



Overview of Community Care and Intellectual or Developmental Disabilities (IDD) Attendant Compensation Rate Enhancement Program

Purpose

The Attendant Compensation Rate Enhancement program incentivizes community care providers to increase wages and benefits for personal attendant staff.

Implementation

The Attendant Compensation Rate Enhancement program was implemented on September 1, 2000, for the Department of Human Services community-based programs employing attendants (Article II, Department of Human Services, Rider 37, H.B. 1, 76th Legislature, Regular Session, 1999). The rules are outlined in Title 1, Texas Administrative Code (TAC) Section 355.112, entitled Attendant Compensation Rate Enhancement.

Implemented on September 1, 2010, the Attendant Compensation Rate Enhancement program was expanded to include intellectual and developmental disability providers delivering services, including through the Home and Community-based Services 1915(c) waiver, Texas Home Living 1915(c) waiver, or Intermediate Care Facilities for Individuals with Intellectual or Developmental Disabilities program (Article II, Health and Human Services Commission, Rider 67, Senate Bill 1, 81st Legislature, Regular Session, 2009). The Attendant Compensation Rate Enhancement program was originally designed to incentivize increased wages and benefits for community care attendants.

Optional Participation

Participation in the attendant compensation rate enhancement is voluntary.

Participation Agreement

Contracted providers may choose to participate in the attendant compensation rate enhancement program by submitting a signed Enrollment Contract Amendment to enroll and indicating their requested level of enhanced add-on rate to the Texas Health and Human Services Commission (HHSC). Requested add-on rate levels will be granted, beginning with the lowest level requested and then successive levels, until the requested enhancements are granted within the available funds.

Enrollment

Enrollment in the attendant compensation rate enhancement is held prior to the rate year in July. Appropriations limit funding for the enhancement add-on rate levels.

Attendant Revenue Enhancements for Participants

Providers participating in the attendant compensation rate enhancement program agree to spend approximately 90 percent of their total attendant revenues, including their enhanced add-on rate revenues, on attendant compensation. Attendant compensation includes salaries, payroll taxes, benefits, and mileage reimbursement. Participating providers must submit reports to HHSC documenting their spending on attendant compensation.

Attendant Compensation Spending Accountability

HHSC will determine each provider's compliance with the attendant compensation spending requirement annually using the spending reports submitted to HHSC. If participants fail to meet their spending requirement for the reporting period, their enhanced add-on revenues associated with the unmet spending requirements will be recouped. A participating provider's attendant care rate after their spending recoupment will not be less than the rate paid to providers who are not receiving the enhanced add-on rates.

Grouping

Compliance with the spending requirement may be evaluated in the aggregate for all participating contracts controlled by a single entity. Providers may request this aggregation when they submit their report at the end of their reporting period.