven outcomes**
 - Lets build on our success